



## POLICE COMMISSION

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**Laurie Yoshida**, CHAIR  
**Howard Leslie**, VICE CHAIR

**Monica Belz**, MEMBER  
**John Calma**, MEMBER  
**Mary K. Hertog**, MEMBER  
**Walton Hong**, MEMBER  
**Lisa Knutson**, MEMBER

### Meetings of the Police Commission will be conducted as follows:

- Meetings will be publicly noticed under Chapter 92, Hawai'i Revised Statutes (HRS).
- Minutes of meetings will be completed under Chapter 92, HRS and posted to the Police Commission's website.

### Public Comments and Testimony:

- **Written testimony** will be accepted for any agenda item herein.
  - Written testimony indicating your 1) name, and if applicable, your position/title and organization you are representing, 2) the agenda item that you are providing comment on, and 3) contact information (telephone number and email address), may be submitted to [mromo@kauai.gov](mailto:mromo@kauai.gov) or mailed to the Police Commission, c/o Office of Boards and Commission, 4444 Rice Street, Suite 300, Lihue, Hawaii 96766.
  - Written testimony received by the Police Commission at least two business days before the meeting will be distributed and available as part of the Commission's packet and written testimony submitted thereafter will be distributed at the meeting.
  - Any written testimony received after this time and up to the start of the meeting will be summarized by the Clerk of the Commission during the meeting and will be provided to the members and added to the record thereafter.
  - Any written testimony received during the meeting and before the decision-making on the corresponding agenda item will be distributed to the members before such decision-making.
- **Oral testimony** will be accepted for any agenda item herein.
  - It is recommended that anyone interested in providing oral testimony register at least 24 hours before the meeting by emailing [mromo@kauai.gov](mailto:mromo@kauai.gov) or calling (808) 241-4920. Any request to register may include your 1) name, and if applicable, your position/title and organization you are representing, 2) the agenda item you are providing comment on, and 3) contact information (telephone number and email address).
  - Per the Police Commission's Oral Testimony Policy there is a three-minute time limit per testifier for each agenda item.
  - Individuals who have not registered to provide testimony will be allowed to speak on an agenda item following the registered speakers.

### **SPECIAL ASSISTANCE**

If you need an auxiliary aid/service or other accommodation due to a disability, or an interpreter for non-English speaking persons, contact Anela Davis at (808) 241-4917 or [adavis@kauai.gov](mailto:adavis@kauai.gov) as soon as possible. Requests made as early as possible will allow adequate time to fulfill your request. Upon request, this notice is available in alternate formats such as large print, Braille, or electronic copy.

**REGULAR MONTHLY POLICE COMMISSION MEETING NOTICE AND AGENDA**

Friday, August 23, 2024

9:00 a.m. or shortly after

4444 Rice Street, Moikeha Meeting Room 2A/2B, Līhu'e, Hawai'i 96766

**CALL THE MEETING TO ORDER**

**ROLL CALL TO ASCERTAIN QUORUM**

**APPROVAL OF AGENDA**

**CHAIR'S ANNOUNCEMENTS**

- The next Regular Monthly Meeting will be on Friday, September 27, 2024, at 9:00 a.m., in the Moikeha Meeting Room 2A/2B. Executive Session to follow. Subject to change.

**PUBLIC TESTIMONY ON ANY AGENDA ITEMS**

Individuals may testify on any agenda item at this time or wait for the item to come up.

**KAUAI POLICE DEPARTMENT EMPLOYEES OF THE MONTH AUGUST 2024**

Patrol Services Officers Roldan Agbayani and Maria Himongala

**APPROVAL OF OPEN SESSION MINUTES**

July 26, 2024, Meeting

**COMMUNICATION**

Communication dated August 1, 2024, from SHOPO President Robert Cavaco to Police Commission Chair Laurie Yoshida thanking the Chair for providing SHOPO with the Gallup Presentation and an inquiry into learning the Police Commission's next steps.

**CHIEF'S MONTHLY REPORTS FOR JUNE 2024**

- ♦ **Support Services Bureau** – Updates on the budget, staffing, overtime, recruitment, registered firearms, license-to-carry permit applications, bench warrants, legal services, community engagements (school resource officers), and pieces of training.
- ♦ **Field Operations Division** – Death Reports, Assault 2<sup>nd</sup>, felony abuse, missing person, unattended death, cruelty to animals, terrorist threatening, escape/traffic collision, robbery, community activities and involvement, pieces of training, traffic grant enforcement, patrol services traffic enforcement summary, arrest summary, and calls for services and incident summary.

- ♦ **Criminal Investigation Division** - Major incidents/notable highlights, assault in the 2<sup>nd</sup> degree, other assault cases, unattended deaths, death within 24 hours, escape in the 2<sup>nd</sup> degree, missing person, robbery, runaway juvenile, sexual assault, terroristic threatening, year to date death statistics, natural deaths involving autopsy results, accidental deaths, undetermined pending toxicology results, drug overdoses, suicide, murder, projects/enforcement, special focus section- criminal property damage, UEMV, UCPV, burglary, theft, enforcement projects, community activities involvement, vice section – seizures, asset forfeiture, notable highlights.
- ♦ **Chief's Office** - None.

## **BUSINESS**

### **KPC 2024-1:**

Discussion and decision-making on the Permitted Interaction Group recommendations on the proposed draft of Rule 11 of the Kauai Police Commission Rules and Administrative Practice.

### **KPC 2024-14:**

Discussion and possible action on the Kauai Police Department's 2025 Goals.

**KPC 2024-15:** Public announcement on the Police Commission's disposition for formal notarized citizens' complaints KPC 2023-010 and KPC 2024-001 that were filed against officers in the Kauai Police Department.

