

Kaua'i Fire Department

Honorable Addison Bulosan
Honorable Bernard P. Carvalho, Jr.
Honorable Felicia Cowden
Honorable Bill DeCosta
Honorable Ross Kagawa
Honorable Mel Rapozo

Excused: Honorable KipuKai Kuali'i

The Committee reconvened on April 5, 2024 at 9:01 a.m., and proceeded as follows:

Council Chair Rapozo: Good morning. I will call the meeting back to order to resume the budget hearings. Today, we have no one in the audience wishing to testify, so we will start with the Fire Department. By the way, Councilmember Kuali'i is excused today. He is traveling. Chief, if you could, go over your overview on this handout, and then we will proceed with the actual budget items after that.

There being no one present to provide testimony, the meeting proceeded as follows:

There being no objections, the rules were suspended.

MICHAEL R. GIBSON, Fire Chief: Will do. Thank you, Chair. Good morning. For the record, Mike Gibson, Fire Chief. Good morning, Chair.

Council Chair Rapozo: Good morning.

Mr. Gibson: County Councilmembers, we are always very appreciative of your time throughout this budget process and tremendously grateful for your service. We will have a brief introduction that goes with the synopsis that we will present to you before we open up for any questions that you might have for our 2025 budget proposal. This year, in embracing our Mayor's foundational component in constructing our 2025 budget request, all the items in our submission are the result of the collective effort and input from all Kaua'i Fire Department employees. This is from our five (5) bureaus—Fire Administration, Operations, Prevention, Fire Training, and Ocean Safety. Additionally, we have forty-one (41) subgroups. We have our fourteen (14) training cadres, nine (9) operational teams, and thirteen (13) administrative committees that all each proposed and requested their needs for funding resources. Our Fire Administration budget team then finalizes all these requests, and prioritizes and ranks them as an administrative budget team. Just to share a snapshot of the increase in demand of our services and fire operations, we have seen an eight percent (8%) increase in emergency responses. In Ocean Safety, there is good news. Our year-to-date number of rescues and preventative actions have decreased substantially, however, our number of interactions with the public has increased by seventy percent (70%), which I think feeds each other. The more interactions we are having with people and warning them how conditions could be really bad is preventing them from needing a preventative action. Our Fiscal Year (FY) 2025 budget request does have an increase of ten and a half percent (10.5%) over last year. The majority of the cost increase is in several key areas. One,

replace aged fire apparatus with needed replacements and also, where appropriate, to acquire a fire apparatus that has better capability to fight brushfires. Second is the purchase of thirty (30) automatic external defibrillators (AEDs). This is a large number at one time and is only due to the manufacturer no longer producing replacement parts and replacement batteries. The majority of our other equipment replacement items and tools are part of an established annual equipment replacement plan to replace a small percentage of our inventory equipment that are at the end of their lifespan. Third, we have a training and travel request to provide additional specialized training for our firefighters in rope rescue, confined space, helicopter egress, rescue watercraft, and dive rescue. Some of the training is to bring instructors here, and other requests require our cadre instructors to obtain specialized training off-island. Then they will bring this training back to the rest of our Department. Fourth, we would like to provide our fire mechanics with the appropriate heavy-lift column jacks so that they can perform appropriate preventative maintenance and inspections on our apparatuses, and also acquire funding to send our mechanics to receive up-to-date training from the manufacturers that build these fire apparatuses and the pumps. The FY 2024 budget has permitted us to hire twelve (12) full-time Ocean Safety Officers in order to expand our towers and the guarded beaches to up to ten (10) hours a day. We have hired for all these positions, except one (1), which we are in the process of doing this month, and we have been working with all our Ocean Safety Officers to draft and implement this major change and the scheduling milestone which is set to begin May 1st. Our 2025 submitted budget focuses on further restoring and strengthening our resources, capabilities, and services to the community, and in our mission to preserve and protect life and property from all hazards and emergencies, we are investing in resources to best protect the health and safety of our Fire and Ocean Safety employees. Thank you. We will open for your questions.

Council Chair Rapozo: Thank you, Chief. Are there any questions on the overview? We will get into the different items specifically, but is there anything in the overview you want to ask questions about? Councilmember DeCosta.

Councilmember DeCosta: Thank you, Chief. Thank you for your staff. Thank you for putting your lives on the line every day. I noticed that you did not talk about budgeting for fire mitigation in this budget. I know the State wanted to hire or may hire a Fire Marshall. I know each island was thinking about it, but the scope of work has not been laid out for that position yet. That is a very important situation on Kaua'i, and I know we have someone right now in the inspector group who does restaurants and oven hoods. They do all the building inspections. What is happening out there in the public with the grasslands that are unmanaged? We need to prevent another Lahaina from happening. Do you have that covered in your Department? Do you need help with that? How can these tall grasslands be addressed?

Mr. Gibson: Thank you, Councilmember DeCosta, for the question. I can answer that in three (3) or four (4) different sections. First is what we are doing now. Resources or the people we have now are embedded within our Fire Prevention Bureau, which is a staff of four (4). They are also tasked with plans review, inspections of current businesses for safety hazards, investigations of fires, public education, school

inspections, fire extinguisher training, and when they have time, they can try to do some fire mitigation. As you can see, we are very busy and understaffed. We are able to use one of the vacant positions to bring in an 89-day hire, who is retired Fire Prevention Captain Daryl Date. He filled that gap for us. He was able to help us coordinate our annual stakeholders meeting with all the landowners and all of our neighbors. He helps us to coordinate with the Hawai'i Wildfire Management Organization which is vital, because they can provide the landowners with how to apply for Federal grants to help them clean up their lands, buy chippers, buy tractors, and those types of things. Resources-wise, with your help over the past eighteen (18) months, we are in the current process of invitation for bid for a second water tender. We only have one (1) water tender right now. It is stationed in Lihu'e. The benefit of the water tender is it can fight fires and it brings two thousand (2,000) gallons of water to that fight. Most of our fire engines only carry seven hundred fifty (750) gallons, and our current brush truck configuration carries only two hundred (200) gallons of water. Those rely on a skid unit that is mounted on the back, a portable unit, a portable tank, which we are looking to strengthen in the future. We can talk more about that later. The bills that you mentioned and a State Fire Marshall, yes, that has been advancing in the State Legislature. I believe it has already passed the third reading. The State Fire Marshall will help us to open up the doors to what the other states are doing, what is being done federally, and how they can help us to get more moneys for these positions. They will help us with the Wildland-Urban Interface Code development. We would love the growth within our own Department to be able to put those positions in the Fire Prevention Bureau in years and time that might come, but that Bill will help give us a Director to point to. Another bill in the Legislature that has been advancing is to provide each of the neighboring islands with a twin-engine helicopter which can be capable for fire fighting and carry a great deal more water than we carry now. However, there will be some strings attached which will require Emergency Medical Services (EMS) transport and transporting patients from Wilcox Medical Center to O'ahu. We have heard different estimates of how many times it would be needed that we would be without the helicopter. We have as little as ten (10) times a month to as much as three (3) times a day. Three (3) times a day would put us in the transport business. We would not see our helicopter. When those things are worked out, if it is right for our community, we can move forward with that.

Councilmember DeCosta: I have a clarifying question on one of the comments you made before I end. You said you have a stakeholders meeting or dinner, and you said landowners. Are the landowners only private or do you invite the County, the State, and Agribusiness Development Corporation (ADC) on the west and east side? Are they all invited or is it just the private landowners?

Mr. Gibson: I will turn my head back for a little bit of help.

JUSTIN A. KINOSHITA, Fire Captain: We invite everyone who wants to come.

Councilmember DeCosta: Do they come?

Councilmember Cowden: Yes, they do.

Mr. Kinoshita: We have a good turnout of about thirty-five (35) to forty (40) representatives. We are having another one...

Council Chair Rapozo: You will need to come up.

Councilmember DeCosta: This is very important, because these are the types of things that can help to prevent. I know the Fire Department does not have a way to issue any types of citations or anything like that. Do you folks have the ability to issue citations if the landowners do not attend the stakeholder dinner and learn from what you folks are presenting?

Mr. Kinoshita: To clarify, are you asking about giving citations for not participating in the meeting?

Councilmember DeCosta: No. It is participating in your folks' vision on fire mitigation and what is happening on the grasslands that you folks are talking to these people about at your meeting, annual conference, or whatever it is that you have.

Mr. Kinoshita: The notice of violation, which is what we call our citations, is basically code for brush within x amount of distance to a structure. That is all we submit notice of violations for.

Councilmember DeCosta: I am not done yet. I want to clarify, please.

Council Chair Rapozo: Go ahead.

Councilmember DeCosta: I want to know if those entities—the County, the State, and ADC—attend your meeting.

Mr. Gibson: Have they been attending the meeting? Yes.

Mr. Kinoshita: We had one (1) this past year, and the three (3) that you mentioned all attended.

Councilmember DeCosta: Thank you.

Council Chair Rapozo: Councilmember Cowden.

Councilmember Cowden: I have follow-up. Having been in attendance at that meeting, I would say it was good to also see the Department of Hawaiian Home Lands (DHHL) and the Division of Forestry and Wildlife (DOFAW). Pretty much all the large landowners were there. There might have been a few exceptions, but it was great. In follow-up on what he is saying and it also approaches what you are talking about, I know you are applying through the Staffing for Adequate Fire and Emergency Response (SAFER) Grants. Was that for two (2) or three (3) positions?

Mr. Gibson: It is for two (2) positions.

Councilmember Cowden: Two (2) positions. That is what I have written down here. Two (2) positions through the SAFER Grants to add to our fire prevention, and you mentioned the Hawai'i Wildfire Management Organization. How are you working to create these fresh evacuation routes with the Kaua'i Emergency Management Agency (KEMA)?

(Councilmember Kagawa was noted as not present.)

Councilmember Cowden: To me, that is the real obvious...like the Department of Transportation is saying that they will help mow down and open up areas. They have done a little bit. The number one, to me, is we need extra ways to get out of places like Hanapēpē Heights and Kiahuna Plantation Road. There are a number of them. The Houselots.

Mr. Gibson: To your question, Councilmember, the Fire Department has not been working directly with the State in cutting and opening up the back roads. They have been working with us in clearing existing brush along our highways to create a bigger fire break. KEMA might have more into the back roads, I believe.

Councilmember Cowden: I cannot quite see our Managing Director, who I know is in here, so I am turning my head to try to see her. I think something that very much needs to be done is to amplify the coordination between the groups, because that is how it will be effective. Some of it is the State, some of it is the County. The County is investing in all this equipment through the Department of Parks & Recreation, but we really need the Fire Prevention Bureau to take a lead role in partnership with KEMA to make sure we have a way out.

(Councilmember Kagawa was noted as present.)

Councilmember Cowden: That is what I think the big lesson in Lahaina was. In that case, they really had six (6) ways where many of our places have one (1) way. We have all the other ingredients that could be problematic...maybe not as much wind, but we have problems. I want to really support this fire prevention team to keep that going. Is Daryl Date still on with the 89-day hire?

Mr. Gibson: It just ended. We have been filling positions, but we have run out of positions to put him in.

Councilmember Cowden: Is he still into doing it?

Mr. Gibson: Okay.

Council Chair Rapozo: Are there any other questions on the overview?
We will start on page 118 with the Administration. Are there any questions? Go ahead.

Councilmember Cowden: I have a simple one. I was surprised to not see more salary inversion where the Fire Chief and the Deputy Fire Chief typically earn less than the people beneath them, but is that because this does not reflect overtime? Has the County somehow finally found a way to address that?

Mr. Gibson: The salaries on this sheet do not reflect overtime, but the increased amounts for Fire Chief, Deputy Fire Chief, and Administrative Services Officer II have risen over the last few years due to the Salary Commission.

Councilmember Cowden: Okay. That is my only question...actually, Councilmember Kualii usually asks about all these missing positions.

Council Chair Rapozo: There are no vacancies in the Fire Administration Bureau. I think Ocean Safety is the only one that shows up on the...

Councilmember Cowden: Fire.

Council Chair Rapozo: Yes, and there are three (3) firefighter positions in the Operations Bureau, but we when we get to that section...

Councilmember Cowden: Okay.

Council Chair Rapozo: I have my marching orders from Councilmember Kualii.

Councilmember Cowden: I started to let go of it, so he can be looking at that.

Council Chair Rapozo: In fact, he sent me a text message about five (5) minutes ago to remind me.

Mr. Gibson: I thought I was off the hook.

Councilmember Kagawa: I thought we were going to finish sooner. I guess not.

Council Chair Rapozo: The bulk of your increase is really in the health premium benefits because of the new offering of free medical, right? Okay. Are there any other questions on the Administration Bureau? Go ahead, Councilmember Bulosan.

Councilmember Bulosan: Circling back on the AEDs.

Mr. Gibson: Yes.

Councilmember Bulosan: How many units?

Mr. Gibson: Thirty (30) units this year.

Councilmember Bulosan: Is that to replace ones that cannot be fixed?

Mr. Gibson: Between Fire and Ocean Safety, we have a total inventory of fifty-eight (58) units. Thirty (30) of those are in Fire—frontline units, fire engines, brush trucks, battalion chief (BC) units. The other twenty-eight (28) are in Ocean Safety. Once we replace the thirty (30) from Fire, we will have the reserve of the other ones if the need the batteries and parts to filter down to the remaining twenty-eight (28), then the following year, we will look to replace the other AEDS or a fraction of them. If we can keep squeezing a little bit of life out of them and replace fractions at a time, we can, but to replace half (½) right now is necessary just because we cannot get new batteries anymore.

Councilmember Bulosan: Are the ones in County buildings included?

Mr. Gibson: No. These are strictly the ones under the Fire Department.

Councilmember Bulosan: Will these AEDs be put into the apparatuses?

Mr. Gibson: They will be put in all the fire engines, the brush trucks that you see, the battalion chiefs' vehicles, and our staff vehicles in the Administration, training, and prevention. They all have those with our first responders.

Councilmember Bulosan: Will that be included in the application (app)? I forgot the name of it.

Mr. Gibson: PulsePoint.

Councilmember Bulosan: PulsePoint.

Mr. Gibson: Yes, the PulsePoint app will show those locations for the public's use. I take that back. PulsePoint will be open to the public, so if you have cardiopulmonary resuscitation (CPR) training, you subscribe to the app, and there is a cardiac arrest near you...not at a private residence, it needs to be in a public place, so their address is not given out...you will receive the alert and there will be a map that shows you where public access AEDs are located.

Council Chair Rapozo: Okay. We are on the Administration budget, so the AEDs will show up later. I am not sure, but I did not see it in the Administration budget.

Councilmember Bulosan: I am sorry.

Council Chair Rapozo: It is no problem. Just make sure you cite the page number, so we can follow along. Councilmember DeCosta.

Councilmember DeCosta: Page 118. On those two (2) positions you have—602 and 1854—both are equipment mechanics. I see a high need and specialty for those two (2) positions. Are these mechanics versed on small two-stroke equipment, like your pumps, because I am a two-stroke type of person. I know how important it is to have the spark plugs and the wiring. I have been out on one of the fires in Waimea Valley and some of your firefighters did not know how to fix that small pump. I want to make sure your mechanics are versed in both the small engine and large trucks, both gas and diesel. Do you need money for training for those positions?

Mr. Gibson: Our two (2) fire mechanics are exceptional. Not only are they diesel mechanics, but are also work on all the gasoline engines, trailers, watercraft, Ocean Safety equipment, and all the vehicles. Not counting boats, there are ninety (90) pieces of equipment that they maintain. We know we are at the verge of needing more help and will work with the Mayor's team to increase that as we can.

Councilmember DeCosta: Let us know. Thank you.

Mr. Gibson: Thank you.

Council Chair Rapozo: Are there any other questions on the Administrative Bureau? If not, let us move on to the Operations Bureau, starting on page 129. Chief, we will start as if Councilmember Kualii were here. I know he is watching. In Fire Operations, you have three (4) Firefighter vacancies that are all relatively short, except for one (1) that has been vacant for one hundred twenty (120) days. The comment section says the testing is completed.

Mr. Gibson: That is correct.

Council Chair Rapozo: What is the status?

Mr. Gibson: We are currently within the recruitment process. The testing—written and agility—is complete. We have about seventeen (17) candidates remaining. We have interviews to hire them scheduled for April 22nd, and tentatively have a recruit class to hire these three (3) positions on July 1st.

Council Chair Rapozo: Thank you very much. Those are the only vacant positions in Operations, so thank you for that. Let us move on to page 132. Are there any questions? Go ahead, Councilmember Cowden.

Councilmember Cowden: On page 231, when there is a line item called "Regular Overtime," I am seeing that...that is from the original budget...when you have regular overtime, I get confused when I see rank-for-rank and I know you sometimes take

where there are open positions, but can you explain how you folks handle regular overtime and rank-for-rank? I do not quite understand that.

Mr. Gibson: Of course. The rank-for-rank line item is tied to the collective bargaining agreement. Per the agreement, they can work up to twelve (12) shifts per year. This is for all members.

Councilmember Cowden: That is functionally that they will work somewhat like overtime, because there is also the premium pay. I was just looking at it. It is not a whole lot given how large your whole budget is. We have letters from people saying you folks need more. What is premium pay? How is that in this case?

Mr. Gibson: First, I will go to regular overtime, if it is not rank-for-rank. If it did not have a rank-for-rank scheduled and we have three (3) or four (4) firefighters who call in sick, then we will look for regular overtime. Premiums, so I do not get that wrong...

Council Chair Rapozo: It is broken down. In your regular overtime, the majority is for holidays. That is in the collective bargaining agreement. That is mandatory. Again, rank-for-rank is collective bargaining and mandated. We do this every year. As long as I have been on this Council...that is why I am so knowledgeable about rank-for-rank. We have had this discussion.

Councilmember Cowden: It is different. No other department has it.

Council Chair Rapozo: It was a creative way to provide the fire departments across the State compensation for their work. Everyone is stuck in the collective bargaining salary structures. We have seen the County starting to do creative things with differentials.

Councilmember Cowden: Hardship appropriations.

Council Chair Rapozo: Rank-for-rank is basically a benefit that is provided.

Councilmember Cowden: Alright.

Council Chair Rapozo: If you look at premium pay, it is broken down again—temporary assignments, scheduled overtime, hazard pay, and night alarm premium. Again, all are required by the collective bargaining agreement. I did have a question on rank-for-rank, because year-to-date, you are at five hundred seventeen thousand dollars (\$517,000) and you are requesting four hundred eighty thousand dollars (\$480,000). Why is there a significant decrease in the rank-for-rank?

Mr. Gibson: That is our target. These numbers are put in through the Department of Finance and the Payroll Division. We do our best to target that number. We know we are running a little bit higher this year and we will work with the Mayor and Finance team to request more money next year.

Council Chair Rapozo: Maybe if the Finance team is here, but we, on this Council, want to target for an accurate budget. I discussed this with the Chief of Police the other day. If it is one million two hundred thousand dollars (\$1,200,000) then...because four hundred eighty thousand dollars (\$480,000)...unless there was a drastic reduction in workforce, you will not hit four hundred eighty thousand dollars (\$480,000) if you are already at five hundred seventeen thousand dollars (\$517,000). What happens is you will need to start moving money in your Department. Ideally, I would like to see the real number, because it is not really an accurate budget if it is not. You should have an idea, because you know that twelve (12) shifts a year is guaranteed, right? We know how many battalion chiefs you have. If you are at five hundred seventeen thousand dollars (\$517,000) as of March, there is no way you will hit four hundred eighty thousand dollars (\$480,000). Janine, I saw you jump up here.

JANINE M. RAPOZO, Human Resources Manager III: I did not jump, but yes. Janine Rapozo, Human Resources (HR) Manager. That is one of the figures that will fluctuate every year, so what we have done is look at historical data and try to budget that way. If we budgeted for every single shift, we would need to budget millions and millions of dollars more. When rank-for-rank first came up, we had to look at what the actual number of shifts being taken was. This year, I guess he is showing that he is going more than that. Chief, I do not know if you asked for more money during the budget sessions, but that is sort of the way we are budgeting. I am so glad that Ken is coming up right now.

Council Chair Rapozo: I guess the question is, when was the last time the four-hundred-eighty-thousand-dollar mark was hit?

KEN M. SHIMONISHI, Budget Administrator: Ken Shimonishi, Budget Administrator. We would have to look at that. As far as the budget goes for rank-for-rank, part of the practice of the past...I do not want to say, "Administration," but I will say, "Managing Director,"...was to budget that rank-for-rank in the Employees' Retirement System (ERS) account. If you look at the ERS account on master page 132, it is the account number ending in 05-03. There is a line in there called, "Fund Excess Pension from Overtime and Rank-for-Rank."

Council Chair Rapozo: I am sorry. I am on page 132. Where is that?

Mr. Shimonishi: It is about three-fourths (¾) of the way down in the account that ends with 05-03.

Council Chair Rapozo: Okay.

Mr. Shimonishi: Under "Retirement Contribution," you look at the miscellaneous text. It is "Fund Excess Pension from Overtime and Rank-for-Rank."

Council Chair Rapozo: Right.

Mr. Shimonishi: Part of the reasoning for that is there was a thought to try to control the rank-for-rank by having the departments come back to say, "We want to transfer money from here to the rank-for-rank overtime."

Council Chair Rapozo: Ken, the County's retirement contribution is money that is going out to the retirement fund. Rank-for-rank goes to the employee. It is completely different, so I do not know what the prior Managing Director was trying to do, but that is not how it is done. How are you going to force the Department to spend four hundred eighty thousand dollars (\$480,000), when...

Mr. Shimonishi: They will spend what they will spend, but the practice was to show the movement of the funds and to have eyes on it every time that they need to move it.

Council Chair Rapozo: You folks get to see it.

Mr. Shimonishi: We send the budget adjustments over to the Council as well.

Council Chair Rapozo: But the public does not. Right now, the public...again, this budget is not for the Council; it is for the public. If you folks are spending two million dollars (\$2,000,000)...even if it was one million five hundred thousand dollars (\$1,500,000)...I am not very good at math, but I know five hundred seventeen thousand dollars (\$517,000) times two (2) is over one million dollars (\$1,000,000). Honesty, I do not look at every single line item. I focus on the changes and when the changes are significant, especially if the County is spending more than they are budgeting, then I become concerned. That is not being open. It is like you are tucking money away in a fund that has absolutely nothing to do with moneys going to the employees.

Mr. Shimonishi: I guess my question to the Managing Director would be about moving this money and putting it in the overtime. I was just trying to explain the reason why it was trying to control that and making sure that the Administration had eyes on that, because it was a very hot topic, as I recall.

Council Chair Rapozo: Let me ask this question, Chief. The collective bargaining allows for twelve (12) shifts per year. Do you pay more than that? Are there people who are doing more than twelve (12) a year?

Mr. Gibson: Yes, people are working overtime outside the rank-for-rank.

Council Chair Rapozo: I meant for the rank-for-rank.

Mr. Gibson: Yes. No, rank-for-rank can only be that amount.

Council Chair Rapozo: Right, so that is a fixed amount. You know what that is. There is no way you can limit that, right? I am asking because I do not know.

Mr. Gibson: Right. The only possibility is they work less. They are not required to work it. We do not pay them if they do not work it. It is only if we do not offer it.

Council Chair Rapozo: Again, if you look at the historical trends, and I do not have it in front of me, but I guarantee...when I said this to the Attorney General, I got in trouble, but I can guarantee this one that we have not spent four hundred eighty thousand dollars (\$480,000) on rank-for-rank in a long, long, long, long time. Correct me if I am wrong.

Mr. Gibson: We have moved money in each of the last few years.

Council Chair Rapozo: To me, if you know what it is, it needs to be in the budget and it needs to be where it needs to be. We can move it. We can very simply move it.

(Councilmember Kagawa was noted as not present.)

Council Chair Rapozo: It is sort of like semantics, really, but if the text said, "Fund Excess for Rank-for-rank," then I would be okay. This is saying this one million six hundred thousand dollars (\$1,600,000) is for retirement contributions. We know today that money is not going to retirement contributions. That money is going to rank-for-rank, so that money should be in the rank-for-rank line. That is just my opinion. There are other Members here. I hope you move it because that is where it should be. Here comes the new Managing Director. I am just trying to have a budget that is real. That is why.

REIKO MATSUYAMA, Managing Director: Reiko Matsuyama. I see where you are going with transparency, so we can look at moving it. It would come from the 05-03 budget line item. We would just move it back up. Just to clarify, that line item, I know it is with pension and it has that word in it, but it is for what we previously called, "spiking."

Council Chair Rapozo: I understand.

Ms. Matsuyama: It is going to ERS, but the problem with that number is we just do not know what it is at the end of the year. We do not pay it until the end of the fiscal year is done.

Council Chair Rapozo: Is that the rank-for-rank?

Ms. Matsuyama: No, the spiking. That part is we just do not know what it has been. The Fire Department has done a great job controlling it in recent years, so their bill has been less than other departments. We can comfortably move the line item back up to the rank-for-rank overtime account.

Council Chair Rapozo: As far as budgeting purposes are concerned, if you are managing this corporation, you want to know what that line it going to be, right?

Ms. Matsuyama: Yes. I think there is some operational strategy in terms of budgeting it. Like Ken said, yes, there is a transparency aspect, but for us, we do not monitor it all the time, so if we see budget adjustments we wonder what is going on and why this extra money is needed, so there is always that level of accountability on the Administration's side of the street.

Council Chair Rapozo: I am just asking that it be realistic. That is all.

Ms. Matsuyama: Yes.

Council Chair Rapozo: Four hundred eighty thousand dollars (\$480,000) is not realistic. It just is not.

ROSALIE N. BETTENCOURT, Program Administrative Coordinator: Good morning. Rose Bettencourt. I am currently the Ocean Safety Bureau Program Administrator, but I do have some information on rank-for-rank. Like the Chief said, it is collective bargaining. They have policies in place to control so that people do not run rampant. There are strict rules on it. Every year, the Fire Department would calculate each person eligible for rank-for-rank, get the gross total, and we would account for ten percent (10%) or fifteen percent (15%), because some folks do not like to work rank-for-rank. Some folks skip the opportunity within the three-month period or whatever it is, so we would account for that, and we would submit it for the budget. We did not have any issues, but several years ago, I guess that is when they did whatever it is they did with the retirement system funding. Before that, it was pretty much accurate. We would calculate. We would put it in, it would be approved, and it might go over, it might go under, but we were pretty damn close. I just want to clarify, because budget-wise, it just changed all of a sudden three (3) or four (4) years ago.

Council Chair Rapozo: That is when the whole debate on spiking came up. The audit came out and the spiking was out of control. I understand that part. You controlled the spiking through your policy, but in the budget, you are not going to control the activity by cutting the budget if all you need to do is transfer the money, right?

Ms. Bettencourt: Right.

Council Chair Rapozo: You controlled the spiking and I think you said you could pretty close to accurately identify the amount you are going spend that year.

Ms. Bettencourt: Right.

Council Chair Rapozo: When was the last time it was near four hundred eighty thousand dollars (\$480,000).

Ms. Bettencourt: I do not recall when it was that amount.

Council Chair Rapozo: What is the average amount? Is it one million dollars (1,000,000)?

Ms. Bettencourt: It was about eight hundred thousand dollars (\$800,000). Sometimes it was a little more, sometimes it was a little less.

Council Chair Rapozo: As salaries increase, the numbers increase.

Ms. Bettencourt: Yes, your amount will.

Council Chair Rapozo: It has increased a lot over the last four (4) years. All I am saying is to tell us what you are going to spend. We are not going to tell you how to control the spiking. That is your job. Do not tell us you will spend four hundred eighty thousand dollars (\$480,000) if you know you are going to spend one million dollars (\$1,000,000).

Ms. Bettencourt: I just want to make it clear that the Fire Department personnel do take it seriously. They account for everything—holiday pay, scheduled overtime, and rank-for-rank—we will calculate it at one hundred percent (100%) and we will account for whatever leaves, for people who do not want to do rank-for-rank, and whatnot.

Council Chair Rapozo: I have not seen this in any of the other departments. Even with the regular overtime, it is at six hundred sixty-eight thousand dollars (\$668,000) and you are asking for three hundred forty-two thousand dollars (\$342,000). How will you make three hundred forty-two thousand dollars (\$342,000). When you folks come back with the Supplemental, make sure that is fixed, because that is not being transparent. Councilmember DeCosta.

Councilmember DeCosta: I have a clarifying question on your folks' overtime. You explained the rank-for-rank and said that according to the Administration, you can almost come up to exactly that figure, because you are held by the Union or something like that. However, here is my thing about the fire...and I hope I am not being too much of a constructive information type of person, but, to me, the Fire Department is the one department you cannot budget that overtime money to the exact amount, because when you are fighting a fire, you cannot pull people out of the fire and say, "We will replace you. Your shift is done. We will replace you with another officer." Let us say there was a situation with the Police Department. You have a gunman, and you bring twenty (10) officers to surround

the house. When their shift is done you can substitute them in and out. I have been in a fire with your folks. I have been out in Waimea Canyon and firefighters are done with their shift, but you cannot pull them out. You cannot budget for something like safety or fire. We do not know when the next fire will be. Just for the community's knowledge, this is a very tough budget to manage. I am not speaking on behalf of the Fire Department. I am speaking on common sense. Thank you.

Council Chair Rapozo: Councilmember Carvalho.

Councilmember Carvalho: You mentioned the shift in the last four (4) years.

Ms. Bettencourt: I am sorry. What was that?

Councilmember Carvalho: Did you say it was in the last four (4) years?

Ms. Bettencourt: It was three (3) or four (4) years. There was a sudden shift. I was not involved. I do not know what went on.

Councilmember Carvalho: Did that switch?

Ms. Bettencourt: That was probably like how Ken is saying there was...

Councilmember Carvalho: I see. I just wanted to clarify, because I know prior to and then the process...

Ms. Bettencourt: Prior to that, yes, it was basically what we requested.

Councilmember Carvalho: Then now with that shift.

Ms. Bettencourt: Yes.

Councilmember Carvalho: Okay.

Council Chair Rapozo: Councilmember Cowden.

Councilmember Cowden: I have a bit of a follow-up because I was here three (3) or four (4) years ago. I think what coincided with it might have no corollary, but it was when we did the audit, and the audit did not come back favorable. That is where we saw problems.

Ms. Bettencourt: Yes, I recall that audit.

Councilmember Cowden: I think that is when the shift happened in my mind.

Council Chair Rapozo: Yes, it may appear that you satisfy the audit, it may appear that you are doing a really good job. I am with Councilmember DeCosta, I am not criticizing the overtime at all. I am just criticizing the budget is being manipulated. You just need to tell us what you need and not hide it in other accounts that you know you will tap later. I do not know how the County gets away with that. If we had an anomaly, like Lahaina, that is different. You will generate all types of overtime. I am just talking about what we can count on, as Rose said, you pretty much know what the target will be, and none of these numbers are accurate. None of the numbers in this budget are accurate. You do not know, but you have an idea. I just think that it is not open when the County knows it will spend more, and are just putting it into another account that you know you will be transferring from later.

Ms. Bettencourt: Thank you.

Mr. Gibson: Thank you, Rose.

Council Chair Rapozo: Are there any other questions?

Councilmember DeCosta: I have one on the vacancy. We moved into this whole financial thing about overtime, but I have one on the vacancy.

Council Chair Rapozo: Is this for the Operations Bureau?

Councilmember DeCosta: Yes.

Council Chair Rapozo: Okay. Let us go back.

Councilmember DeCosta: It is not so much on the position itself. It is on the system of how the positions are hired. When Janine was up here...it might be a question for Janine, but I know you made some improvements in the mental testing for the Fire Department, because you wanted to be able to qualify more of the applicants who were not qualifying, so the County did something on the mental testing. Am I correct?

Mr. Gibson: We have not changed any of our new hire recruitment processes. There is still the written test and the agility test.

Councilmember DeCosta: Was nothing changed on the written test?

Mr. Gibson: No. As far as I know, we have not.

Councilmember DeCosta: According to HR, I heard that the County hired a group to monitor or look into the testing part of the Fire Department. It was possibly the physical part.

Ms. Rapozo: It is the validation study that we put into the budget. We are going to do that. We have not done it yet.

Councilmember DeCosta: Here is my opinion on that since we are talking about vacancies and filling the three (3) positions. I am a big advocate for a firefighter, female or male, passing the test, especially if it is the physical part. I do not want to see any type of compensation in the physical test to make it easier because someone or a group cannot pass the test. When you are in a building, we need that firefighter, whether they are male or female, to do their job. I stand firmly on that. I just wanted to note that, because you brought it up, that when we talk about vacancies...vacancy means you will fill that position and if you will do anything with that test, make sure they are held accountable and do every aspect of that test. Thank you.

Mr. Gibson: Thank you.

Council Chair Rapozo: Are there any other questions on the positions? I am just going through the pages because most of it is pretty flat.

Councilmember Cowden: What page are you on?

Council Chair Rapozo: I am scrolling through page 133. Chief, you have vehicles spread throughout this budget, so the only thing I will say is, as I have asked all the other departments...am not sure if you know, I am not sure if you got the memorandum, but because I have not seen this many vehicles and pieces of equipment as this year, I am just asking all the departments to provide us with a justification sheet. If it is a replacement vehicle, what is it replacing, what is the year, and what is the mileage. If it is a new vehicle, what is the justification for a new vehicle, because there is just a lot this year. It is millions and millions of dollars worth.

Mr. Gibson: Yes, we can do that. Ours are all one-for-one replacements, with the exception of the water tender which is an additional piece of equipment.

Council Chair Rapozo: If you could just provide that to us. Thank you. Go ahead.

Councilmember Cowden: On that point, on page 136, one million nine hundred seventy thousand dollars (\$1,970,000)...below it is replacement of trucks. Okay. There is one (1) new water tender in there. Hazardous materials (hazmat) 8 vehicle. Are you replacing that?

Mr. Gibson: Yes, it is due for a scheduled replacement.

Councilmember Cowden: What does that vehicle look like?

Mr. Gibson: It has the same body appearance as a fire engine. It does carry the specialized equipment for hazmat. It has room for a workstation inside.

Councilmember Cowden: Was that at the Touch-A-Truck Event?

Mr. Gibson: What was that?

Councilmember Cowden: Was that at the Touch-A-Truck Event?

Mr. Gibson: I do not think the hazmat vehicle was. The water tender was for sure this year.

Councilmember Cowden: Where does that truck live? What color is it?

Mr. Gibson: It is red, it looks just like Engine 8 and it resides in Kaiākea, next to Station 8. It has its own bay.

Council Chair Rapozo: Chief, what is the time schedule to get these trucks in? I know there is a supply chain issue with fire trucks. Are you anticipating delivery in the next few years on these?

Mr. Gibson: We are. The last award is the two (2) fire engines to the Rosenbauer. It was signed last year with a due date of April 2025. We would love to see that in a year. We will be happy. For the money bill that was approved last fall, while we were out in an invitation for bid, we came across a brand-new factory demonstration vehicle. There were two (2) other departments trying to get it just as we were. The first purchase order (PO) was going to get it. We were able to work with KEMA and the Purchasing Division, and were awarded that fire engine. We have a team going to take a look at it in the next couple weeks. It is in Oakland, and it should...I do not like to say, "Should," but it should be shipped soon and we should see that in service by the end of summer. That will replace a Kalāheo fire engine.

Council Chair Rapozo: Thank you. Councilmember Cowden.

Councilmember Cowden: On the same page where it says, "Replace Rescue 3 and Truck 3," are those the smaller fire trucks? You know how there are big fire truck and small fire trucks? Is it a small fire truck?

Mr. Gibson: Yes. Let me clean up one question. The hazmat vehicle is from 2006. It is eighteen (18) years old. By the time the replacement comes, it will be twenty (20) or twenty-one (21) years old. That is why it is due for replacement.

Councilmember Cowden: Okay.

Mr. Gibson: Rescue 3. The current Rescue 3 crew, as you see them today, respond in the F-550 that looks just like the brush truck at Station 2 and Station 8, but they are a specialized technical rescue unit. They need to carry more equipment for trenching, shoring rescue, or if we have a disaster.

Councilmember Cowden: Is there one in Hanalei?

Mr. Gibson: There is only Rescue 3, which is in Līhu'e. This truck needs to carry specialized equipment. Some of the technical rescue vehicles used on the other islands and across the country are the size of a fire engine. We will have something a little smaller just so we can get access to the worse areas. For Rescue 3, when we get this new apparatus, it will be Heavy Rescue 3. We currently have...I will put you in the weeds in a minute. If you look at Līhu'e Fire Station, there is a fire engine and the fire crew is assigned to that unit. Rescue 3 currently works on the F-550. We want to put them in a rescue unit. We have another vehicle at Līhu'e called, "Truck 3." Truck 3 has a mobile air compressor on it, so we are able to fill air bottles on the scene, lights, and storage. It is a huge truck. It is almost the size of a fire engine. It is bigger than a water tender. We basically use it to fill air bottles and carry spare turnout gear. That will be retired. It is also a 2006 vehicle, I believe.

Councilmember Cowden: Then there is the rescue truck. What does a rescue truck do? Does every fire truck not rescue something? What does a rescue truck rescue?

Mr. Gibson: It is just a fire service term. A fire engine or fire apparatus has seven hundred fifty (750) gallons of water, a hose, all the firefighting equipment, and extrication equipment for vehicle accidents. The technical rescue unit have a greater (inaudible) rescue. This is a crew that rides on Air 1, performs helicopter rescue, swift water equipment, and ocean rescue. There is just not enough room for all of that and a skid unit with a fire pump and tank on the back.

Councilmember Cowden: Alright. That is helpful. Thank you.

Council Chair Rapozo: Councilmember Carvalho.

Councilmember Carvalho: I would like to get an update on the leased equipment that you have and the amounts. How is that moving forward?

Mr. Gibson: With last year's budget, the County started purchasing vehicles rather than leasing. We currently have seven (7) vehicles that we are paying off under lease. That includes the first water tender, which is in its final year, seven (7) of seven (7) years of payments, Engine 7 for which we are at six (6) of seven (7) payments, and so on. That adds up to the County paying four hundred forty-eight thousand eighty hundred eighty-six dollars (\$448,886) a year. If you multiplied the value of those

vehicles, that is three million one hundred forty-two thousand dollars (\$3,142,000) worth of equipment.

Councilmember Carvalho: Is that in total?

Mr. Gibson: Now, we are shifting around.

Councilmember Carvalho: And it would shift back.

Mr. Gibson: The County will spend one million dollars (\$1,000,000) one (1) time and not for seven (7) years.

Councilmember Carvalho: Thank you.

Council Chair Rapozo: Are there any other questions on page 136? I did not see the new helicopter in here.

Councilmember Cowden: It is a few pages back, right?

Council Chair Rapozo: No, the new helicopter.

Councilmember Cowden: The big one?

Council Chair Rapozo: Yes, the twin-engine helicopter.

Councilmember Cowden: I thought we were not doing that.

Council Chair Rapozo: I am just kidding. I do have a question about the AEDs, which Councilmember Bulosan touched on. How much is an AED? I think I can do the mathematics (math) calculation. Is it about four thousand dollars (\$4,000)?

Mr. Gibson: Yes, if I am not incorrect, it is approximately four thousand dollars (\$4,000) per unit.

Mr. Kinoshita: It is between two thousand five hundred dollars (\$2,500) and five thousand dollars (\$5,000).

Council Chair Rapozo: Okay. One of the things Councilmember Bulosan and I are deliberating on or debating right now is whether or not we should introduce a bill to require all County facilities to have an AED. I do not want to put you on the spot, but do you think that would be a good idea?

Mr. Gibson: Yes. I know the Office of the Mayor installed one (1) a couple of years ago outside the office. The ones for public use are far less than the ones that cost five thousand dollars (\$5,000).

Council Chair Rapozo: It is about two thousand five hundred dollars (\$2,500). I think we can get a good one with the training that says, "Put the leads on," and all of that information.

Mr. Gibson: It is very valuable in working with that PulsePoint app. The timing could not be better.

Council Chair Rapozo: We will need to send over a request to find out how many County facilities we do have, and maybe we can phase it in over a few years. If I am not mistaken, Honolulu has it required in all county facilities and any commercial or business facilities that serve fifty (50) people or more. That might be a stretch, but we can start off with the County's facilities. We have heard enough success stories with the AEDs and it would also really help you folks.

Mr. Gibson: Yes.

Council Chair Rapozo: Okay. Thank you. Are there any other questions on Fire Operations? If not, let us move to Prevention. This is page 139. Are there any questions? There are no vacancies.

Councilmember Cowden: Can we express appreciation? Thank you, folks.

Councilmember DeCosta: I have a question.

Council Chair Rapozo: Go ahead. Councilmember Cowden, was that a question? I am sorry.

Councilmember Cowden: No, I just wanted to express my appreciation. I said, "Thank you." I have been working with them quite a bit. Thumbs up. I appreciate it.

Council Chair Rapozo: Councilmember DeCosta.

Councilmember DeCosta: Chief, I noticed that you have some trips going to Nevada for inspectors. It is for five (5) days. Is that an International Code trip where the firefighters and personnel or Administration learn about fighting wildfires? Is it part of that?

Mr. Gibson: Yes and no.

Council Chair Rapozo: What page is it, Councilmember DeCosta?

Councilmember DeCosta: It is page 141.

Mr. Gibson: We have these line items on here and they are dollar-funded. Opportunities do come up frequently, but with our short staffing, if they are

able to fit it in their schedules, we address it at the time. We have not budgeted for any of their travel for FY 2025.

Councilmember DeCosta: I would like to highly advise you to go on one of these trips. There is so much you folks can learn from it, especially with the wildfire mitigation. I know you folks are doing some work with the Department of Land and Natural Resources (DLNR), because I was out there with you folks learning how to fight fire with fire. There is also a lot of livestock grazing mitigation projects that they do across the United States that I think the inspectors could really benefit from.

Mr. Gibson: Captain Kinoshita and the Prevention team have made several trips this year that were not on the budget this year, because they were able to find those last minute opportunities, clear their schedules, and go.

Councilmember DeCosta: Thank you for that.

Council Chair Rapozo: Are there any other questions on any page relating to the Prevention Bureau? On the dollar-funded lines, do you just transfer the money from other sources if you need to?

Mr. Gibson: That is correct. Fire Prevention has some funds that if they can be attributed to fire safety, fire inspections can use that.

Council Chair Rapozo: Okay. Are there any other questions? If not, we will move on to the Training Bureau. Are there questions on Training?

(Councilmember Kagawa was noted as present.)

Councilmember Cowden: I have a simple one. How is the training team selected? Do they volunteer? Do they shift out of being in the different firehouses and come in to Training Bureau just like Fire Prevention Bureau? Do people want to be in there, do they get voluntold, or do they volunteer?

Mr. Gibson: It is a combination of both. It is an assignment. The employees are firefighters. They will seek to work in fire stations, so they can run the calls and have the action. Everything is done by seniority preference. Sometimes, the last spot to be filled is training or prevention, so that is what our newly promoted Captains and Firefighter IIIs will be. Our current bureaus' captains—Captain Kinoshita and Captain Mokuahi—who are both here, are in their bureaus by choice. They have the seniority to be in a station if they want to, but they have chosen to be able to do a little bit more. They have the passion for what they are doing and are great leaders in the Department. Besides the captain of Fire Prevention, we do have one other Firefighter III who is there by preference rather than being on the line. Sometimes it works better for their schedule, wherein they are able to be home every night. Otherwise, we see the employees in training going back to the stations pretty quickly.

Councilmember Cowden: Okay. I was just curious.

Council Chair Rapozo: Are there any other questions?

Councilmember DeCosta: I have a general one.

Council Chair Rapozo: Go ahead. Is it a general question on training?

Councilmember DeCosta: Yes, it is on training. It is because the Chief just made the comment about them often not staying in the division long and wanting to go back to the station. Chief, is it part of your folks' training when you are coaching up your firefighters from when they first pass the test to when they become a deputy chief that the job is not just public safety, but public mentoring? A lot of times you mention your two (2) officers in the back, right? They are Captain Kinoshita and...I would like to say his name correctly. Hawaiian words always get me. Can you pronounce it for me?

Mr. Gibson: Captain Micah Mokuahi.

Councilmember DeCosta: Right. They take that job because they want to see the Department do better, and they want to see the men and women underneath them do better. I believe that is the philosophy that you folks have. I am hoping that is the philosophy that you have. It is not just fighting fires to bring safety to the community, but to be the mentors who mentor the division, knows how to have the camaraderie, and how to take sacrifices for the team with what they are doing. This is also for when you talk about overtime. I am hoping that the conscience of the Fire Department is to not abuse it and to manage it correctly, because we look up to you folks. It is not just because you are the people in blue, but because that is who you folks are. You are that status. Thank you for that.

Mr. Gibson: No, thank you. To provide some follow-up to Councilmember Cowden's question about turnover on our training, the cadres, the committees, and the teams that I spoke of earlier...the fourteen (14) training cadres do not turn over. Those are led by a director who has the passion to teach ropes or the passion to train helicopter. They stay with that. They have a co-chair, who is the next in line to take over when they are done. There is a team of anywhere from six (6) to twelve (12) who are our specialists for ropes or specialists for vehicle extraction. If there were only three (3) people in the Training Bureau who are responsible for all of that and be a "jack of all trades," it would get watered down. The concept of us having our expansive cadres, administrative committees, and teams helps us maintain specialties that could not be done otherwise.

Councilmember Cowden: That is a good answer. I really appreciate it. I went to the Fire Chief Association event. I thought the person from Texas who was teaching training was excellent. It sounds like your succession planning is good and that you have these experts who are in the training pieces prior to cadre. This is a collective question that I think Chair asked to some degree, but a lot of things in here are dollar-funded, but I know

you are doing these trips, so it is just on a different budget page when we see all these travel pieces with one dollar (\$1).

(Councilmember Kagawa was noted as not present.)

Mr. Gibson: The reason we asked to leave those in is because vehicular extrication, as one of the examples, is not something employees are sent every year for, but they go every other year. It is just because there are so many things—airfare, hotel—that it helps us if we can leave those in.

Councilmember Cowden: Okay.

Council Chair Rapozo: Chief, where would you typically draw the money from if something came up and you needed to send someone out to a training? Where would you typically draw the money from, because you do not have unexpended salaries, your positions are pretty much all full?

Mr. Gibson: We will scrub and find money. This year, our helicopter pilot maintenance service contract went up, so going into last year's budget, we were budgeted for approximately five hundred sixty thousand dollars (\$560,000). The contract went up to about eight hundred fifty thousand dollars (\$850,000), so we had to scrub various accounts. It is possible that some equipment was not purchased because of that. We will scrub...

Council Chair Rapozo: Wherever you can.

Mr. Gibson: Yes. We will make it happen.

Councilmember DeCosta: I would like clarification on the helicopter maintenance account. You told me it is five hundred something thousand dollars for the year.

Mr. Gibson: That was up until last year. That contract ended.

Councilmember DeCosta: Okay. Does that cover parts of the helicopter and equipment, or just the mechanic and maintenance on it?

Mr. Gibson: It is just the general maintenance. If the rotor blades need to be replaced, it is additional.

Councilmember DeCosta: Would it not be more economical for us to have our helicopter mechanic, pay his or her benefits and salary, and have that person on as staff? I do not see any of you making five hundred something thousand dollars a year.

Mr. Gibson: I am sorry. I will break that down. The five hundred thousand dollars (\$500,000) goes to having a pilot during daylight hours every day, the maintenance, the fuel, and the cost. I am sorry. It is an all-encompassing contract.

Councilmember DeCosta: I thought you were just talking about a mechanic.
Thank you.

Council Chair Rapozo: Are there any other questions? Alright, we will move on to Ocean Safety. Chief, you mentioned the vacant position. Did you say you got all filled except for one (1)? Is that what you said?

Mr. Gibson: That is correct. We are down to one (1) Ocean Safety Officer, and we believe we have someone. They just need to pass their agility test this month.

Councilmember Kualii: I have fulfilled my duties for Councilmember Kualii.
Councilmember Cowden.

Councilmember Cowden: Did you hear our conversation with the Department of Parks & Recreation regarding how they cannot fill the pool position, so the building is kept closed? The County fixed up the pool, but no one is in there, and we deeply understand the difference between a pool and an ocean.

(Councilmember Kagawa was noted as present.)

Councilmember Cowden: Is there a possibility to have the temporary staff or part-time staff who are working in Ocean Safety or maybe someone needs a lighter schedule for whatever type of trauma they have been in or whatever else be rotated into the pool area every once in a while? Is that possible? The pools cannot open because there is no pool guard. I understand the ocean is very different from a pool.

Mr. Gibson: I did hear the discussion afterwards. I did not watch the entire discussion. An Ocean Safety Officer, if we have them, could definitely be deployed to cover a pool. We currently do not have anyone looking to do that because they are on...I cannot say modified duty or light duty...we would not do that to someone who is hurt. I understand what you are saying about someone who wants less responsibility, but it is an important position.

Councilmember Cowden: You see what some of these people go through, they could chill for a week or two (2).

Mr. Gibson: We have six (6) part-time positions. Of the six (6), we have four (4), if not five (5), took full-time positions, so now we are refilling the part-time positions. The one (1) or two (2) who carried over and remained part-time did so because they

want part-time positions, so they most likely would not be available. We can definitely look for something in the future, but we just would not have someone to put there now.

Councilmember Cowden: Do you not have a spare right now?

Mr. Gibson: No.

Councilmember Cowden: Okay. Can I ask a question on page 159?

Council Chair Rapozo: Let me do a follow-up on that one. You have lifeguards who have days off. What do you think their reaction would be if there were an opportunity to work at the pool for overtime?

Mr. Gibson: We need to ask. We can ask.

Council Chair Rapozo: Yes. I do not know, but I know for cops, if there are overtime opportunities, there is a line of people waiting to go, especially if it is at the Kapa'a pool. I just want the coverage. It would not be wise to hire a Water Safety Officer and have them work at the pool, but the County is experiencing difficulties finding lifeguards at that pay range. Maybe there is an opportunity. I am just thinking out loud. If the County knows there will be a shortage at the Kapa'a pool, maybe a request can be sent over to the Fire Department asking if anyone wants to work a couple of days at the pool. Obviously, you would need to pay them overtime.

Mr. Gibson: I am open to looking at it until the Union or someone tells us we cannot. I think it is a great idea and we can definitely have those conversations.

Council Chair Rapozo: Thank you. All we can do is ask. Councilmember Kagawa.

Councilmember Kagawa: We are talking a lot about this, but I think it is an Administrative problem to solve and is dependent on the number of days. How many days are we talking about? Are we talking about twice a year, once a month, or once a week? It makes a difference. I do not really want to spend too much time on this when we are talking about something that is so random and do not know the scope or extent of the problem. How often does this happen? Is it happening once a week? Okay, then let us waste our time talking about it now, but if it once a month or once every six (6) months, then what is the use of talking about it?

Council Chair Rapozo: It is important for the *kūpuna* who come down for their weekly and daily swim. That is the importance of it, because you drive down to the pool, and then it is closed.

Councilmember Kagawa: We have two (2) high paid department heads in the Department of Parks & Recreation. If it is a problem, they should figure it out.

Council Chair Rapozo: The reason we bring it up is because they have not figured it out. This—the budget—is our only opportunity to share what we want to see. We cannot tell you what to do, but we can ask.

Mr. Gibson: If it is possible, I would tell you that Chief Kalani Vierra, who could not be here today, knows the importance of the pools. He sees it. You say it is for *kūpuna*, he says it is for the children. They are the future lifeguards. They are people getting skills for the future. He wants to fight to make sure Kaua'i High School's pool does not close down, so it is important that those two (2) pools stay open. If there is a way to make it possible, we can listen and try to help.

Council Chair Rapozo: Thank you.

Councilmember Cowden: I have a question on page 159.

Council Chair Rapozo: Page 159. Go ahead.

Councilmember Cowden: It should be very obvious. The dollar-funding at Kē'e Beach...the State funds that. I am assuming, but are they paid on the same scale as the other locations?

Mr. Gibson: That is correct.

Councilmember Cowden: Are they all filled?

Mr. Gibson: That is correct.

Councilmember Cowden: Does their check say, "County of Kaua'i"?

Mr. Gibson: Yes.

Councilmember Cowden: Is the money just funneled through?

Mr. Gibson: Yes. They are paid no differently than any other County employee. We invoice the State with their hours, and we are reimbursed by the State.

Councilmember Cowden: Okay.

Council Chair Rapozo: Are there any other questions on position? Okay. We are moving on. Page 160. Page 161. Again, these are all benefits. Page 162. Page 163. The rest is basically the travel budget which is...you have six dollars (\$6) in the per diem.

Everything else is...again, I have the same request for the equipment, Chief. Are there any other questions on any page?

Councilmember Cowden: I just have one (1) equipment element.

Council Chair Rapozo: Go ahead.

Councilmember Cowden: I know Kaua'i Lifeguard Association largely buys a lot of the jet skis. I do not know what "ERP" stands for. It is equipment replacement plan. It looks like you are buying two (2) new jet skis.

Mr. Gibson: Yes.

Councilmember Cowden: Is it that they do not buy all the County's jet skis, but just some of them?

Mr. Gibson: When they are able to, they will provide us with one (1) or two (2), but it has been a while since we have received any.

Councilmember Cowden: Are you dependent on them?

Mr. Gibson: No.

Councilmember Cowden: They do quite a lot for the County.

Mr. Gibson: Yes.

Councilmember Cowden: Okay.

Council Chair Rapozo: Are there any other questions on Ocean Safety? If not, thank you, Chief. That wraps it up.

Mr. Gibson: Thank you, folks.

Council Chair Rapozo: Is KEMA here?

Councilmember Kagawa: Yes, they are here.

(Councilmember DeCosta and Council Chair Rapozo were noted as not present.)

Council Chair Rapozo, the Presiding Officer, relinquished Chairmanship to Councilmember Kagawa.

Councilmember Kagawa: Next is KEMA. KEMA, would you like to go over your overview? Chair will be right back, but he wanted us to start.

Kaua'i Emergency Management

ELTON S. USHIO, Emergency Management Administrator: *Aloha* and good morning. Elton Ushio, Emergency Management Administrator of the Kaua'i Emergency Management Agency. We come before you today with our proposed budget following another challenging year among what seems to be trend of challenging years for emergency management, statewide and nationwide, so it goes without saying that the trends are undeniable. We are going to see more major events over time, unfortunately. We have geopolitical instability, and many other things on the horizon. We, as always, always strive to be ready to prepare for, respond to, recover from, and mitigate against all the various threats and hazards that we face. This budget that we bring before you today includes a number of different changes. Some are having to do with new or replacement equipment; some with contractual increases or lease increases; some having to do with our funding for our expanded staff which we are able to achieve in no small part due to your support and that of the Administration. Trying to develop new staffing, particularly if you look at our Agency and see that we have several senior staff either back from retirement or close to retirement. We are trying to groom the next generation. As always, KEMA makes requests to the Mayor's Administration and the Council while also leveraging a significant amount of grant funding from other sources to supplement the County and save on the County's side.

(Council Chair Rapozo was noted as present.)

Councilmember Kagawa returned Chairmanship to Council Chair Rapozo.

Mr. Ushio: This past, or this current fiscal year, our response in support of the Maui wildfires was perhaps one of the highlights of the year. In addition to gaining valuable experience for our team and bringing our skills to support another county, we also gained a lot of lessons from all the various partners who responded there.

(Councilmember Carvalho was noted as not present.)

Mr. Ushio: While our staff was deployed, our staff who remained at home took a very quick and hard look at our local procedures and plan that we had in place and tried to implement quick improvement and lessons learned as they were happening. Our All-Hazards Incident Management team reinitiated training in the aftermath of the COVID-19 pandemic to replace our diminished ranks due to people moving on, retiring, and the shutdown of training during the COVID-19 pandemic. To further enhance that capability, you will notice our budget includes what we call, "Emergency Management Reserve Corp" positions, which I can better explain when we get to that item. With that, my staff and I are here ready and awaiting your questions on our budget.

Council Chair Rapozo: Go ahead, Councilmember Cowden.

Councilmember Cowden: I have a couple of questions that overlap with the Fire Department, so I am sorry that they are not here, or that you were not here at the same

time. One regards the Community Emergency Response Team (CERT). That probably really belongs in the Fire Department, but it overlaps with KEMA. I was really hoping CERT was going to return. Are you not having CERT as part of the all-hazards mitigation efforts?

(Councilmember Carvalho was noted as present.)

Mr. Ushio: Councilmember Cowden, for the first part, CERT, which for those in the audience stands for Community Emergency Response Team, is a program that provides a basic level of training in various elements of preparedness and a community-based response to disasters, emergencies, and whatnot. It had been previously, but like many things, during the COVID-19 pandemic, we saw a shutdown in prior programs, funding changed or went away, and that is definitely an area that we would advocate for future resumption at the right time. In full transparency, that is not in KEMA's budget this year, but at the appropriate time and place, we are willing to work with the Fire Department, where it previously presided, in getting that going again. Separate from that, we do have other efforts that we are working on, such as the Hawai'i Hazards Awareness and Resilience Program (HHARP). The Hawai'i Emergency Management Agency (HI-EMA) is committed to partner with the counties on a renewed effort to create additional HHARP communities like we did with Hanapēpē and 'Ele'ele.

Councilmember Cowden: Is the retiring person the hazard mitigation specialist? Is that person retiring?

Mr. Ushio: No one has committed to or formerly announced retirement, but we do have various positions that some of you familiar with—Principal Project Manager is a Federal Emergency Management Agency (FEMA) retiree and a former State Hazard Mitigation Officer.

Councilmember Cowden: That is who I am talking about.

Mr. Ushio: On our end, they are still working for us. We also have a retired Battalion Chief and a retired Fire Assistant Chief giving us their expertise as we groom the next generation of staff.

Councilmember Cowden: I am looking at one (1) and hopefully the other one is listening. I hope you folks do not go, because you are still needed. When I think about the All-Hazards Incident...I do not know if you heard what I said when I was talking to the Managing Director with the Fire Department and KEMA. Something that is really important to me that, hopefully, I am sure you learned, when you were over on Maui, is the importance of having alternate evacuation routes. What we learned from the Fire Chief is that is not really right on their radar, and I know the Hawai'i Wildfire Management Organization is a nexus organization, but that is a nonprofit organization, and a barely nonprofit organization, so we want to support and help them, but I want to make sure that all our eggs are not in their basket, because I really feel that...and there is a question in here...where in here are you looking at alternative evacuation routes? For example, when you are looking at

development happening right in that Wailua corridor, that leaves places like Wailua Homesteads at high-risk. The County has a handful that are high-risk, and I do not see who has the responsibility of making sure that there are evacuation routes, because in my view, and when I look in the phonebook, we do not have it. It is basically up to each homeowner to figure out their own way. Yes, they should, but how is KEMA...do you need more funding? What do you need to help the community? Please educate me on how that can that reality happen where the County is actually creating evacuation routes. Someone needs to take that leadership.

Mr. Ushio: I will do my best. As far as evacuation routes, you mentioned alternate routes in particular when the primary routes are compromised or not available, in the past, KEMA has worked with various partners to try to pre-identify. In particular, our partners with the Police Department when there is a major accident and highway closure have had to open former cane roads or access to private property. In the 2018 flood disaster under former-Mayor Carvalho, we had to create new roads through private property, at times on very short notice, to create those alternate routes. That is an area that I feel initially should perhaps not be done through the County budget cycle, but through leveraging our existing relationships, partnerships can be done. For example, we have a very robust Geographic Information Systems (GIS) user team. Kudos to the Information Technology (IT) Division team.

(Councilmember DeCosta was noted as present.)

Mr. Ushio: They have partnered with KEMA and other public safety and first responder agencies on many, many initiatives. It would not be much of an ask to have them create a GIS layer indicating primary and backup evacuation routes. That is linked with our real property database. We can identify property owners and reach out in advance. We do have some agreements, such as a *mauka* route through ADC lands coming out by the Wailua Reservoir. Our first responder agencies have keys to use should the Wailua Bridge not be usable. We could embark on a Countywide initiative to do something to that effect without asking for moneys "right off the bat."

Councilmember Cowden: I am talking to the Managing Director as much as I am you. I cannot quite see the Managing Director right now. I really think it is important that the County lay out some sort of strategy so that it is proactive. The County does not figure it out once the fire happens or the next flood happens. If we have a GIS community that the County at least line out where that is. When we are being asked to fund all this extra heavy equipment to be cutting away brush and things like that, I would like to see a map, I would like to see where that is so that the County knows which places need to get mowed down if there is a problem in a certain area. I want pre-agreements. It seems like when we have such an intensive budget and when...I was really happy in the Mayor's State of the County Address that creating hazard safety is high on the County's list. We have so many more opportunities for fires, especially with all these lithium batteries and displaced people living in the bushes. There are a lot of opportunities for problems.

Mr. Ushio: Councilmember Cowden, like I said, from KEMA's end, we can start the discussion with the GIS user group on the evacuation routes. As far as vegetative load, fuel reduction, and things like that, the Fire Department is very active in working with us and other organizations in wildland fire mitigation, and they have another meeting coming up next month. Is that correct? It is in May.

Council Chair Rapozo: Elton, I agree with Councilmember Cowden one hundred percent (100%). If we can learn one thing from Lahaina, it is that we need to get people out. I guess the real question is, "Who is responsible for developing that plan?" Is it KEMA? What agency will take the lead? Maybe we need to do a resolution to the Administration, because what she is saying is entirely true. We need to identify where all the houseless camps are. We need to know that. You mentioned that the County already has agreements, but when was the last time anyone remembers opening up a cane road when there was a traffic accident? The County does not do it. Who is responsible? Maybe this is a question for the Managing Director. I do not know. Who will take the lead on this plan which identifies all these pockets of people who need to be given an alarm and alerted? The County can put the GIS in there. The County can have ten million dollars (\$10,000,000) worth of fire trucks, but if they cannot get to where they need to go and if they cannot get to the people who need help...the County has brand-new Silverado trucks now, but if they cannot go in to help the people, so I am in total agreement that at some point, someone needs to be assigned the task, someone needs to work with DHHL, ADC, Grove Farm, Alexander & Baldwin (A&B), or whoever owns it now, and come up with these pre-agreements that say, "If this happens..." and "Are these roads travelable?" Are they travelable? If not, the County needs to go in and make them ready.

(Councilmember Kagawa was noted as not present.)

Council Chair Rapozo: I am in agreement, because we can put in all the money we want, but if the County does not have the plan...when there was flooding in Hanalei, it was remarkable how quickly you got that place opened. Was that on a plan or was that figured out once the County knew it had to open a road?

Mr. Ushio: That was figured out as we went along.

Council Chair Rapozo: That is correct and that is my point, Elton. When that happens, "Page 115 in the manual says, 'Contact the landowner. We already have the pre-agreement, we signed all the legal documents, and are ready to go.'"

(Councilmember Kagawa was noted as present.)

Council Chair Rapozo: Right now, which happened in Lahaina, the cops did not know what road would open and what would close, and there were a lot of problems. We will try to work with the Administration and try to urge them to start moving in that direction.

Councilmember Cowden: I would just like to say I am hoping before we finish the Supplemental Budget and are all done, that we at least have a plan to make a plan. That we know who will take it on. I do not expect those plans to totally be in place, but I think the County needs to have that plan. I will throw out another thing. Thank you to the Robinson's for brining their barge around to Wainiha. Had they not done that, it would have been a really, really big deal. I think they came in at Lumaha'i, so they could come in on the back side, so it would be able to come out of both ends, but I want to thank you and acknowledge that since before I ran for office, you have been in an emergency and it has not stopped.

Council Chair Rapozo: Councilmember DeCosta.

Councilmember DeCosta: I want to give some clarifying information since you brought up the traversable roads. I will speak on the westside for now. The westside—Kekaha and Waimea—is a tsunami zone, right? In Kekaha, there is only one (1) road going up to Kōke'e and there are other plantation roads, especially on one of those ridges that climbs up, but the County does not have it in place. The County does not have the plan, like the comment that was made, and if that road is available. Also, Waimea. Big *mahalo* to the Robinson's for the barge that they brought, but the Robinson's play a key part in traversing out of Waimea. If you were to take the people out of Waimea, Waimea Valley, and Kekaha via crossing the bridge, it would be a bottleneck, but there is a crossing where the rivers—Makaweli River and Waimea River—come in. It is the Robinson's crossing that was used for the old sugar plantation. The County needs to really look into that and have it accessible, so our people can get out. I just wanted to let you know, Elton. If you need help with that, I know all about the roads and whatnot, because my dad worked at the plantation for a long time.

Mr. Ushio: Thank you, Councilmember DeCosta.

Council Chair Rapozo: It is vital that these routes are created before people start buying land. If it has been defined, then when people purchase these lands, at least they understand that they are purchasing the land with a dedicated easement, right-of-way, right-of-entry, or whatever the legal term is. It is so they understand and so that we do not have any issues with landowners when a disaster happens. Are there any other questions on the overview? If not, let us move on to the budget. There are no new positions. Salaries and benefits...there are a lot of improvements and maintenance on the radio facilities. Are there any questions? I will open it up to any page for anyone.

Councilmember Cowden: I have a question.

Council Chair Rapozo: Go ahead. What page number is it?

Councilmember Cowden: It is a question on equipment. In the emergency room...what do you call the emergency room? It is the Emergency Operations Center? There

is a big television (TV) screen. It seems like it is still working. Has that been replaced much? Is it old? It seems to be working.

Mr. Ushio: It was last replaced in 2018. It was upgraded.

Councilmember Cowden: It is pretty good, then. Are you happy in the building? I know they are done with fixing the ventilation system. Is everything operating fine?

Mr. Ushio: Everything is fully operational, although we are proposing updating a replacement of the uninterrupted power supply in our budget for 911 dispatch and our 800 megahertz (MHz) radio system core.

Councilmember Cowden: Okay.

Council Chair Rapozo: Councilmember DeCosta.

Councilmember DeCosta: Elton, I know I spoke to you about this before and it might need to be a joint venture between KEMA and DLNR. We have a cabin up on the top of Mount Wai'ale'ale. It is called Waialae Cabin. I have been there and you know where it is. I have been there many times. I have hunted and slept there, but many times, because of the large amount of rainfall that we have, especially at the top of Mount Wai'ale'ale where that cabin is, you need to spend days...I have almost spent six (6) days, it was five and a half (5½) days up there. We have a cabin. It was a well put together cabin, but it is really rundown now. You cannot hold people to stay overnight for that long a period of time. I think the County needs to get that place up and running. I mentioned the possible emergency cellular phone (cellphone) or Motorola that needs to be up there to you, because if there is an emergency, there is no way for the people who are outdoors to call for help. There is no way, so please look into that. I can help you lead the charge with DLNR, but that is an emergency shelter that needs to be put back.

Mr. Ushio: Councilmember DeCosta, we can follow up with DNLR.

Council Chair Rapozo: Councilmember Cowden.

Councilmember Cowden: I appreciated being invited to the listen to the outcome of the best available refuge area. Thank you for engaging in that to assess the County's various shelter facilities. In listening to it, my understanding is that the County does not have very many effective shelter facilities. That is what I felt I heard. Did I hear correctly?

Mr. Ushio: You heard correctly in that our shelters are what we are calling them, "Best available refuge areas." I think Kaua'i is ahead of the rest of the State, per capita, but statewide, the vast majority of these facilities are using buildings or

rooms designed for other purposes, such as classrooms. Yes, some have been retrofitted, but most are not to a very high standard, hence the, "Best available refuge area," terminology and assessment standard, which basically means it is preferable to being outdoors, or in a poorly constructed or single-wall constructed home that has not been hardened.

Councilmember Cowden: Are we basically really vulnerable? That is what I got out of it. This building has a good basement, but most places do not have anything.

Mr. Ushio: It is a statewide challenge, but we do have a number of various facilities, most of which survived the Hurricane 'Iniki event, but still, we did bring in that mission to assess to a more modern standard and to make sure that we are okay. As identified or where identified, it also provides us areas that we can direct or request funding for additional hardening or improvements

Councilmember Cowden: Okay. Is that something the County will be working on?

Mr. Ushio: Yes.

Councilmember Cowden: Okay. Thank you.

Council Chair Rapozo: Are there any questions on any item for KEMA?

Mr. Ushio: Council Chair, you mentioned KEMA having no new positions. If you look at page 170, for "Wages and Hourly Pay," we have four (4) Emergency Management Reserve Corp Specialists. If you would like, I could discuss those.

Councilmember Cowden: Please.

Mr. Ushio: Oftentimes, and many of you have even advised us to do so, we look at prior activations and lessons learned, and we try to apply them. Councilmember Carvalho, the former mayor, could tell you that in 2018 when our most significant natural disaster occurred other than COVID-19, we very quickly went to full activation and we tried to activate our Incident Management Team (IMT). Looking around the room, very few people were available. Why? It is because they had all been deployed in the field. Our joint disaster was so great. We ended up getting good people and filled the team as best we could, but it ultimately resulted in the City and County of Honolulu sending their team to help us, as we sent our team to Maui just last year. That got us thinking about how we ensure a backup of top-level talent. What this Emergency Management Reserve Corp is based on is if you look at the Hawai'i Revised Statutes (HRS) Section 127A, the Emergency Management Law, there is a section on Emergency Management Reserve Corp. We mirror that and created these positions where we could bring in trained experienced staff, who are perhaps recently retired, who have the skillset and the abilities, and more so the trust of KEMA and the Administrations, to help us run major incidents. We are not taking them right off the couch and right out of retirement, but there is a minimum standard of forty (40) hours

per year to remain active, so we will use them in major exercises, for example, or pre-planned events, like the Waimea Light Parade, Concert in the Sky, and how we did the Hanalei Bridge nightly closures to keep their skills fresh. It is for at least forty (40) hours per year. Should we get an activation, they are immediately available. They can come out and that buys us time during which we can come to the Council for an emergency appropriation. With that staff augmentation, at least we have a little bit of time and the line items to run. People, like our esteemed colleague, Solomon Kanohe, when he decides to really retire, will be on that team. I just made thirty-one (31) years of service. I have not made plans yet, but at some point, I could be on that team. Others as well. There is a really good number of retired personnel who were on the IMT, and who could be a benefit to the County now and in the future, hence our request for these positions.

Councilmember Cowden: Thank you.

Council Chair Rapozo: Are there any other questions for KEMA? Go ahead.

Councilmember Bulosan: This is a comment. I think that is fantastic, so thank you for putting this in the budget and making this possible.

Mr. Ushio: Thank you, Councilmember Bulosan.

Council Chair Rapozo: Thank you.

Mr. Ushio: Thank you.

Council Chair Rapozo: With that, we will take our caption break. The Kaua'i Police Department (KPD) is here. We will take a ten-minute caption break. We will be back.

There being no objections, the meeting recessed at 10:34 a.m., for a caption break.

The meeting reconvened at 10:50 a.m., and proceeded as follows:

(Councilmember Kagawa was noted as not present.)

Kaua'i Police Department

Council Chair Rapozo: Chief, we will start off with the overview.

There being no objections, the rules were suspended.

TODD G. RAYBUCK, Chief of Police: Good morning, Chair and Councilmembers.

Council Chair Rapozo: Good morning.

Mr. Raybuck: We were scheduled for this afternoon, but after seeing how quickly you got through the Fire Department, it reminded me once again why I should have been a firefighter.

Council Chair Rapozo: The reality is that we figured your Department was going to take the rest of the day.

Mr. Raybuck: I figured as much, too, so thank you for getting us in early. Before we begin, I would like to acknowledge my team who is here with us today. First is Assistant Chief Ke and Assistant Chief Ozaki. Behind them is Captain Rivera and our Fiscal Officer Candi Souza. This is her second budget year. She will not like that I do this, but I need to be honest with you and tell you that she has really stepped up the game at KPD in providing us guidance, crafting these budgets, and providing us the materials that we need and will, hopefully, allow me to give you the most informed responses to your questions. In the back, we have Captain Rose and Captain Green. I also want to thank the Mayor and his budget team for all the support that they gave to us during our budget process. Of course, thank you to all of you for your ongoing support to KPD, and the time and preparation that you have put in to reviewing our budget and presentation today. KPD's FY 2025 budget is forty-nine million one hundred thirty-three thousand forty dollars (\$49,133,040). That is a six and a half percent (6.5%) increase over last year's budget. The budget increase includes one million five hundred thousand dollars (\$1,500,000) for patrol vehicles, which is part of our five-year rotation replacement plan, six hundred twelve thousand dollar (\$612,000) is for current contracts for operations costs that we currently have, two hundred twenty-four thousand dollars (\$224,000) is to cover additional needs to cover normal operations, and six hundred sixty-seven thousand dollars (\$667,000) for necessary increases to cover operational expenses, which is up four percent (4%). Ninety-one percent (91%) of the Department's budget is allotted to salaries, benefits, utilities, vehicles, and leases. Only nine percent (9%) of the Department's budget is allotted to actual expenses related to operations. The Department also receives approximately three million one hundred thousand dollars (\$3,100,000) via State and Federal grants to provide support for public safety answering points (PSAP), or our dispatch center, narcotics and traffic enforcement, and of course, support for our Kaua'i Police Activities League (K-PAL) youth programs. I will pause for a minute to thank you for the support you gave us last year for our budget for K-PAL. Our activities continue to increase. Last year, we had over one thousand one hundred (1,100) *keiki* participating in K-PAL activities all across the island. Thank you to the team that put that together, but we could not have put that together without the Mayor's and the Council's support, both in support and also in financial support. This year, we are looking to partner to expand our K-PAL program to include track festivities at middle schools. That will allow us to increase the potential enrollment in K-PAL to one thousand six hundred (1,600) students and *keiki* participating in K-PAL. Several highlights from this year's budget include our engagement with Epic Recruiting, which is a renowned law enforcement recruiting agency that will assist us with developing targeted recruiting efforts in all areas of employment for all of our employees. Our request for three (3) new School

Resource Officer (SRO) positions to respond to our community's calls to expand the SRO program in the middle schools and our request for funds to continue with our patrol fleet replacement schedule, which will complement our initial rollout of our new Chevrolet Silverado police trucks to enhance our officers' abilities to respond to calls for service and in rural and remote areas. At this time, I am prepared to answer your questions.

Council Chair Rapozo: Are there any questions? Councilmember DeCosta.

Councilmember DeCosta: Thank you, Chief. You sparked a lightbulb with me when you mentioned the Chevrolet Silverado truck and being able to respond to areas that you normally could not. Is it a 4x4 truck?

Mr. Raybuck: It is. It is a 4x4 pickup truck that actually has a two-inch factory lift, which creates a significant amount of ground clearance for our officers.

Councilmember DeCosta: Chief, it is only because I am a "mountain man" that I want to give you some constructive information. Having some chains that fit the tires in case you have an emergency call, like with the lost hiker in Kōke'e...what if there were a situation where this happened in the Kalalau area? Of course, you cannot put a car in Kalalau, but they claimed that the hiker came out of Kalalau, was up in Kōke'e, and that person possibly had a gun. I think chains for this truck would be viable. It is really cheap and it is easy to put on, Chief. It may cost two hundred dollars (\$200) for the chains, but if you do not have it in the budget, maybe you can find the money somewhere. Please get chains for that truck. You folks can go anywhere with chains on that truck.

Mr. Raybuck: Thank you for the recommendation. We will take a look at that.

Council Chair Rapozo: Especially when it snows.

Councilmember Cowden: Yes.

Councilmember DeCosta: No, the mud. We do not have snow here.

Council Chair Rapozo: Really?

Councilmember DeCosta: Yes.

Council Chair Rapozo: Are there any other questions?

Councilmember DeCosta: He was being sassy.

Council Chair Rapozo: Councilmember Cowden.

Councilmember Cowden: I have a couple of broad brushstroke, overarching questions. As you know, I try very hard to be a good Public Safety & Human Services Committee Chair and come to the Commission meetings and all the advancements and graduations, and I appreciate the work that you all do. It has been coming up that the Department might be going from a three-bureau department to a two-bureau department. I know that is pretty deeply resisted. I looked, because I know people are concerned, and from what I can see from the budget it looks like the Department will continue to be a three-bureau department. The Investigative Services Bureau (ISB) is still in here.

Mr. Raybuck: That is a very good question. The departmental reorganization took place April 1st.

Councilmember Cowden: Meaning you are going to two (2) bureaus.

Mr. Raybuck: It is a two-bureau pilot. That means the detectives assigned to the Investigative Services Bureau are now assigned under a new pilot bureau called the Police Operations Bureau. Those twenty (20) or so personnel now report to Assistant Chief (AC) Ke. We believe that this pilot will allow us to streamline communications between our police officers, who are often the first ones on the scene and begin the investigations, and our detectives, who arrive on the scene to take on that investigation afterwards.

Councilmember Cowden: What does it mean to be a pilot? I have looked through this. I notice it seems to be something that many people in the Department are not excited about. What does it mean to be a pilot?

Mr. Raybuck: I am sorry. I am not aware that there are many people who do not.

Councilmember Cowden: Okay, maybe it is that from the people who talked to me, no one has said, "Horray, we are good with this."

Mr. Raybuck: There has been some concern and we have been in constant communication with the Union about addressing those concerns, so we will continue to address that. The pilot is intended to allow us to see if our plan to improve the Department's efficiency, communications, and operations is actually more effective under one (1) consolidated bureau that consolidates the police officers and detectives, or not.

Councilmember Cowden: The budget does not really reflect that change.

Mr. Raybuck: It does not. The budget was prepared before this took place. We had initially anticipated trying to put this pilot in place in December with the hopes that if we did that it would give us six (6) months or so before this budget hearing to be able to determine whether or not we needed to change how our budget was prepared.

Unfortunately, due to several challenges with meeting with the Union and getting together to have that discussion, it was delayed. That meeting just took place a couple of weeks ago.

Councilmember Cowden: In the Supplemental Budget, is it likely to reflect a change or probably not?

Mr. Raybuck: No, it most likely will not.

Councilmember Cowden: Okay.

Mr. Raybuck: We have already made some changes, though, that are not necessarily tied directly to the reorganization of a three-bureau department to a two-bureau department, but you will see later on that we have shifted funds from other areas of the Department into what we now call the Support Services Bureau (SSB) under the pilot, which in your book is also the Administrative & Technical Bureau (ATB), because we are trying to consolidate oversight of where are funds are being spent and how they are being spent. Under the current or previous system, the last budget, for example, each bureau had a piece of the pie for travel, training, and everything else. That was divvied up all across. We had to master budget expense for travel and training. Then it was divvied up. We saw that there were some challenges in making sure that we were properly budgeting what our needs were and monitoring what those travel and training expenses were, so we believed in our budget hearings that it would be better and more efficient for us to move all of that funding into one (1) bureau, where the Fiscal Officer is located, to consolidate those funds, and then be able to tell at our budget hearings if detectives want to have x number of trainings during the year, they would give us that, and then we would have that from the main pot.

Councilmember Cowden: I asked similar questions for the Housing Agency and the Department of Parks & Recreation. Usually, there are internal policies and procedures or rules and regulations. I am not sure what the Police Department calls it. Is it policies and procedures? How the policy and procedure would be for what used to be the Investigative Services Bureau shifting to the Patrol Officer Bureau (POB)? Do I have that right?

Mr. Raybuck: The Investigative Services Bureau is now under the direction...it is not currently in existence under this pilot. It is now the Criminal Investigations Division.

Councilmember Cowden: Okay.

Mr. Raybuck: The Criminal Investigations Division is assigned under the Police Operations Bureau, which formerly, in this book, you will see as Patrol Service Bureau.

Councilmember Cowden: Patrol Services Bureau (PSB)?

Mr. Raybuck: Yes. The Patrol Services Bureau is now named...and we have been working with HR to change the organization charts so all of this is clearer.

Councilmember Cowden: I would like to see the organization chart. I am pointing at Kalani Ke. Am I hearing that mostly what was in the Investigative Services Bureau will be under Assistant Chief Ke?

Mr. Raybuck: The detectives will be assigned under AC Ke. Part of the reorganization also included the transfer of our Crime Scene Unit out of the Investigative Services Bureau and into what is now the Support Services Bureau. The reason for that is they have been going through a multi-year accreditation process. That accreditation process requires our Crime Scene personnel to be removed from the same chain of command as our Investigative personnel to avoid potential conflicts of interest by answering to the same chain of command. Part of this reorganization included removing them and putting them under the Support Services Bureau under AC Ozaki, and taking the detectives out and putting them under AC Ke.

Councilmember Cowden: Thank you. I appreciate the tolerance of my colleagues. I have a few more broad brushstroke questions. When I look across the nation, police departments everywhere are under hardship, as I would describe it. There are not enough people and we have had a number of years of a lot of bad press, etcetera. I looked it up. There are eighteen thousand (18,000) police departments in the United States. Kaua'i is actually one of the larger ones. We are not New York City, but the majority are under fifty (50) officers.

Mr. Raybuck: That is correct.

Councilmember Cowden: I am very pleased that the Department has the designation of CALEA. I hate acronyms.

Mr. Raybuck: CALEA.

Councilmember Cowden: Did I say it wrong?

Mr. Raybuck: CALEA.

Councilmember Cowden: CALEA. That is...I wrote it down here to just get the acronym out. Commission of Accreditation for Law Enforcement Agencies, Incorporated (CALEA). That means that you are doing things right, right?

Mr. Raybuck: Thank you for pointing that out. We often talk about how small KPD is, but across the nation, we are considered a mid-sized agency. County-wise, we are the smallest agency in the State, but across the country, with eighteen thousand (18,000) departments, we are actually mid-sized. We are probably in the ten (10) to

twenty (20) percentile of largest agencies in the country. Most of them, as you pointed out, are under fifty (50).

Councilmember Cowden: They are small, so I tried to do a little research on how many bureaus most police departments have. Most police departments...

Council Chair Rapozo: Hold on.

Councilmember Cowden: Is it too much?

Council Chair Rapozo: Our captioning just went off, so we will need to take a short recess. Sorry about that.

There being no objections, the meeting recessed at 11:04 a.m., due to technical issues.

The Committee reconvened at 11:06 a.m., and proceeded as follows:

(Councilmember Kagawa was noted as not present.)

Council Chair Rapozo: Councilmember Cowden, you may continue.

Councilmember Cowden: Yes. I had a little bit more. Chief Raybuck?

There being no objections, the rules were suspended.

Mr. Raybuck: Yes.

Councilmember Cowden: When I looked at the eighteen thousand (18,000) police departments I was trying to study, I tried to look at how many had two (2) bureaus and how many have three (3) bureaus. The County's Fire Department has five (5) bureaus. There are not very many that have two (2) bureaus. In fact, I could not find any. I even looked at Chula Vista. I could not find any two-bureau police departments. I may not have looked right, but it does not seem typical. Why are you doing it again?

Mr. Raybuck: I am happy to provide you with the explanation and I apologize. I should have maybe anticipated that you would have this question and provided you that. I have the explanation that I presented to HR and the Office of the Mayor, as well as to the Unions, on what the goals were of the reorganization and why we decided to do it. I would be happy to share it with you and answer those questions for you. As you mentioned, there are eighteen thousand (18,000) police departments and there are a lot of ways to cut the pie. There are police departments that are similar in size that do actually have two (2) bureaus. I misspoke when I was here last time about Chula Vista. I referenced them and said they were a two-bureau. That was inaccurate. The reason why Chula Vista stuck out in my head is because it is a police department that is twice our size and their rank structure includes a chief, I think one (1) or two (2) assistant chiefs, which is the equivalent

to our deputy, and everyone else are captains. Their rank structure is flatter in the executive rank than ours is as an agency that is twice as large, but I would be happy to share that with you and have more discussion.

Councilmember Cowden: This will be my final comment on this.

Councilmember DeCosta: I have a clarification on this.

Council Chair Rapozo: Go ahead.

Councilmember Cowden: Can I clarify on it, and then you can clarify on it?
It will be quick. I will lose my thought.

Council Chair Rapozo: Go ahead.

Councilmember Cowden: When I do the math on how many are in ISB and Patrol Services, you have one (1) Assistant Chief who really has a lot to where it is almost like he is the Deputy Chief, right? There are so many officers under that one (1) position. Just the part of me that has been a business person and worked in private industry, if you have one hundred fifty (150) people underneath you, it is a lot to organize. When we see an organizational chart, maybe there are three (3) people underneath that, so everyone is able to get the assistance that they need. That is what I really want to know.

Mr. Raybuck: I can assure you that everyone is getting the assistance they need. In fact, the reason why we decided to do this, was to go back, is I task my executive staff to have a conversation. At the time, the people involved in that conversation included AC Ke, AC Ozaki, and Acting Assistant Applegate. The question that I posed to them—the three (3) assistant chiefs—was, “Do you have the support that you need to do the job that you need to do?” Both of these assistant chiefs were taking on work that should be done by a lower level, because they did not have the rank structure underneath them to help support them. The task that I gave all three (3) persons in my executive staff was to come back to me with a recommendation. Do we need four (4) captains on this Police Department or do we need five (5) captains on the Police Department? It is because we have been talking about a reorganization for five (5) years and there are a lot of different ways we can cut up this Department. There is no consistency. It is all about improving department operations. When I came back, we took the whole reorganization idea off the plate and just asked if we needed four (4) captains or five (5) captains. We unanimous decision was we needed five (5) captains in our Police Department. We need at least two (2) captains in our Patrol Operations, who are Captain Rose and Captain Green, and we need two (2) captains in what was ATB at the time. That is to help support his operations, because of the complexity of the challenge. If you look at AC Ozaki's bureau, it is not heavy in personnel, but the workload is not commensurate to the personnel. Their workload is tremendous because they really are the hub that keeps the spokes running on our KPD. When we had this discussion of needing four (4) or five (5) captains, the next discussion was if we expand our executive staff to support that or do we look at a way to keep our executive staff without expanding or adding an

increased level of a hierarchy. The decision was that we should not expand...the decision came down to that we would have to find the position for that fifth captain, so there were three (3) options on the table. One option was we asked for an additional captain position from you. The second one was we convert the assistant chief, a position that was vacated by retirement, to a captain. The third one was we take a sworn position at a lower level and convert that up. Each of those had pros and cons. The one that made the most sense for us, particularly during a pilot, was to take the vacant assistant chief position and convert that to the fifth captain position for us to then look at and evaluate to determine whether or not this pilot program is going to work. That is how we got here today.

Councilmember Cowden: What is that captain position going to take? What is that fifth captain's position going to do? What will it be over?

Mr. Raybuck: It will be assigned to AC Ozaki. What we will do is we will split. One (1) captain in the Support Services Bureau will be responsible for the fiscal side of the house—fiscal, HR, all of the complex contracts, procurements, and those things. The other captain will solely focus on all of the support services that we provide to our Police Department and our community. That includes K-PAL...

Councilmember Cowden: SROs.

Mr. Raybuck: ...SROs, training, research and development, supply. It is all of those things we have being divvied up right now between AC Ozaki and Captain Rivera. It is, quite frankly, too much workload for them. I am trying to create an organization that provides these gentlemen—the assistance chiefs—the support that they need to prevent them from burning out and checking out. This is the desire or the plan that we came up with.

Councilmember DeCosta: My question is pretty easy, Chief. It is a yes or no question. Councilmember Cowden mentioned that there are not many departments that run on a two-bureau system. Are Maui and Hawai'i Island a two-bureau system?

Mr. Raybuck: I did not look at Maui or Hawai'i Island, because comparatively in size, they are completely different. There are several...and I apologize for not anticipating this question today, so I do not have the sizes and I do not want to misspeak by throwing out department names and being incorrect again, but I do have, which I believe I sent them to the Chair a while back after our conversation, a couple of police departments that I looked at and referenced that did have two (2) bureaus. When you are talking about eighteen thousand (18,000) police departments, and then you break it down and look at the two hundred fifty (250), three hundred (300), or so that are about our size, again, you can slice the pie however you want to slide the pie. As a team, we have decided that we need five (5) bureau captains.

Councilmember DeCosta: I am fine with that answer.

Council Chair Rapozo: That is your call, Chief. That is your call. When we get to the positions, I will have more questions. Are there any other questions on the overview?

Councilmember Cowden: If it is our one (1) chance...

Council Chair Rapozo: If not...

Councilmember Cowden: I think I can feather them into here.

Council Chair Rapozo: It is probably best.

Councilmember Cowden: It is the better place.

Council Chair Rapozo: Let us get to the budget sheets. Page 88 is the first page. Chief, let me start, because this is a request, but I am not sure how difficult this would be. All the departments are broken down by different bureaus. You are unique, because all of the positions come under the Chief's Office.

Mr. Raybuck: I am sorry, Chair. With your indulgence...

Council Chair Rapozo: It is page 88. Do you have the actual...

Mr. Raybuck: I am looking at how it is in my tab. Again, what page is it?

Council Chair Rapozo: It is page 88.

Mr. Raybuck: I got you.

Council Chair Rapozo: It is the page number on the bottom right side.

Mr. Raybuck: Thank you.

Council Chair Rapozo: Typically, the department budgets are shown by different departments or divisions with the staffing underneath. Yours is unique. You have all the positions coming under the Chief's Office, so it is hard for us to follow and be able to determine what position is where. Maybe this is too much of an ask for this year's Supplemental. At some point, is it possible to redo the budget so that your Chief's Office would have the Chief's Office staff, Patrol Services would have the Patrol Services' staff, and ISB would have the ISB staff? It is just a request.

Mr. Raybuck: Thank you, Chair. We will take a look at it.

Council Chair Rapozo: I do not think it can be done. I am looking over to the...

Mr. Raybuck: It probably cannot be done for this budget.

Council Chair Rapozo: Yes.

Mr. Raybuck: This is the legacy manner of why we have done it. Sometime ago, it probably was separated out like that, much like our training and travel budget. It was separated out until this budget where we brought it all together.

Council Chair Rapozo: It is hard to follow when we are looking at the Vacancy Report and trying to figure out which position is where, but let me just ask you a question on page 88.

(Councilmember Kagawa was noted as present.)

Council Chair Rapozo: In this budget, you have three (3) assistant chiefs...

Mr. Raybuck: That is correct.

Council Chair Rapozo: You have four (4) captains. Will that change where the Assistant Chief position will be the fifth captain be made before the Supplemental?

Mr. Raybuck: We are in the process of converting that third Assistant Chief position to a Captain. I will find out...yes.

Council Chair Rapozo: Poor things, they need to sit from the first to the last.

Mr. Raybuck: We are in the process of converting it. Again, we are a little bit behind schedule because we did not get to prepare this on a timeframe that I had anticipated.

Council Chair Rapozo: Again, I have to do my obligation for Councilmember Kualii, because he is traveling today. Obviously, you have a number of vacant positions. I am more interested in the ones where the recruitment status says, "Consultation with the Union." Those are for various positions—detectives, sergeants, and lieutenants. What is that? Does that have to do with the reorganization?

Mr. Raybuck: No. According to your list, we currently have twenty-one (21) vacancies. Fifteen (15) of those are in ranked positions, and six (6) of those are in police officer positions, which are spread across the Department. There are three (3) reasons why, unfortunately, the bulk of our vacancies...not unfortunately, it is what it

is...but there are primarily three (3) reasons why we have the bulk of those positions held in ranked. First off is what you have probably heard me mention before, which is I have to try to balance where we have our sworn vacancy rates, because if I have too many in the police officer positions, clearly, that puts a burden on our police officers in the streets. If I have too many, as we do right now, in the ranked positions, then we have a challenge with the supervisory piece where we have people bumping up and being in supervised positions. Last year, the Department began engaging and looking at the opportunity to implement a twelve-hour shift schedule. Under that shift schedule, we had anticipated that we would be able to do nine (9) promotions in the ranked positions. Unfortunately, by the end of the year, in December, we were not able to come to a mutual agreement with the Union.

Council Chair Rapozo: Okay.

Mr. Raybuck: That is part of the reason that we have those ranked positions. The other reason is that at the beginning of the year, we decided that we would change our promotions policy and address a few issues in our promotions policy prior to the next promotion taking place. We have been working with HR. The test has been procured, the process is ready, but we had to consult with the Union about the changes to our promotion policy and unfortunately, that conversation only took place a couple of weeks ago.

Council Chair Rapozo: Okay.

Mr. Raybuck: That is why it says, "Consultation with the Union."

Council Chair Rapozo: Is that for the promotions and the potential change to a twelve-hour shift?

Mr. Raybuck: The Union did not support the twelve-hour shift. That is not because of that. We are waiting to be able to finalize our promotions policy to put it out.

Council Chair Rapozo: I got it. Okay.

Mr. Raybuck: Once we have completed the consultation with the Union on the promotions policy, we will be able to move forward and begin our promotions. We anticipate that we will do promotions in July. I cannot tell you how many we are going to do, because we have to continuously evaluate them based on our vacancy rate.

Council Chair Rapozo: According to this sheet, you only have three (3) vacant positions on the sworn police officers.

Mr. Raybuck: It should actually be six (6) officers. I think if you turn the page...

Council Chair Rapozo: You have Public Safety Officers (PSOs).

Mr. Raybuck: Yes.

Council Chair Rapozo: I am sorry. You have the PSOs and the three (3) Police Officer Is. It says, "Offer Pending," so have you made offers?

Mr. Raybuck: Yes. We are currently in a position of recruiting for our July class. We anticipate that we will be able to fill those vacancies.

Council Chair Rapozo: If or when the Union consultation for your promotions policy gets fixed and you have a promotional policy, you are obviously not going to be able to promote everyone, because you need to backfill, right?

Mr. Raybuck: That is correct.

Council Chair Rapozo: If you promoted thirteen (13), you would have thirteen (13) vacancies at the...

Mr. Raybuck: Potentially, I would have nineteen (19) vacancies in Patrol.

Council Chair Rapozo: Plus, the six (6). The six (6) is the six (6) and that one is done, because you have made offers. However, in these ranked positions, because you need to backfill...

Mr. Raybuck: That is correct. Every promotion up creates a vacancy below.

Council Chair Rapozo: You need to get a new recruit, right?

Mr. Raybuck: That is correct. As you know and you have heard me say before, with our police officers, it almost takes eighteen (18) months from the time that they want to be a police officer to the time that they are on their own answering the calls for service. If I promote someone today to sergeant, the reality is that, potentially, I will not get that person's replacement for another eighteen (18) months and a police officer in a police car.

Council Chair Rapozo: Okay.

Councilmember Cowden: I have follow-up on that.

Council Chair Rapozo: Okay.

Councilmember Cowden: Part of it is informed by this morning's article about the Maui Police Department. Did you see that one?

Mr. Raybuck: I did.

Councilmember Cowden: They are also having really profound problems. The number that they cannot hold is striking. I personally feel like we are having an exodus of really valuable contributors from the police department. I am not just about recruitment. I am also about retention. I did somewhat value their idea of twenty-five thousand dollars (\$25,000) over three (3) years to try and bring people in. I think retention is something that we really need to work on, because we are losing people all through the ranks, from both the beginners to the really experienced, and my heart breaks when I see a lot of these really quality people going. I want to figure out why it is. Towards the end of everything, when we have the Office of the Prosecuting Attorney in here, because I think some of it is the criminal justice system in general, but when I look at last month's police report from you, the County had twenty (20) sworn officers down. That is more than six (6). Right? You are twenty (20) down.

Mr. Raybuck: I would need to look at your report before I can answer. I am referring specifically to what is on the budget for today. The numbers you are looking at are where we are currently, because of attrition and updates, but the budget that is before you was prepared, and I think the numbers go back to January.

Councilmember Cowden: Okay.

Mr. Raybuck: That is why there is a discrepancy in what you are seeing and what I am talking about.

Councilmember Cowden: Yes, because I am seeing twenty (20) vacant, eighteen (18) non-sworn, so thirty-nine (39) is higher than that and I also...what I forgot to say at the last Police Commission meeting is I just wanted to really express my gratitude for the unattended deaths and the death reports coming out of ISB, because it is what I wanted, so thank you.

Council Chair Rapozo: Can you help me to understand? I am not sure if that is the report. When was that dated? I have seen the report before, though I have not seen that one.

Councilmember Cowden: This one is February. It is the end of February.

Council Chair Rapozo: I am looking at the March Vacancy Report which shows six (6) patrol officer openings.

Mr. Raybuck: Could I see your report?

Councilmember Cowden: This says, "Six (6) patrol officers, six (6) police sergeants...

Council Chair Rapozo: Yes.

Mr. Raybuck: Yes.

Council Chair Rapozo: That is what he said.

Mr. Raybuck: The vacancies are...

Council Chair Rapozo: It is twenty-one (21), as you stated earlier.
Twenty-one (21), including the ranked.

Mr. Raybuck: That twenty-one (21) includes the Deputy Chief position.

Council Chair Rapozo: Right.

Mr. Raybuck: According to the February report that she is referring to, there are twenty (20) vacant sworn positions which essentially is the same as what we are talking about today.

Council Chair Rapozo: I got it. It is the same as what is in the budget.

Councilmember Cowden: I think three (3) more in the next couple of weeks.

Mr. Raybuck: This report also says that six (6) of those are at the police officer rank. The other fifteen (15) are not ranked.

Council Chair Rapozo: That is in alignment with what is on the budget.

Mr. Raybuck: Yes.

Council Chair Rapozo: Page 88, positions. Let us just do all positions, because again, this budget has it all in the Chief's Office.

Councilmember DeCosta: I have a question.

Council Chair Rapozo: Go ahead.

Councilmember DeCosta: This is because you mentioned the Deputy Chief's position. Are you going to be hiring that? Is that in the budget?

Mr. Raybuck: As soon as I can hire someone within KPD for the Deputy Chief position, I will be the first one to hire them. Yes, I would love to hire a Deputy Chief. No one wants a Deputy Chief more than me.

Councilmember DeCosta: Thank you, Chief.

Council Chair Rapozo: Are there any other questions on positions? Chief, this is on page 192. You have three (3) SRO positions, but they are all dollar-funded.

Mr. Raybuck: Yes.

Council Chair Rapozo: Is your intent to fill that at some point?

Mr. Raybuck: Yes, it is absolutely our intent. For years, as you probably are aware, we have been requested by the Department of Educations (DOE), community members, and parents to add SROs into the middle schools. Unfortunately, this is not even an issue about active shooter issues. This is really an issue about child safety in schools. Unfortunately, we see that it appears that inter-student violence continues to increase as well as violence towards staff and teachers. We are committed to putting three (3) SROs in the middle schools. Obviously, that will take a significant recruitment effort, but we want to be able to put that down and put that as permanent positions for us moving forward to be able to do that.

Council Chair Rapozo: Are you basically just creating the positions for now and you will come back for the funding?

Mr. Raybuck: That is correct.

Council Chair Rapozo: Those are sergeant positions, right?

Mr. Raybuck: No, those are police officer positions.

Council Chair Rapozo: It will be police officer positions.

Councilmember Cowden: I have follow-up on that.

Council Chair Rapozo: Go ahead.

Councilmember Cowden: I am thankful for it and I am wondering how the K-PAL perspective comes in there for mentorship, but because what is really become a profound problem in the last year or two (2) that has come to me, is little girls beating each other up so badly that it puts them in the emergency room, they are trying to kill themselves...the beat one that is on social media. It is just staggering. I have been a middle school teacher, I have certainly been a seventh-grade girl, and it is a really rough time in life, but it has reached a new level that I think is beyond dangerous.

Mr. Raybuck: I agree. To your point, I want to thank the mayor and his staff, because he helped support a dialogue. We met with DOE and former-Mayor Maryanne Kusaka about some of the violence that was occurring in our middle schools, particularly about some of the activities you are discussing and how that ends up on social media. That was the catalyst for this conversation for us to move forward. If it was not for the Mayor's leadership in wanting us to really focus on this and make this a commitment, we would not be here to do that.

Council Chair Rapozo: Go ahead.

Councilmember Kagawa: What is the new proposal? Is it to beef up SROs in schools?

Mr. Raybuck: It is to add three (3) more SROs who will be assigned to middle schools. We currently have them for the high schools.

Councilmember Kagawa: Yes.

Mr. Raybuck: We would have them for middle schools as well.

Councilmember Kagawa: Does that take away from KPD does on a day-to-day basis?

Mr. Raybuck: No, that is why we are asking for the new positions. It is so it does draw from and create vacancies in other positions.

Councilmember Kagawa: Are you already not short twenty-something in the others? When you hire the first three (3), do they go to the SRO position, or do they go to the twenty (20) vacancies that you have?

Mr. Raybuck: That is a great question. That is why we have dollar-funded them right now.

Councilmember Kagawa: Are the SRO's dollar-funded?

Mr. Raybuck: The SROs are dollar-funded.

Councilmember Kagawa: Are you folks making a commitment provided that you can hire, onboard, and try to attempt to...

Mr. Raybuck: That is correct.

Councilmember Kagawa: I have to be honest. I have been a teacher at a middle school and a high school and I have seen the value of people like Mark Ozaki at the schools. Just their presence helps curb any nonsense, but I think it is on the DOE to enforce

rules that they have to curb...when you have a pushover principal at the middle school, you have chaos. They ask, "Where are you?" KPD is always there if there is a rough situation, but the DOE needs to actually take care of the management and their following of rules to unruly children and parents. You folks cannot have SROs in every school. The County has other needs of the community, right? I sympathize with...I love former-Mayor Kusaka. If the County has a big gap in the normal needs, and it forces that need to promote so the County can get managers when managers are leaving...I am just thinking there are two (2) big problems that are being juggled, which problem is more important? I really cannot answer that, because we cannot have an SRO in every school. Thank you.

Mr. Raybuck: Thank you.

Council Chair Rapozo: I need to jump on that, because I agree with Councilmember Kagawa. I think there is extreme value with the SRO program, but I think that the State should pay. I think the State should pay. I am not asking for it, because I do not want to get you in trouble, Chief.

Mr. Raybuck: That is just above my pay grade.

Council Chair Rapozo: I sat in the meeting with the Mayor, the former Mayor, and DOE. Of course, DOE welcomes that, but they are not willing to pay. We have lifeguards at State beaches, and the State pays. If you are putting our resources in the schools...and I am not saying that if they do not pay, we are not going to do it. What I am suggesting is that we, as the County Council, encourage our State Legislature to put the moneys away for the State to compensate or fund the positions that will be specific to DOE. I think that is the way we need to go.

Councilmember Cowden: Is that another resolution?

Council Chair Rapozo: We would start talking first. I think we would talk story with them first and if they will play that game and say, "No," then I think we do the resolution. I think we can do a statewide resolution with all the counties. Why are the County's taxpayers money going to a State function?

Mr. Raybuck: Chair and Councilmember Kagawa, you bring up the age-old question, "Who pays for it?" I appreciate you mentioning AC Ozaki, because he is the original SRO at Kaua'i High School.

Councilmember Cowden: Kapa'a.

MARK T. OZAKI, Assistant Chief: Kapa'a.

Mr. Raybuck: Kapa'a High School. I am sorry. I was not here then.

Council Chair Rapozo: I was in school when he was the SRO.

Mr. Raybuck: Look how you turned out. I am not disagreeing with you, and I certainly would not turn down money from the State to help support our services, but our Police Department has a commitment. The children who attend these schools, the teachers who work there, and the parents are all our community members, so it is not my *kuleana* to "split the hair" on who is paying for it. We want to provide a public safety service to our community that deserves it.

Council Chair Rapozo: We want to support that.

Councilmember Cowden: Yes.

Council Chair Rapozo: As I said, that is on this side. We need to take care of that, not you. You need to be friends with the Legislature. They are not too friendly with me, so I do not have a problem asking. Go ahead.

Councilmember Kagawa: With the Mayor and the Police Commission, have thoughts been brought out, because, like I said, while I want to help, for example, principals who do not know how to manage their schools and they are taking a job that they know is tough...I want to support, but you folks have to support the overall needs of the community first and the sustainability going up, having managers trained, and having this and that. I do not think SROs should automatically override the bigger needs of KPD. That is from my end.

Council Chair Rapozo: Councilmember Carvalho.

Councilmember Carvalho: I just want to echo that. I think it is totally supportive of this overall. Having the three (3) already in place and this another three (3), but at the middle schools, there is a commitment there. Whether it is the State or the County, at least it is there for the school. I think it is a big, big part, and we can work on the other things. I think it is a great thing.

Mr. Raybuck: Thank you.

Councilmember Cowden: I have a question.

Council Chair Rapozo: Go ahead.

Councilmember Cowden: I do not know where to put this question. What does "CIU" mean?

Mr. Raybuck: It means, "Criminal Intelligence Unit."

Councilmember Cowden: Okay. Is it not in the schools? Thank you.

Mr. Raybuck: No, they work in the Chief's Office.

Councilmember Cowden: I hate acronyms, so I do not understand why we use them.

Council Chair Rapozo: Chief, the Public Safety Workers...are you asking for three (3) more dollar-funded...

Mr. Raybuck: Yes. Currently, this is the shifting tide. Years ago, the Department has Public Safety Workers, but it was difficult to recruit, so they got rid of Public Safety Workers and put police officers in there. We looked at that and every time we put a police officer in a non-police officer position, it takes them away from doing police officer duties. We looked at it, evaluated it, and a couple of years ago, we began recruiting for Public Safety Workers. We actually have received an interest in that position and have hired people into that position. Not too long ago, we got to the point where we ran out of Public Safety Worker positions for applicants who were interested in the position, so we want to remove the police officer positions that are currently assigned to cell block. That is what we are talking about. These are the individuals who assist our police officers when they bring someone in who is in custody. We want to be able to take the police officers who are assigned in there and put them back on the street to do police officer duties, and hire the personnel to do the Public Safety Worker duties. That is why that is in there.

Council Chair Rapozo: How many Public Safety Workers do you have working right now? I think I see two (2) in the budget.

Mr. Raybuck: Currently, we have three (3), and we have two (2) positions filled with 89-day contracts. We have three (3) filled with 89-day contracts.

Council Chair Rapozo: Are there five (5) total? I am sorry. There are five (5). Is that correct?

Mr. Raybuck: There are five (5).

Council Chair Rapozo: I need to be honest. It is so hard to follow this budget.

Mr. Raybuck: I have Positions Nos. 1307, 1310, and 1315. Those are the three (3) that we currently have vacant. Those are the vacant ones.

Council Chair Rapozo: Right now, you have three (3) vacant positions?

Mr. Raybuck: Yes, but we are in the process. We are recruiting and doing background checks.

Council Chair Rapozo: Are those three (3) vacancies being filled with 89-day contracts?

Mr. Raybuck: Yes. That is my understanding. Is that correct?
Yes.

Council Chair Rapozo: As you hire these people, does the contract go away? Will the contract go away?

Mr. Raybuck: That is our goal. If we can get the Public Safety Workers fully staffed...my number one priority is to get my police officers on the street. The second priority is to have full-time employees and to eliminate the 89-day contracts. However, we are not there yet. I need to have the positions to hire full-time positions, before I can get rid of the contract employees.

Councilmember Cowden: I have a question.

Council Chair Rapozo: Go ahead.

Councilmember Cowden: If you hire retired police officers on 89-day contracts, would that take away their retirement? Can you pull people back the way the Fire Department does?

Mr. Raybuck: Yes.

Council Chair Rapozo: No, it does not.

Councilmember Cowden: Yes, you can do it, or yes, it will take away their retirement.

Mr. Raybuck: I am sorry. No, it will not. Yes, I can hire them on an 89-day contract, and no, it does not take away from their retirement.

Councilmember Cowden: Do you ever try to recruit from that community?

Mr. Raybuck: Yes.

Councilmember Cowden: How effective are you at recruiting from that community?

Mr. Raybuck: Not for cellblock worker.

ELLIOTT K. KE, Assistant Chief: We have two (2).

Mr. Raybuck: That is right. We do have two (2). I am sorry. We have two (2) retirees as 89-day contract. The two (2) retirees are the 89-day contracts.

Councilmember Cowden: Okay.

Councilmember Kagawa: I have follow-up.

Council Chair Rapozo: Can they not work full-time?

Mr. Raybuck: They cannot.

Council Chair Rapozo: Can they only work contract?

Councilmember Cowden: Can they only work nineteen (19) hours?

Council Chair Rapozo: No. They can only work on an 89-day contract. They cannot get into the full-time civil service position.

Councilmember Cowden: In different departments, we see people work for a few years on an 89-day hire. Do you have that? Do you have people who are willing to work? That might work for them, too. They have their retirement, and they are working and getting paid.

Mr. Raybuck: We have that going on, too.

Councilmember Cowden: Can you ever do an 89-day hire for sworn positions if they are retired? There are really good retirees running around.

Mr. Raybuck: Technically, I do not know that we could not, but that is something that we would...

Councilmember Cowden: Could they be an SRO?

Mr. Raybuck: Potentially, I suppose.

Councilmember Cowden: I cannot believe how many people you have lost.

Mr. Raybuck: I agree with you. It is challenging. Earlier, you said your heart is broken with the people who are leaving, but so are ours. It is difficult to put in the amount of time and effort, and to see people in our Police Department progress and do well. The challenges we face in law enforcement across the country, number one, is fewer and fewer young people want to be police officers. That is just the reality across the country. On top of that, you take our isolation from the rest of the country. People who live in another county cannot commute to work here as a police officer, but they can everywhere else in the other forty-nine (49) states, so it makes it very, very difficult for us to be able to

find that recruitment pool for us. The real reality is the reason why we cannot retain people is the age-old conversation that we have been having for decades, which is there is a lack of housing, there is a lack of affordable housing, and the cost of living. It is hard. I have a son who tells me daily, "I cannot afford to live here. I am leaving." I know you all have experienced that in your families, too. We can offer a recruitment bonus to get someone in the door for a few years, but that is a bandage for a bigger problem. The bigger problem is we need housing, we need to figure out how to fix the cost of living issues, and we need to be able to house the people who are willing to work with us. That is the number one issue, and again, that is above my pay grade.

Councilmember Cowden: It is an "and" and not just an "or." It is definitely the economics and when the Prosecuting Attorney is in the room, I have a couple of questions that are part of the "or" that I think where those things...just basically gaps in our criminal justice system. While we are on employees...

Council Chair Rapozo: Hold on. Councilmember Kagawa.

Councilmember Kagawa: I have follow-up. I had a thought about what Councilmember Cowden brought up. The 89-day contract may work well with the SRO at the middle schools.

Mr. Raybuck: I appreciate the suggestion. That is not something we considered right now, because it is just a budget item, but it is definitely something that we can look at.

Councilmember Kagawa: You may have an officer who retired who finds that maybe retirement life...they are still too young and can perhaps help out the family with some extra income. There may be ties to youth sports at the school, so it may tie into opportunities to have...because I am thinking you want the young recruits to go into the regular force because they want sustainability on when they can move up and become managers. With an SRO, you have an officer that does not need to go through training and can just sort of step in. Just the presence of having a person like Mark...just by being there, the children have someone to talk to. The presence just curbs a lot of the trouble. Thank you. Thank you, Chair.

Council Chair Rapozo: Councilmember Cowden.

Councilmember Cowden: I have two (2) more. Although, I want to also acknowledge Moses [sic]. He is pretty good person at the school, too. Is he still an SRO?

Mr. Raybuck: He is the sergeant of our SROs.

Mr. Ke: Morris.

Councilmember Cowden: He is great. Also, when we are looking at all this movement, you are not just losing new recruits, you are losing a lot in the middle, so I worry a lot about succession planning. It seems like you are moving through people so quickly having a lot of skill set...it is time on the force for being the upper positions. I am worried about the whole layers.

Mr. Raybuck: We had those conversations quite a bit, too, and that is why I would like to get promotions moving forward. I just hit thirty-two (32) years on this job and I came from a police department that had one thousand two hundred (1,200) police officers when I started and four thousand (4,000) when I left.

Councilmember Cowden: Wow.

Mr. Raybuck: The reality is that we suffered the same challenges with attrition, lack of experience, and everything else that I experience here, just on a much grander level. There is turnover at every organization and addressing it is a constant battle.

Councilmember DeCosta: Chief, I am going to give you a small scenario, then I would like you to answer this question. I have been hearing that SROs in our public schools should be the State's responsibility. I agree with it. It should come out of the State's budget. Then again, I have been hearing that retired officers could work 89-day hires in the school system. That is a good idea, but it is still County money that pays for that. Here is my thing, Chief. The Fire Department cross trains airport firefighters and Pacific Missile Range Facility (PMRF) firefighters. The County does the training. If the State DOE would implement a sheriff program at the middle schools and high schools, would you folks be able to cross train those? Right now, they have security officers, but they do not know how to arrest people. Basically, they keep children from staying in the bathrooms for a long time. That is all the security officers do. Would you be willing to cross train if DOE and the State agree to fund a Sheriff position at each school? Would you folks cross train them for the DOE? Is that something you could work with, where you folks do training?

Mr. Raybuck: Councilmember DeCosta, actually that is a really great question, because the State just created the Department of Law Enforcement. Underneath the Department of Law Enforcement, there is the Sheriff's Division. Unfortunately, they, too, are woefully understaffed right now. I speak to the Director frequently. We have conversations quite a bit about how we interact with each other. Right now, they should have staffing to be able to support our airport, but they do not. The Director is focused on trying to get that support there, but I could see, potentially, in the future as the State potential for an increased recruitment of the presence of sheriffs on Kaua'i, being able to partner with that organization or that department, and sharing that. I want to say that DOE is not just completely hands off. DOE funds our police officers to get training. They pay for that training, and they pay for the SROs to get that training, so they do have some money in the game, but I think that is a good suggestion for us to consider and is something that I will bring up to my counterpart.

Council Chair Rapozo: For our recruit training back in 1985, we had a State Harbors individual and a sheriff in our class. Back then, they did train the State individuals, so it can be done. It will be interesting how the State Department of Public Safety will play out. The concern, Chief, as all the County departments' concerns should be, is how many officers will you lose to the State.

Mr. Raybuck: They make less than us. I do not think we will lose any right now.

Council Chair Rapozo: But the workload will be a lot different. I think there will be some departures, so you need to be prepared for that. Councilmember Cowden.

Councilmember Cowden: I have another question on the dispatchers.

Council Chair Rapozo: Go ahead.

Councilmember Cowden: Dispatchers are critical. On Maui, I see so many people left. No doubt that was trauma, too, right? It probably wears people out quickly. What is your strategy for dispatch?

Mr. Raybuck: That is a really great question. I will turn it over to AC Ke to talk about that in just a minute, but I want to highlight the fact that Dispatchers is one of the toughest jobs in the Department and it is one that is not recognized in the public often enough. Thank you for acknowledging them. We do have a challenge with our dispatchers right now. Currently, we have ten (10) vacancies in Dispatch. That is very challenging, but our dispatchers have been working really hard to help supplement by taking on extra shifts and extra hours to help support one another to make sure that they have the personnel on the consoles, as needed. I will let AC Ke talk a little bit more about it. He may want to dump it to Captain Rose, but we have been working behind the scenes. The reason I am putting it to AC Ke is because he just had a meeting this morning with the Hawai'i Government Employees Association (HGEA) and I do not have some of the information he may have.

Mr. Ke: Good morning, Council Chair and Councilmembers. Kalani Ke, for the record. Police Operations Bureau. Regarding the dispatchers, yes, we do have ten (10) vacancies in the Dispatch Center. Right now, the minimum staffing in Dispatch is three (3) per shift. We have three (3) shifts per day. With those numbers, we need nine (9) just to maintain a twenty-four-hour period. We are very grateful and thankful to the current dispatchers who come to work every day. They are presently working four (4) hours pre-shift or four (4) hours post-shift, depending on where the vacancies are. It is a tough working environment. It is very stressful. People do not really call the Dispatch Center to celebrate things. There are emergencies every day, whether it be from the public or from the government itself. It is a struggle. In addition to the dispatchers working longer shifts, having less days off, we also have some sworn employees who fill shifts in there to make sure we have that minimum staffing level. Over the past seven (7) months,

one of the things that we have been working on and with which we worked very closely with HR...we really appreciate their support, the Office of the Mayor, and HGEA, is to work on a supplemental agreement to allow the dispatches to have an increase in pay. We call it a "Retention Bonus." In addition to their regular salaries, it gives the dispatchers additional pay. We have also been working closely with HR and the Union to figure out some options about recruitment. In conversations, we have also talked about the potential to bring in people on an hourly basis with an 89-day contract. That is a conversation that is on the table. We have also talked about bringing in the private sector to help on a contract basis. Also, using sworn officers on a voluntary basis to work in there to fill some of those gaps. That is not a conversation that is over. We are still engaging the union about that. No decisions have been made. Those are the things that we have been talking about. Other issues we are trying to deal with are, how do we provide training if those things are decided on, because with those positions there are certain certification requirements that are required before you can even jump on a console. Standard training for a dispatcher in the classroom and in the Dispatch Center, is about four (4) months. If you bring someone in off the street to fill some of those positions, we are talking about that amount of time just to train them up to be able to work there, because there are three (3) different consoles—911, radio, non-emergency—all take special skill sets to operate, not including our police records management. If you have been in a Dispatch Center before, they have eight (8) screens up in front of them working at the same time. I cannot do that. I would not be successful there. It takes a lot of training to get them to be able to perform how they need to in there. Those are the types of things that we have been working on and we are hoping to come to some type of solution or decision on. Whatever the decision is, how do we implement it?

Councilmember Cowden: I think it is a special temperament to sit there and be able to multitask in so many different things on screens and everything else. When I am looking at the 89-day hires...I am glad you brought that up...maybe if there are past people who moved out of it or retirees and are already trained, they were just burned out, because it sounds like people are working twelve-hour, and maybe sometimes even sixteen-hour shifts, so I could see where they are like, "I cannot do this," but if they are an 89-day hire and are basically working four-hour shifts, they are one of those pieces on either side of the full shift, that maybe they would be willing to come in and work nineteen (19) hours a week, instead of seventy (70) hours a week.

Mr. Ke: We have solicited and talked to dispatchers who have retired and also to some sworn officers who have retired, and it is a challenge. We have not been able to find anyone who is interested yet, but we are still trying.

Councilmember Cowden: Okay. Thank you. I am just trying to come up with some ideas.

Council Chair Rapozo: Councilmember Kagawa.

Councilmember Kagawa: What is the process? How long does someone take to be ready to take calls and be trained?

Mr. Ke: It is approximately four (4) months.

Councilmember Kagawa: It is about four (4) months. What is the reason for the four (4) hours pre-shift and post-shift?

Mr. Ke: They work on eight-hour shifts. If there is a gap of eight (8) hours, we usually hold over someone for four (4) hours and someone might come in four (4) hours early to make up that eight-hour shift.

Councilmember Kagawa: Okay. What is the other four (4) hours used for?

Mr. Ke: No. Usually, they work their eight-hour day and they will stay four (4) hours late, or they will come in four (4) hours early and work their eight-hour day, so it is a twelve-hour day for many of them, and it is continuous. It is taking a toll on our employees.

Councilmember Kagawa: They are getting too burnt out, right? Thank you. Thank you, Chair.

Council Chair Rapozo: Are there any other questions on the positions. Chief, on page 93, Background Investigators are dollar-funded. Do you no longer use Background Investigators?

Mr. Raybuck: We are. Which position number, please?

Council Chair Rapozo: It is 1303 and 1309. This is on the top of page 93.

Mr. Raybuck: 1303 and 1309. I do not have my Vacancy Report. We have them in 89-day contracts positions in different locations.

Council Chair Rapozo: Are you funding that with vacant salaries?

Mr. Raybuck: Yes.

Council Chair Rapozo: What happens when they are filled? How will you pay for these?

CANDIDA J.F. SOUZA, Fiscal Officer: Then they go away.

Council Chair Rapozo: I am sorry. What was that?

Ms. Souza: Then they go away.

Mr. Raybuck: Yes.

Council Chair Rapozo: But you need them, right? Right now, do you have two (2) Background Investigators at KPD who are on contract?

Mr. Raybuck: Yes, we have two (2) 89-day contracts.

Council Chair Rapozo: You are using unexpended salaries from other positions. When those vacant positions are filled, how do you pay for these positions?

Mr. Raybuck: We would have to come to you for the money.

Council Chair Rapozo: Okay.

Councilmember Kagawa: Chair, just to confirm, I think she said the positions may go away.

Mr. Raybuck: The 89-day contract would go away when these are filled.

Councilmember Kagawa: It goes away when these are filled, so the money is there from that account already, because it is vacant.

Council Chair Rapozo: Right now, the money from another position is being used.

Councilmember Kagawa: If they fill the position, then they are saying the 89-day contract may end, right?

Council Chair Rapozo: Yes. The 89-day contract will not have funding when the vacant position gets filled. The funding will go way, but the position is still there. You need to pay that person in the contract position.

Mr. Raybuck: My apologies, I keep forgetting to turn on my microphone. Let AC Ke jump on for you. Sorry, it is AC Ozaki.

Mr. Ozaki: For the record, Assistant Chief Mark Ozaki, Support Services Bureau. This is a slight clarification to the Background Investigator position. It has always been a dollar-funded position because, in concept, we only need a Background Investigator if we have vacancies. If we do not have vacancies, then we will release the Background Investigators. We are paying for them out of the positions that they are actually trying to hire and recruit for.

Council Chair Rapozo: I got it.

Mr. Ozaki: If, for some reason, God blessed us...

Council Chair Rapozo: Are there times when no one is there?

Mr. Ozaki: Yes, if we do not need them.

Council Chair Rapozo: Okay.

Mr. Ozaki: For example, if there is a dry spell of two (2) months where we have no names referred, they do not come to work?

Council Chair Rapozo: Do you not pay that person?

Mr. Ozaki: Yes.

Council Chair Rapozo: I got it. That makes sense.

Councilmember Kagawa: I think I thought the same, but I think I might have more pidgin English.

Mr. Raybuck: I am glad that I have my backup with me today.

Council Chair Rapozo: How many Public Information Officers (PIOs) do you have?

Mr. Raybuck: We have one (1), and we have an Information Specialist.

Council Chair Rapozo: Is an Information Specialist like a PIO? What are the duties of an Information Specialist?

Mr. Raybuck: It is currently under review. We are discussing converting that position to a second PIO position.

Council Chair Rapozo: Will you have two (2) PIOs?

Mr. Raybuck: Yes. I think the Office of the Mayor would appreciate that. My current PIO would also. Policing is a twenty-four (24) hours, seven (7) days a week job, so it is more than one (1) person can handle on their own.

Council Chair Rapozo: I am trying to get one (1) for Council Services, but I could not get a definite...

Mr. Raybuck: Please do not take that one.

Council Chair Rapozo: I think. I think you are the only department that has...was the PIO out of the Office of the Mayor and assigned to KPD? Now, does that person come under your control?

Mr. Raybuck: Yes.

Council Chair Rapozo: They are not under the Office of the Mayor anymore.

Mr. Raybuck: Approximately five (5) years ago, the Office of the Mayor authorized us to hire our own PIO.

Council Chair Rapozo: Okay.

Mr. Raybuck: We hired one, which was a tremendous opportunity for us. Unfortunately, we did not retain the PIO and we had a vacancy, so the Office of the Mayor had to pick up all of our police work. As you know, and as I just mentioned, we have traffic accidents that occur overnight and we have critical incidents that occur over the weekends, so having that person is critical for us. The video that went with our new Chevrolet subsidized trucks was all done in-house by our PIO. Our PIO's job is not just to respond to media requests or put out press releases, it really is to help engage the community and to share with the community the great work that our police officers and all of our employees are doing. When you see that video and you see the dispatchers integrated into that video about a pickup truck, you see a call from the community member who wants a police response, you see our police officers responding, and you see a clip of the training that was done, all that was done in-house by our PIO. As I travel across the State, since we have hired our new PIO Tiana Victorino...she deserves to be recognized today...I get a lot of compliments from other agencies about how great the messaging is coming out of KPD now. We do not want to burn her out and we want to keep her for the next thirty (30) years, so we are looking at converting the Information Specialist to a second PIO.

Council Chair Rapozo: Okay. Are there any other questions on positions? If not, we are moving on to...I will skip all the benefits.

Councilmember Cowden: I have a question on page 98, if you do not have one from before there.

Council Chair Rapozo: Okay. Go ahead.

Councilmember Cowden: I am looking at the one million five hundred thousand dollars (\$1,500,000) for automobiles. I support that. Is that another fifteen (15) trucks or fifteen (15) cars?

Mr. Raybuck: The intent is to purchase fifteen (15) more Silverado trucks.

Councilmember Cowden: Okay. It has been suggested to me that maybe there should be a little step to get into that truck...

Mr. Raybuck: We are working on it.

Councilmember Cowden: Because maybe the ones that you got are going to get that, too.

Mr. Raybuck: We are working on it.

Councilmember Cowden: Okay. Are you replacing your...what do you have right now? You have a Ford.

Mr. Raybuck: The Ford Police Interceptor Unit, which is a Ford Explorer.

Councilmember Cowden: You have a Ford Explorer. Are you moving away from...will you have both cars and trucks or are you moving to just trucks?

Mr. Raybuck: The reason why we went to the trucks initially was because there was nothing else available.

Councilmember Cowden: Okay.

Mr. Raybuck: We saw that as an opportunity to, one, get the vehicles that we really needed and, two, to take a look at how integrating those into our fleet could potentially increase our ability services to the community. The immediate feedback from the officers driving the vehicles and was outlined in the video is the opportunity, as Councilmember DeCosta mentioned, was to have an actual four-wheel drive truck that is lifted, will get us into the rural and remote areas that our Police Department often finds themselves in. The platform makes sense for us. Integrating these initial ten (10) in is for us to look at and identify...you mentioned the steps. That was an oversight by us. We had not thought about that. It was not part of the original package. When it came in, immediate feedback was that we needed steps. AC Ke has been working on a procurement for us to purchase those steps for those trucks.

Councilmember Cowden: As a petite person, those are a little bit more of a workout and when you are typically putting someone in a car, usually you are moving down, so if you have someone who is not fit or is really heavy, I think they might need help getting in the truck.

Mr. Raybuck: Part of our training protocol was to look at those. What is really nice about the truck is there is actually quite a bit more space all around for the officers and for those taking a ride with us. It is actually easier put someone in vehicle aside from the slight additional increase in height. The next fifteen (15) vehicles we order

will most likely be additional Chevrolet Silverado trucks. I am not sure that we will ever go to a full one-style vehicle, because we may not need or want to purchase Silverado trucks for our more urban areas, like here in Lihu'e, but it is something that we will continually evaluate.

Councilmember Cowden: This is fifteen (15) more vehicles. When do you expect to receive them?

Mr. Raybuck: On average, it has taken us twelve (12) to sixteen (16) months from the time of contract. Is that about right?

Mr. Ke: Kalani Ke, for the record. The ten (10) trucks that we just started to receive and deploy took almost exactly a year from the time the contract was awarded to the time the vehicles were received.

Councilmember Cowden: When the Mayor signs the budget and it is complete, which is typically in June, can you place that order then or do you wait until September or something? You need to be on it

Mr. Ke: In this fiscal year, as soon as we received the budget, we started working on the procurement process. We had everything in place. We awarded a contract. Most of these dealerships have certain windows to place orders for specialty vehicles like police package vehicles. We wanted to make sure that we were ready to go when the dealerships open those order windows so that whoever had the contract could just drop the order. That is what we did in this fiscal year and we plan to do the same in the next fiscal year.

Councilmember Cowden: Are you anticipating, because it is the same company that will do the next...

Mr. Ke: It depends on who wins the bid.

Councilmember Cowden: Alright.

Council Chair Rapozo: Councilmember Kagawa.

Councilmember Kagawa: As you are going in this direction, are you purchasing service agreements?

Mr. Raybuck: I do not recall.

Councilmember Kagawa: Are you just going without them?

Mr. Raybuck: They are all under warranty for a specific period of time.

Mr. Ke: I believe it is a five-year, sixty-thousand-mile warranty.

Mr. Raybuck: We can get you that information.

Councilmember Kagawa: It is because Toyota is great at servicing vehicles at the increments when they reach certain mileage. I am wondering because we always hear the County's Auto Shop is overburdened, so I wonder if we should be going...because it is important for you folks to have vehicles that are working, maybe you should look into having these service agreements where at least for the first five (5) years, any major repairs of things you do not have to wait as long with our County workers to order the parts.

Mr. Ke: I can answer your question.

Councilmember Kagawa: Go ahead.

Mr. Ke: Regarding the maintenance, the Chief is correct. Those vehicles are under warranty, bumper-to-bumper, including all after-market equipment in the vehicles. As far as maintenance, we work closely with our Maintenance Shop. They work hard for us to make sure that they can turn around the vehicles as quickly as they can. We did look into purchasing service and maintenance agreements. Based on our advisement, we are not able to purchase service agreements, because it may violate collective bargaining. We did not do that with these first two (2) procurements, because we did not want to violate the law.

Councilmember Kagawa: Thank you.

Council Chair Rapozo: I am sure you have already heard, but for all the equipment purchases, we are basically asking for a sheet that shows...is this a one-for-one replacement? For the ten (10) that you just got, will ten (10) go to the auction?

Mr. Ke: The plan is one-for-one. We actually have some wrecked cars that we just pulled out of service and as we get more vehicles in, we will be removing the older vehicles with one hundred thousand plus (100,000+) miles.

Council Chair Rapozo: Do these vehicles go to a fleet or are they going to be assigned to a specific officer?

Mr. Ke: Right now, the first ten (10) are assigned to certain officers.

Council Chair Rapozo: Will it be their take-home cars?

Mr. Ke: That is correct.

Council Chair Rapozo: Will they take care of their cars?

Mr. Ke: That is correct.

Council Chair Rapozo: Will the next fifteen (15) be similar?

Mr. Ke: What we have been trying to do is cycle out the older ones, so by assigning these vehicles to officers who have take-home cars, we push the cars that they had, which a lot of time are the newer ones...the older ones are normally the fleet-shared ones that we have been running pretty hard. We are trying to push it out that way. We are bringing in from the top and pushing all the junk out to the bottom.

Council Chair Rapozo: How much do you pay for a Silverado? Is it one hundred thousand dollars (\$100,000) a truck with the equipment and everything?

Mr. Ke: For current ten (10), the cost of a single vehicle is right around ninety-seven thousand dollars (\$97,000).

Council Chair Rapozo: Does that include the police equipment?

Mr. Ke: Everything.

Council Chair Rapozo: Okay.

Mr. Ke: To our door.

Council Chair Rapozo: Do they build all of those things up? When you get the trucks, does it have the lights and all of those things except the radio?

Mr. Ke: Yes, it is fully loaded except for the serial advanced technology attachment (SATA), mobile data terminal (MDT), and it may not have the radio.

Council Chair Rapozo: Are the police lights and all of that already one?

Mr. Ke: Yes.

Councilmember Cowden: I have a follow-up on that. Are the fleet cars that are the most exhausted cars what the patrol officers drive? Do the newer patrol officers drive the worst cars?

Mr. Ke: All of these vehicles are going to patrol officers. Every single one of them.

Councilmember Cowden: Even these new ones?

Mr. Ke: Yes.

Councilmember Cowden: Okay. I look at a certain challenge of morale. If you are driving a bad vehicle that also sort of exhausts morale.

Council Chair Rapozo: That was a benefit of the old days. Every car was a bad one, so you never had morale issues. They get spoiled now. "The air conditioner (A/C) is broken. I cannot take that car." Back in the day, there was no A/C. You had rolldown windows. Do you remember?

Councilmember Cowden: It is just important that the vehicles are safe—that the tires are safe, that the engine is running, and that the lights work. If someone is going fast down the road chasing someone...I know you are doing less chasing, but you want to make sure your car is going to get from point A to point B, so it is just important that you keep people safe. I know there is the supply chain disruption that came out of the COVID-19 pandemic. Is that part of the reason why you are behind?

Council Chair Rapozo: Let us move on to page 101, which is Administrative & Technical (A&T). Again, Chief, this does not reflect the reorganization, right? I am generally speaking. I will not go into detail. Will some of these functions be moved to ISB and Patrol?

Councilmember Cowden: ISB is gone.

Mr. Raybuck: As far as the budget goes, what you are seeing here...I am going to anticipate your question, why is there such a significant increase in the budget?

Council Chair Rapozo: No.

Mr. Raybuck: No?

Council Chair Rapozo: I am trying to figure out where to ask my question. My question is about towing, abandoned vehicles, and all of that.

Mr. Raybuck: That is under the Police Operations Bureau.

Council Chair Rapozo: Okay.

Mr. Raybuck: Am I right? Okay, good.

Council Chair Rapozo: Just tell me when.

Mr. Raybuck: Okay.

Council Chair Rapozo: I do not want to violate my own rule.

Mr. Raybuck: When we get to PSB.

Council Chair Rapozo: We are at A&T, Administrative & Technical.

Mr. Raybuck: What questions do you have?

Council Chair Rapozo: I do not have any questions right now, but Councilmember Kagawa does. Can you say the page number, Councilmember Kagawa?

Councilmember Kagawa: This is page 101. Why is the year-to-date expenditure only thirteen thousand dollars (\$13,000), but the request is one hundred eighteen thousand dollars (\$118,000) for the training?

Mr. Raybuck: That is a great question. I highlighted that because I had the same question last night. Do you want to answer that question?

Councilmember Kagawa: Are there a lot of expenditures coming up in this second half?

Mr. Ozaki: This is for the training, right?

Councilmember Kagawa: That is right.

Mr. Ozaki: For the record, Mark Ozaki, Assistant Chief. As Chief Raybuck mentioned earlier, we are pulling certain budgetary items into one (1) bureau and consolidating it. We are getting away from silos and having people sometimes doing things differently or having potential procurement violations by doing things inaccurately. We are pulling all of the training budget what is formerly called ATB and under the pilot program is called SSB. That way, our Fiscal Officer can manage and make sure we are doing everything correctly. It looks like there is a big increase, but it is because we absorbed everyone's training budget.

Councilmember Kagawa: Are you making it easier for her to keep track of everything in one (1) account?

Mr. Ozaki: Actually, we are giving it more money, but there is better oversight and in the long run we have a plan to make...we are always trying to improve operations, not just in police work, but in our Support Services Bureau, so our plan is to make things more efficient and better. Initially, it will be a lot more work for our fiscal office, but in the long run, it will be better for everyone.

Councilmember Kagawa: Thank you.

Council Chair Rapozo: Are there any other questions on page 101?

Mr. Raybuck: Chair, if I may. Which question about towing did you have?

Council Chair Rapozo: I want to have a question about towing in general. The abandoned derelicts. I see on this that you have evidence.

Mr. Raybuck: We have evidence. I just want to make sure.

Council Chair Rapozo: Evidence is evidence.

Mr. Raybuck: Okay.

Council Chair Rapozo: Obviously, that goes without saying, but I am not sure if the abandoned and derelict vehicles show up in your budget.

Mr. Raybuck: Unless you wanted to move them this budget cycle.

Council Chair Rapozo: What I want is for the County to tow the abandoned and derelict vehicles as quickly as possible.

Mr. Raybuck: We do, too. We will talk about it when we get there.

Council Chair Rapozo: Okay. Whether it is you, the Department of Public Works or the Solid Waste Division, I do not know. There was a time when the cop would post the car and the next day, the car would be towed. That was a long time ago. I understand that we have issues with towing contracts and all of that. I was sharing with the Administration...I cannot remember if it was this cycle or the last one. Would it even be feasible for the County to have its own tow truck and hire someone or have a crew that could go out and tow these cars, because that is the issue. It is the broken window theory in criminal justice, right? You let that window stay broken, more...if you fix the window right away, you stop the graffiti, you stop the trouble. I have seen cars on the side of the road that sat for days and days with that big fluorescent sticker that you folks have now, so you know it is abandoned. I do not know. I am thinking out loud. This is the opportunity for us to find out how we can help the County, whether it is you or anyone else, to fix this problem. We can have the offline discussion if you want, Chief.

Mr. Raybuck: Sure.

Council Chair Rapozo: I just want to make sure that you understand that we want to support that in whatever way, whether it is a County-owned system or contract, but the County needs to get those cars out. Councilmember Kagawa.

Councilmember Kagawa: This is follow-up. I think it was a while back. Do you remember when you drove us crazy, but we worked together with Councilmember Carvalho to add the Derelict Vehicle Coordinator in KPD and saw a massive clean up of the derelicts that were out there? Now I am just wondering about the process. Do you have numbers to show how much the County removed in comparison to a few years back? That would help.

Mr. Raybuck: We can pull those numbers for you. Just to address the concerns, I can assure you that everyone sitting in this room wants those cars towed just as quickly as you do. It bewilders me. I have never been anywhere in any other state and seen abandoned and derelict vehicles just thrown to the curbside. I have never experienced that before until I came here, so I do not understand that concept.

Council Chair Rapozo: It is because there is no consequence.

Mr. Raybuck: That ties into a legislative issue that I would be happy to talk with you about.

Council Chair Rapozo: We have been talking about it. Just make the last registered owner responsible. No "Notice of Transfer" pending garbage.

Mr. Raybuck: One hundred percent (100%).

Council Chair Rapozo: If the buyer did not go with you to the Department of Motor Vehicles (DMV) to sign that paper in front of the window, you still own that car. You can sign all the Notice of Transfers you want, but until that is registered and signed, you still own that car. You will get the ticket, you will pay the fine, and you will pay the fee for towing. It is a whole structure that needs to be implemented.

Mr. Raybuck: Right. Part of the problem with our recent delays in towing was, unfortunately, the Abandoned and Derelict Vehicle Coordinator position was vacant for quite a long time. Those duties became auxiliary duties on other people who already had their own duties. That created a backlog for us and created some...people take vacation, so the person who is responsible for covering for the person who is not here is not here. The backend work was delayed.

Council Chair Rapozo: This County's municipalities...I see it in Honolulu all the time. Our solution to fixing the problem is to hire someone else. Throw more money in. There were no Abandoned Vehicle Coordinators back in the day. You had dispatch. Dispatch would take the call, you would post it, and the next day...I cannot remember who in the department would just call the tow truck. That is how it was. All of a sudden we had to create this whole new position, give someone a job, and it still did not fix the problem.

Mr. Raybuck: Unfortunately, the laws have changed today. The amount of requirements for us to tow vehicles, the timelines that we can tow them in, and

what paperwork we have to do before we can dispose of them is not like what it was in the old days. It requires a lot more work, which is why we need to have that coordinator position.

Council Chair Rapozo: On the abandoned vehicle, if an abandoned vehicle is abandoned, the twenty-four (24) hours has passed, the car has not moved, and you tow the car. Where does the tow company take it to? Do they take it to Puhi?

Mr. Ke: Yes.

Council Chair Rapozo: They store it, right?

Mr. Ke: Yes.

Council Chair Rapozo: Does the County monitor that car?

Mr. Ke: We have to keep track of it because if the owner does not claim it, there is a process that we have to go through.

Council Chair Rapozo: Okay.

Mr. Ke: I am sorry. Kalani Ke, for the record.

Council Chair Rapozo: Is the County on the hook with that abandoned vehicle even if it is not the County's?

Mr. Ke: Yes, because if it is not claimed, we have a process where we have to post it, give public notice, and then notify ARS [sic] that it needs to be disposed and from there, they dispose of it?

Council Chair Rapozo: Is it theirs?

Mr. Ke: Yes.

Council Chair Rapozo: Councilmember DeCosta.

Councilmember DeCosta: Since we are talking about fixing the problem and not "kicking the can down the road," fix the problem. We can only tow the vehicles if it is on County property. If it is on State property or private property, you folks cannot touch it, unless the private landowner is willing to pay for it to be towed away.

Council Chair Rapozo: They can on State land.

Councilmember DeCosta: But they cannot on private land. A lot of times, these people dump the car on County property and the people driving by...it happens in Waimea Valley...is upset because the road is so tight that they push it off the side of the road

and onto the private property. That poor person does not have the resources to move that car and whether it has a pink tag, a yellow tag, or an orange tag, they cannot do anything. You folks cannot do anything. Is that correct?

Mr. Raybuck: That is correct.

Councilmember DeCosta: Chief, what if that private property owner pushes the car back on County property? Would you folks not give them a ticket for putting the car back on County property? That is all I want to know. Do you know why, Chief? We can solve the problem right now. You folks would be in charge of picking it up, correct?

Mr. Raybuck: I do not know that we would give anyone a ticket for pushing an abandoned vehicle.

Councilmember DeCosta: Perfect.

Mr. Raybuck: But I would also throw out the disclaimer that unfortunately, I think a lot of people are taking their pending transfer vehicles that are from their private property and are pushing them into the County property for us to tow them.

Councilmember DeCosta: I do not see that many now. I can tell you that I see a lot on private land. If you go down to Waimea and up to Waimea Valley, that is a fire hazard waiting to happen. I spoke to many of the landowners and their big question is, "Are we going to get ticketed if the neighbor called KPD and said they saw us putting the car back on County property because it came from the County property?" That is what those people do. They drive their trailers and drop it right there, because is the easiest and fastest way to get out. It is on the County shoulder and then they dig out. That is all I wanted to know. Public record...please do not arrest the people who put the car back on the County property.

Council Chair Rapozo: You are not committing to that, right, Chief?

Councilmember DeCosta: No, he did not.

Mr. Raybuck: Officer discretion.

Council Chair Rapozo: Thank you. I think that is better.

Mr. Raybuck: It will depend on the circumstances.

Council Chair Rapozo: Once the people know they will not get in trouble, you will see all the things on County property.

Councilmember DeCosta: Then maybe we will clean up Kaua'i. Maybe we will clean Kaua'i.

Mr. Ke: If I can comment. Our policies and procedures are based on what HRS will allow, so we have to make sure we are following the timelines that are established by law. I think the root of the problem, like you said, is the consequences for vehicles. A lot of them will drive it until it will not drive, they will leave it right there, and expect someone else to pick it up, which is us. I do have some numbers, if you wanted to hear some. We tow a lot of vehicles and it costs us a lot of money. I can give you some counts.

Council Chair Rapozo: Where is the line item for the abandoned and derelict vehicles? Is that in your budget or that in the Department of Public Works?

Ms. Souza: Page 113.

Council Chair Rapozo: Is it page 113? Okay, that is why. Assistant Chief Ke, maybe you can give us the numbers while we...do you only have one hundred thirty-eight thousand dollars (\$138,000) in there.

Mr. Ke: Yes.

Mr. Raybuck: There are two (2) different contracts.

Council Chair Rapozo: Let us start with the numbers. How many did you tow?

Mr. Ke: I can give it to you by the fiscal year.

Council Chair Rapozo: Do you have the last fiscal year? Unless you have year-to-date. Do you have year-to-date?

Mr. Ke: I do not have this year-to-date.

Council Chair Rapozo: Okay.

Mr. Ke: For about a year and a half, like Chief had mentioned, our Derelict/Abandoned Vehicle (AV) Coordinator position was vacant. During that time, those tasks were assigned to the district clerks. On top of their regular duties, they would do this and fit this in. They would order the tows, and make sure the vehicles were processed and the bills were received and paid. Derelict vehicle tows for FY 2020, we towed two hundred ninety-four (294) derelict vehicles. These are the vehicles that are missing major parts, that have not been registered for years...

Council Chair Rapozo: Does that require the same process as an abandoned vehicle or can it go straight?

Mr. Ke: This one can go straight. The officers will usually respond out there and put their tag on it, but they can start processing these to get towed.

They will write their report, it will go through the process, it will get to the clerk...but now we have an AV Coordinator, so it will go to the AV Coordinator, that person will order the tow, and the process is enroute. Two hundred ninety-four (294) in FY 2020, two hundred forty-five (245) in FY 2021, two hundred forty-one (241) in FY 2022, and last year, it was forty-seven (47).

Council Chair Rapozo: Was that...

Mr. Ke: That was when we had that gap.

Council Chair Rapozo: Is that the gap of when there was no coordinator?

Mr. Ke: Yes. For abandoned vehicle tows, in FY 2020, we towed three hundred thirty-six (336) vehicles. FY 2021, four hundred one (401) vehicles. FY 2022, four hundred eighty-three (483) vehicles. FY 2023, three hundred fifty (350) vehicles. We still towed a lot of vehicles, even though we had that vacancy.

Council Chair Rapozo: That is more than one (1) a day.

Mr. Ke: It is a lot. We tow a lot of vehicles.

Council Chair Rapozo: When we get to the next section, we can talk about the cost.

Mr. Ke: Part of the issues that we were dealing with is we had struggles with towing contractors. Within the last fiscal year, we were able to make some changes to the towing contract prior to the current contract that we have now. We had one (1) tow contract for abandoned vehicles and we had one (1) tow contract for derelict vehicles. As you folks may know, a vehicle may sit on the road for a period of time, and after time passes, it turns from an abandoned vehicle to a derelict vehicle. The problem with having two (2) contracts is it might start out as an abandoned, but end up as a derelict. If one (1) tow contractor goes out and now it does not fit with their scope, they need to leave, and there is a whole different process. We were able to combine those specifications (specs) into one (1) contract, so it is a lot more efficient now. We have an excellent tow contractor working with us.

Council Chair Rapozo: That is good.

Mr. Ke: It has been a lot smoother since we put this contract in place.

Council Chair Rapozo: Is the funding that is in this budget sufficient?

Mr. Ke: We believe so.

Council Chair Rapozo: Go ahead, Councilmember Carvalho.

Councilmember Carvalho: I just cannot believe it was separate. It was two (2) separate...derelict versus...right? Did you have two (2) separate, and now it is combined?

Mr. Ke: Yes.

Council Chair Rapozo: Are there no more zones and all of that or does the County still have zones?

Mr. Ke: The zones are for pricing purposes.

Council Chair Rapozo: But is it the same contractor for the whole island?

Mr. Ke: Yes.

Council Chair Rapozo: Okay. Councilmember Bulosan.

Councilmember Bulosan: Is it that you currently do not have an Abandoned Vehicle Coordinator?

Mr. Ke: We do.

Councilmember Bulosan: You do. Did you just hire?

Mr. Ke: We just hired one.

Councilmember Bulosan: Hypothetically, if the budget did increase, would you be able to tow more? Is it a cost thing or a manpower thing? Considering we have not had a coordinator for a while, there are a bunch of vehicles that have not been towed since last year.

Mr. Ke: There is some catch-up and this person moved to the position, so there is some learning curve going on there, but she is doing very well. A lot of these processes just take time, because the statutory requirements are internal processes. I know that she is working as fast as she can. Our employees out in the field are trying to get their work done. That means they get out there, they post it, and they write their reports as fast as they can. More money might not equal more tows.

Councilmember Bulosan: Thank you.

Councilmember Kagawa: I have follow-up.

Council Chair Rapozo: Go ahead.

Councilmember Kagawa: At any time of the day, like today, how many vehicles do you estimate could be out there with stickers that you are tracking for the Abandoned Vehicle Coordinator? Are there ten (10)? Are there twenty (20) with stickers on top?

Mr. Ke: I would have to do some research.

Councilmember Kagawa: Okay.

Mr. Ke: I am not prepared to answer that right now.

Councilmember Kagawa: I am just thinking that if it is a number like ten (10) or twenty (20), that is a lot of tracking.

Mr. Ke: It is a good number. There are a lot that are out there that is going through the process...

Councilmember Kagawa: With stickers out there that are going through the process.

Mr. Ke: Whether it be the twenty-four-hour process or waiting for the tow.

Council Chair Rapozo: In Wailua Houselots, Haleilio Road was a famous place for people to drop their cars right as you pass Koki Road. Now that you are talking about it, I have not seen one in a while. I have not seen one, but there was that one (1) area. Do you know where the telephone station or cellular phone company substation is on the right side? That little cement building is another building. They are smart. They put it inside the telephone pole, so it is off the County property. The vehicles would stay there for months, until the phone company called. That is good to hear. Are there any other questions?

Councilmember Cowden: I have two (2). I think they are simple questions on earlier pages.

Council Chair Rapozo: Go ahead.

Councilmember Cowden: On page 106, it is about the computers. A year ago, when we were doing budget, a lot of our officers had poorly functioning computers in their cars. Were all those replaced? How are you doing with the trucks that you just got? Do they come with the computers inside? How are you doing on the working computers for your officers?

Mr. Raybuck: AC Ozaki, would you answer that, please?

Mr. Ke: I can answer the first portion of your question. Kalani Ke. The trucks did not come with computers. We needed to stay within a certain budget for the vehicles and in order to stay within that budget, we had to take out some things. In the past, we would order it including MDT computers. Fortunately, all of the officers who are being assigned these vehicles have their own computer, so they are just taking it from one and putting it in another.

(Councilmember Kagawa was noted as not present.)

Councilmember Cowden: This time last year, there were a number of officers who had barely functioning computers or they would keep getting them fixed up. Are people in pretty good shape now? How many bad systems do you have?

Mr. Ozaki: For the record, Assistant Chief Mark Ozaki. We have been doing our procurement from this fiscal year. We have computers that have come in and we have some that just came in. As our IT Coordinator has time and is imaging it, we are swapping it out. Yes, we are swapping out computers. Also, when the new vehicles come in and has been assigned to someone, if that person is one of those with a computer that needs to be placed, then that person gets a new computer. We have a replacement program. Just like the vehicle replacement program, we have a radio replacement program and an MDT computer replacement program. That is why we budget for so much every year. It is because we are getting rid of the older ones and adding in the newer ones to our stock or fleet.

Councilmember Cowden: Is everyone doing pretty well?

Mr. Ozaki: Yes.

Councilmember Cowden: Not everyone has a perfect one. My other question is on page 109, Other Services, three hundred eighty-three thousand dollars (\$383,000). I see it is down from the original budget and the adjusted budget. That has to do with things like body removal, autopsies, body storage, and some of that, and as I have called attention to the Police Department, our excess death numbers are up. We have more deaths. This is by the Department of Health. If there are more deaths, and it seems like there is a pretty steady stream of unattended deaths, suicides, and things like that which you appears for, I was just surprised that number went down...the dollar value for those other services that deal with those challenges.

(Councilmember Bulosan was noted as not present.)

Mr. Ozaki: I can explain that.

Councilmember Cowden: Okay.

Mr. Ozaki: That is because some of those expenses or budget were with the Crime Scene & Laboratory Section (CSLS) Unit. Now, they are not in ISB

anymore, they are in ATB, so you would have seen an increase in our budget, because we absorbed that. It balances out. It zeroes out, because that is no longer in the former-ISB budget. It is now with us.

Councilmember Cowden: Are you good?

Mr. Ozaki: We are good.

Councilmember Cowden: Do you have an artificially low number? Is this an accurate number in the Other Services line item for three hundred eighty-three thousand dollars (\$383,000), which includes a few other things besides that, but the big pieces are dealing with the deceased that you handled? Are you good?

Mr. Ozaki: Yes. We anticipated and we budgeted correctly.

Council Chair Rapozo: Are we done with A&T?

Mr. Raybuck: I thought we were done.

Council Chair Rapozo: Are we done with the whole budget?

Mr. Raybuck: Yes, you have my vote.

Councilmember Cowden: Are we done?

Council Chair Rapozo: No, we are not done yet.

Councilmember Cowden: I have other questions.

Council Chair Rapozo: We are on page 109. Page 110. Page 111. Are there any other questions for ISB? We are moving on to Patrol, page 113. Again, just to confirm, are the abandoned and derelict line items sufficient in your opinion? Alright. Go ahead, Councilmember DeCosta.

Councilmember DeCosta: This is sort of an off-the-wall question. We have had different companies throughout Kaua'i offer us...have you ever thought about doing a ride along with a Councilmember?

Mr. Raybuck: Do you want us to ride with you?

Councilmember DeCosta: No, we would ride with you.

Mr. Raybuck: You can come and ride anytime you want.

Councilmember DeCosta: We have never experienced that. We went to the base. They did a whole ride along with the PMRF people and saw their whole operation. I often go with the Department of Public Works and see what they are doing with their things, but I have never had an opportunity to see what you folks do.

Mr. Raybuck: The invitation is open.

Councilmember DeCosta: Thank you, sir.

Mr. Raybuck: All you need to do is talk to AC Ke and he will get you the forms to make sure that you can fill them out.

Councilmember DeCosta: Do I bring my small plastic cowboy badge?

Mr. Raybuck: No. I will give you a sticker at the end of the day, though.

Council Chair Rapozo: You need to increase your hazard pay budget now just for the officer to take this person with you.

Councilmember DeCosta: I was serious, though. I want to experience it.

Council Chair Rapozo: Is there anything else for Patrol? If not, is there anything else for the Police Department?

Councilmember Cowden: I have a broad brushstroke question. I was hoping that the Prosecuting Attorney would be in here. Some of the challenges that I think are faced by the community in terms of their perception of the police as well as police morale is that it is not exactly a good function of the whole criminal justice system, because there are the courts, the police, Kaua'i Community Correctional Center (KCCC), prosecution, and underneath that is defense. What I see that is really difficult for me and I tend to know the assailants and the victims...it is interesting when you have friends on all ends of the crimes, and I see the chronic violent criminals are quickly released on bail. They receive these five-thousand-dollar bails, so they can get out in a few hours with five hundred dollars (\$500). If the police officer who has to go and tackle someone who they have known all their life or that person is then agitated and angry with them and is agitated and angry in the community, and I see developmentally disabled and those naïve to the justice system end up incarcerated and destabilized, and I see this disgraceful disparity in bail amounts.

(Councilmember Bulosan was noted as present.)

Councilmember Cowden: We had a one-hundred-thousand-dollar bail recently for an absolutely non-violent person and a five-thousand-dollar bail for a very violent person. When I see these challenges, I am stunned and I think the public is stunned. It is not your fault, but do you have any feedback?

(Councilmember Carvalho was noted as not present.)

Councilmember Cowden: I think for the Prosecuting Attorney...I talked to her about that as well. I know it is somewhat the courts, but is this happening everywhere? Is it just crazy that people who are ratting to a friend who got busted for dealing really heavy drugs got four (4) years of probation and no time. I want to pick on that person, but to me, that is a threat to the community. How can you encourage me...because I think that is a morale issue for the police, too?

Mr. Raybuck: Councilmember Cowden, you bring up a great subject that is the frustration of many people in the community and our Police Department. You asked if it is happening everywhere else. I have not worked everywhere else. I can tell you in my prior twenty-seven (27) of policing, I did not see a criminal justice system operated the way it is operated here?

Councilmember Cowden: Was it better there or better here?

Mr. Raybuck: Yes.

Councilmember Cowden: Is it better there?

Mr. Raybuck: Yes, but let me just say that the responsibility of the Police Department is to respond and to address the issues that we encounter in the community and make arrests based upon probable cause and then put those persons into the criminal justice system.

(Councilmember Carvalho was noted as present.)

Mr. Raybuck: Throughout my career, I have been frustrated at times where I believed someone should have gone to prison instead of probation, or they were pled out instead of convicted, and there are a lot of factors that go into why those different types of things happen. I do have police officers who often come up to me and say they are so frustrated that their case was not prosecuted or plea bargained, or that the courts did this or that. My encouragement to them is, "Pay attention and do the work that you need to do. You only have to sleep at night knowing that you did your job. It is other people's jobs within the criminal justice system to carry out their job." I do not want to speak for the prosecutors, the defenders, or the courts. They all operate under a system that I do not work in, so I do not know what burdens they have and what responsibilities they have under the rules of the courts and all of those things. It is frustrating for us to arrest people and see them. I have a new neighbor who is very well-known in this community and who is a multi-time convicted individual, who just last year we arrested and put out a big press release about him finally getting arrested. There was a big reprieve in the community, and yet all those serious charges he was arrested for and with all his criminal convictions, he is not incarcerated.

Councilmember Cowden: I had hoped that the Managing Director would still be here and I had hoped that the Prosecuting Attorney would be here. I was trying to overlap this. I think we need some sort of collaborative board that produces. I was on a State board run through the Department of Public Safety when I first started. Something is not working.

Council Chair Rapozo: I will stop it there, because this is a budget discussion for KPD.

Councilmember Cowden: How that ties in is the loss of officers.

Council Chair Rapozo: I have been very, very, very flexible because we have time and I do want to give Councilmembers the opportunity to share, but now we are talking about the operations of the departments. We are talking about the budget. The Prosecuting Attorney will be here...I will assume we will call them after lunch, because we are not getting done with the Office of the Prosecuting Attorney before we break for lunch, so we will break for lunch. The budget process is what is on the budget. It is the numbers that are in the budget and asking questions about the Police Department's function.

Councilmember Cowden: I hear that as a chronic complaint from officers.

Council Chair Rapozo: Again, it is from the Police Department, not about the Police Department.

Councilmember Cowden: It is why they have a loss of officers.

Council Chair Rapozo: Right. In my opinion, the budget that has been presented shows the Department's efforts to recruit and retain. That is what this function is in this budget.

Councilmember Cowden: I am not giving you folks a hard time. I am actually commiserating with you.

Council Chair Rapozo: I agree with a lot of what is said, but if you want to discuss the strategies of the police, that is a discussion in and of itself. That is not a budget discussion, unless there is an issue where KPD needs funding for enhanced investigations or projects to go after these hardcore criminals. At the end of the day, like the Chief mentioned, they arrest for probable cause. The prosecutor prosecutes based on proof beyond a reasonable doubt. If the prosecutor does not believe...and I am not defending any prosecutor...if you watch the Honolulu news, guess what? You hear the same thing from the public. "How can that person be out of jail?" If you listen to the Maui news or Hawai'i Island news, California, Arizona, and everywhere else, it is this whole progressive movement that is encouraging probation and not putting people in jail. That is how society has changed, Chief. It is that judges are lenient and it is that prosecutors are lenient. I am not speaking for anyone in this jurisdiction. That is the world that we live in today. Our job is to provide you folks with the

tools to do the job and it is our job to do the same with the Office of the Prosecuting Attorney. The Prosecuting Attorney will be here after lunch and we offer her the same support. Whatever you need to make this work, we are here to support that. I do not want to get into the management of the departments, because that is really not our role, but I appreciate the questions, because it is definitely a morale breaker. It was when I was in the force and it did not happen as often as it does now, so I feel for the officers. Again, like you said, Chief, their job is to get the probable cause and their job is to write the best report they can. I shared with the Chief that when I was working in the Office of the Prosecuting Attorney, there are some quality issues there that need to be fixed, but that is not the reason why prosecutions are not happening. It is not the sole reason. There are a lot of moving parts. Are there any other questions for KPD? Thank you, folks.

Mr. Raybuck: Thank you.

Council Chair Rapozo: At this time, we will recess. Let us recess until 1:50 p.m.

There being no objections, the meeting recessed at 12:46 p.m.

The meeting reconvened at 1:52 p.m., and proceeded as follows:

(Councilmember Kagawa was noted as not present)

Council Chair Rapozo: If you want to over the overview and your highlights, then we will get into the budget.

There being no objections, the rules were suspended.

Office of the Prosecuting Attorney:

REBECCA V. LIKE, Prosecuting Attorney: Aloha, Chair and Councilmembers. Rebecca Like, Prosecuting Attorney. I have my First Deputy, Keola Siu, my Administrative Services Officer, Nicole Pongasi, and our Life's Choices Coordinator, Michael Miranda, here with me to assist in answering any questions you may have. I will start with a brief overview of our budget. It remains mainly flat with eighty-two percent (82%) of our budget going towards salary, wages, and benefits. We are not requesting any additional funding or positions at this time. During this last fiscal year, I focused on building my team and putting my priorities into action. Building a strong administrative and appointed team is critical to the success of our Department. We were able to fill our Senior Account Clerk position, which had been vacant for some time and this has helped round out our administrative team. We also currently have no open deputy positions. We have one (1) offer outstanding and one (1) accepted offer, so we currently have no vacancies, which is the first time since I took over as the Prosecuting Attorney. I am very excited and proud of that. We have also started a Mental Health Diversion program and a Family Court Diversion Program. I have increased my oversight and involvement with our Life's Choices Section. We awarded a number of grants

in the community to programs that are making a meaningful difference in prevention. We are also deep in the process of our reentry program, E Ho'i I Ka Piko, which I presented about to the Council before. We have a stellar team of attorneys and I am humbled that I get to lead them. They come from very diverse backgrounds and are confident, compassionate, and justice minded. Thank you for having us today. I just want to address something that came up right before the break. Chair mentioned there were quality issues with our Office that you had discussed with the Chief and I just want to discuss those here because it is the first time...

Council Chair Rapozo: The quality issues were not Office of the Prosecuting Attorney quality issues.

Ms. Like: Okay. I was under the impression that it was quality issues with my Office.

Council Chair Rapozo: No, I said, "Like I shared with the Chief in a prior discussion, the quality of the reports coming up had quality issues." It was not the quality issues with the Office of the Prosecuting Attorney. The whole purpose of that comment was that there are so many moving parts and that the police rely on probable cause, while the prosecutors rely on proof beyond a reasonable doubt, so to be able to prosecute a case, you need to have enough evidence to prove that case beyond a reasonable doubt. My point on the quality was that sometimes when the reports come up, they are lacking the quality and it is difficult to prove beyond a reasonable doubt.

Ms. Like: Thank you. I just wanted to have the opportunity to address any issues you had with the quality of items coming out of our office.

Council Chair Rapozo: It had nothing to do with...I can speak to that because of my experience working at your office. That is why I brought that up.

Ms. Like: I will try to address any questions you may have.

Council Chair Rapozo: Are there any questions on the overview? Go ahead, Councilmember DeCosta.

Councilmember DeCosta: I just wanted to let you know that our job is the budget. We control the funding and the money. Our job is not to actually tell the department heads what to do. I just want to thank you. You run an office and thank you for running your Office the way you do. Thank you.

Ms. Like: Thank you.

Council Chair Rapozo: Councilmember Cowden.

Councilmember Cowden: Okay. On number three, Operational Challenges, it says, "We are also starting a Mental Health and Family Court Diversion Program." That is great. Do you not really have that in place yet? Which is the Mental Health Diversion Program? Do you already have it?

Ms. Like: We have it...

Councilmember Cowden: I am just trying to see where it is in here.

Ms. Like: It is not a budgeted item. It is a grant program. We have not officially rolled it out yet, but we are in the planning process with the Kaua'i Police Department and Ho'ōla Lāhui Hawai'i, who is our other partner on the project. It is a grant from the Vera Institute of Justice. That is funding that project, not County funding.

Councilmember Cowden: Okay. Have you gotten that yet? Are you applying?

Ms. Like: We already have it. We are just working out the logistics. There are quite a few moving parts to getting it set up. Our hope is that we can hammer those out in the next few weeks. We were hoping to roll out April 1st, but we just have some practical challenges in getting it off the ground.

Councilmember Cowden: Okay. I was happy to read that in here. Where I was trying to overlap both of you and what you and I talked about for two (2) hours is that there are just all these gaps in the system. It is not necessarily one department's or another's fault or problem. I am just trying to help close the gaps, so when I see Mental Health and Family Court Diversion Programs, I think those are working in that direction, because I think a lot of people who make bad choices are not even mentally healthy enough to make the right choices. It is a problem. Is that the type of mental health...

Ms. Like: Absolutely. That is where we are coming from and that is our hope. This program, specifically, will deal with low-level offenders who are those being arrested for non-violent petty misdemeanors and below, such as disorderly conduct or criminal trespass in the second degree. They are sort of nuisance-level offenses and the penalties for those offenses are not especially meaningful and do not usually lead to a change in behavior, so our hope is that by referring individuals who are repeatedly getting arrested for those offenses to Ho'ōla Lāhui for whatever services they may need after doing an intake with a Social Worker, it will lead to less contact with the Police Department. We are just starting out with those nuisance-level offenses. Some individuals will get arrested for criminal trespass in the second degree, which is like trespassing at a business for an individual who has been issued a trespass warning or asked not to return. They will get arrested repeatedly, but the penalty is not enough to deter that future conduct. We are trying to get the underlying cause for that criminal behavior. The Family Court Diversion Program is sort of wrapped up in that and in talking with Ho'ōla Lāhui, it was just sort of an idea that we had. One (1) issue we have with some of our Family Court cases is that sometimes the

victim in the case does not want to go forward because they may be staying in the relationship or it is a complex situation. In those situations, if the victims are not wanting to go forward and they want withdraw their charges, we are asking them to consider doing couples counseling at Ho'ōla Lāhui to try to help that couple move forward together with the help of a licensed professional.

Councilmember Cowden: A therapist.

Ms. Like: Right. That is that program. Those are cases that would be challenging to go forward with, but we are hoping for better outcomes for those families and the children in those families.

Councilmember Cowden: Okay. That sounds good.

Council Chair Rapozo: Are there any other questions on the overview?
Councilmember Carvalho.

Councilmember Carvalho: I have a question on the Ho'i I Ka Piko Program and the one-million-dollar grant.

Ms. Like: Yes.

Councilmember Carvalho: That all ties in with Native Hawaiian part and the resource center. Can you give an overview again on that?

Ms. Like: We are in the process of attempting to lease office space. We came before you and discussed that previously. We are still in the process of finalizing our lease, working with the Office of the County Attorney (OCA) and whatnot. There have been a couple of hiccups. We are not completely ready to roll out the program. There is also a vacant position on our list. It is the Re-entry Director position. We have to hire for that position whose sole job is going to be to manage this program. We are also in the process of getting our contract approved. We are working with OCA on that and an organization, called Unite Hawai'i. They are going to offer case management services. An individual will come in, they take a screening tool that is used nationwide, called the Protocol for Responding to and Assessing Patients' Assets, Risks, and Experiences (PRAPARE). It is a screening tool that helps identify what resources folks need. If they need housing assistance, job training, food assistance, or whatever else they need, then they can get a referral to an agency that will give them those resources. We will track outcomes based on that. Since we are targeting working with Native Hawaiians and other marginalized groups, we are discussing how we are going to publicize the program. That is where we are at. We have about a twelve-month rollout period, which we are in now. That is why I said we are deep in the planning process. Our thought is to work with organizations that serve the Native Hawaiian community and advertise by asking, "Have you or a loved one recently been released from incarceration," and refer them to our services, because they could get access to

items that they may not already be able to access. That is where we are at in the planning process.

Council Chair Rapozo: Are there any other questions? Councilmember DeCosta.

Councilmember DeCosta: I sort of had an idea. I noticed there is the drug treatment center, which is not up and running yet, but I know some of the youth. They are teenagers between the ages of high school and middle school who may be coming to you folks for behavioral problems or what have you. Have you folks thought of the partnership you have with the drug treatment facility on the State's side? What was your vision on how you would join that facility when you are dealing the youth who may come through your program as far as getting in trouble, not to the point of being put in a boys' home or girls' home, but who have possibly been put at that adolescent treatment center? What is your vision about that?

Ms. Like: The more resources that are available for youth, the better. Currently, we are not sending anyone there or working with them. I am certainly open to it, but the last I heard, there is not a lot of activity happening there. As soon as that happens, we are certainly open to working with them in whatever capacity we are able to.

Councilmember DeCosta: Thank you for that.

Council Chair Rapozo: I will just add that the Young Men's Christian Association (YMCA) of Honolulu is providing the outpatient program there right now and they are getting their referrals from the judiciary, maybe not from the prosecutor's, but from the court system for sure. I think a few months ago, they had seventeen (17) clients who were going through the outpatient program.

Ms. Like: That is wonderful.

Council Chair Rapozo: That is an opportunity. Again, I am not sure if it is from the prosecutor's office or from the judiciary, but it is a definite partnership that could be beneficial. Are there any other questions on the overview? If not, we will go right into the budget. This is page 30. Because Councilmember Kualii is not here, I need to go through the process of vacant positions. Earlier, did I hear you say that you had all your attorney positions filled?

Ms. Like: One (1) person has accepted an offer and I have one (1) outstanding offer, so I am counting that as full. I cannot offer any positions at this time, so I am not actively recruiting.

Council Chair Rapozo: Is it in the process?

Ms. Like: It is pending bar passage. We are hoping for the bar results at the end of this month or the beginning of May. That one (1) outstanding offer is pending those results.

Council Chair Rapozo: Okay. The Legal Clerk position has been vacant for quite a while. According to the Vacancy Report from March 15th, it is four hundred ninety-six (496) days. Is that still vacant?

NICOLE PONGASI, Administrative Services Officer I: Nicole Pongasi, County of Kaua'i Office of the Prosecuting Attorney, Administrative Services Officer. Yes, that is correct, Chair. We have interviewed for the position on numerous occasions, however, the applicant may have met the minimum qualifications on paper, but we did not feel that applicant was a fit for our Office.

Council Chair Rapozo: It says, "Continuous," but it has been vacant for quite a while.

Ms. Pongasi: Yes.

Council Chair Rapozo: Victim Witness Counselor is dollar-funded.

Ms. Pongasi: Yes, and that is the most recent vacancy. I believe the incumbent who was in that position previously retired at the end of last year.

Council Chair Rapozo: Okay. Do you intend to fill that one?

Ms. Pongasi: That is correct. Currently, we have the Victim Witness Trainee temporarily assigned to that position in hopes that we can do an internal promotion for that.

Council Chair Rapozo: That is not funded through the General Fund, right?

Ms. Pongasi: That is correct.

Council Chair Rapozo: Okay. The Process Server position has been vacant forever. You have personnel doing that, right?

Ms. Pongasi: That is correct.

Council Chair Rapozo: Do you folks intend to fill that position?

Ms. Pongasi: Yes, it is on active recruitment status.

Council Chair Rapozo: Then the Re-entry Director, obviously, is the grant position.

Ms. Pongasi: Yes.

Council Chair Rapozo: Alright. I did my duty with Councilmember Kualii.

Ms. Pongasi: Thank you.

Council Chair Rapozo: Are there any other questions on page 30? Pages 30 and 31 are the salaries and benefits, and as the Prosecuting Attorney said, they are flat. There is nothing to add. Go ahead.

Councilmember Cowden: The Special Investigator is somehow set out separately in the wages and hourly pay. I was a little confused why. Is that part of this whole regular salaries, or is that somehow separate? At the top of page 31, it says, "Wages and Hourly Pay," then it has three (3) Special Investigators. I do not quite understand those positions.

Ms. Pongasi: Those positions are 89-day contract hires.

Councilmember Cowden: Are they filled?

Ms. Pongasi: That is correct. All three (3) of them are filled.

Councilmember Cowden: At the bottom of the page. Is the Teen Court and Victim Services still Hale 'Ōpio?

Ms. Pongasi: That is correct.

Councilmember Cowden: Are they continuing to do a good job?

Ms. Pongasi: Absolutely.

Council Chair Rapozo: On to page 32. You covered it quite well in the overview. Page 33. Page 34. We could have got this in before lunch. Are there any other questions for the Office of the Prosecuting Attorney? Thank you.

Ms. Like: Thank you.

Ms. Pongasi: Thank you.

Council Chair Rapozo: With that, we are in recess until Monday morning at 9:00 a.m.

There being no objections, the meeting recessed at 2:08 p.m.