## **EXECUTIVE SESSION CLOSED TO THE PUBLIC**

Under Hawai'i Revised Statutes §92-4, §92-5 (a) (2) and (4). The purpose of this executive session is for the Commission to review and discuss charges brought against an officer in the Kauai Police Department, where consideration of matters affecting privacy will be involved, provided that if the individual requests an open meeting, an open meeting shall be held; and to consult with its Attorney on issues of the Commission's powers, duties, privileges, immunities, and liabilities as they may relate to these items:

### **ES KPC 2024-1:**

Regular Monthly updates by Police Chief Todd Raybuck or his designated representative Related to the Office of Professional Standards Monthly Report on the status and/or disposition of formal notarized citizen complaints that were filed with the Kauai Police Department and filed with the Kauai Police Commission and referred to the Office of the Chief for disposition and/or report back to the Police Commission.

### **ES KPC 2024-3:**

Regular Monthly updates by Police Chief Todd Raybuck or his designated representative on any significant adverse incidents/events involving personnel in the Kauai Police Department that could potentially impact the County, the Police Commission, and the Kauai Police Department.

ES KPC 2024-16:

Discussion and decision-making on Formal Notarized Citizen Complaint KPC 2024-007, alleging that two officers in the Kauai Police Department were discourteous, provoking, hostile and showed no regard for the complainant's state and safety. (Referred on June 28, 2024, to the Police Department Office of Professional Standards to investigate and report findings to the Commission for disposition)

ES KPC 2024-17:

Discussion and decision-making on Formal Notarized Citizen Complaint KPC 2024-008, alleging that two Officers in the Kauai Police Department were discourteous, provoking, hostile and showed no regard for the complainant's state and safety. (Referred on June 28, 2024, to the Police Department Office of Professional Standards to investigate and report findings to the Commission for disposition)

ES KPC 2024-22:

Discussion and decision-making on an Unnotarized Citizen Complaint KPC 2024-010. The complainant alleges that her car was stolen on January 12, 2024, while parked on the north side of the road in Kilauea and named two officers in her complaint.

ES KPC 2024-4:

Under Hawai'i Revised Statutes §§ 92-4 and 92-5(a)(4), the purpose of this executive session is for the Commission to consult with its Attorney concerning the Commission's powers, duties, immunities, privileges, and liabilities as they may relate to the Kauai County Police Commission Administrative Rules of Practice and Procedure proposed draft on Rule 11.

ES KPC 2024-23:

Under Hawai'i Revised Statutes §§ 92-4 and 92-5(a)(4), the purpose of this executive session is for the Commission to consult with its Attorney concerning the Commission's powers, duties, immunities, privileges, and liabilities as they may relate to a legal opinion dated July 17, 2024, from the Office of the County Attorney relating to the County of Kauai's Budget Process and the Requirements of the Charter of the County of Kauai § 11.03(B).

ES KPC 2024-24:

Discussion and possible action regarding Police Chief Todd Raybuck's Performance Evaluation for Fiscal Year for period July 1, 2023 – June 30, 2024. Under Hawaii Revised Statutes §§ 92-4, 92-5 (a)(2), and 92-5(a)(4), this executive session is for the Commission to consider the evaluation of an officer or employee, where consideration of matters affecting privacy will be involved; provided that if the individual concerned requests an open meeting, an open meeting shall be held; and to consult with the Commission's attorney on questions and issues pertaining to the Commission's powers, duties, privileges, immunities, and liabilities.

**ES KPC 2024-25:**

Under Hawai'i Revised Statutes §§ 92-4, 92-5 (a)(2), (a)(4), and 92-9(b), the purpose of this executive session is for the Commission to approve or amend the regular executive session minutes of the July 26, 2024 meeting, as publication of the executive meeting minutes would defeat the lawful purpose of the executive meetings they reflect, including the purposes in HRS §§ 92-5(a)(2) and (a)(4).

**RETURN TO OPEN SESSION**

**OPEN SESSION RATIFY THE ACTIONS TAKEN IN EXECUTIVE SESSION**

- Executive Session Report by Deputy County Attorney Cameron Takamura pursuant to HRS § 92-4 (b).

**EXECUTIVE SESSION:** Under HRS §92-7(a), the Commission may, when deemed necessary, hold an executive session on any agenda item without written public notice if the executive session was not anticipated in advance. Any such executive session shall be held pursuant to HRS § 92-4 and shall be limited to those items described in HRS § 92-5(a).

**ADJOURNMENT**

cc: Deputy County Attorney Cameron Takamura  
Chief of Police Todd G. Raybuck



# Police Commission Meeting



Meeting Date August 23, 2024

Meeting Type Boards & Commissions Meeting

This notice is intended to satisfy the notice requirement of Hawaii Revised Statutes (HRS) Section 92-7.

## Time

09:00 AM [Add to Calendar](#)

## Location

Mo'ikeha Building Conference Room 2A2B, 4444 Rice Street, Lihue, Hawaii, Lihue, 96766 [View Map](#)

## Related Information

 [2024-08-23-KPC-Agenda-Packet.pdf](#) PDF (14KB)

**OPEN SESSION MEETING MINUTES**

Board/Commission	<b>Kauai Police Commission</b>	Meeting Date	<b>July 26, 2024</b>
Location	Moikeha Conference Room 2A/2B, 4444 Rice Street, Līhu'e, Hawai'i 96766	Start of Meeting: 9:01 a.m.	End of Meeting: 12:41 p.m.
Present	Chair Laurie Yoshida; Vice Chair Howard Leslie; Commissioners John Calma, Mary K. Hertog, Walton Hong and Lisa Knutson. Also present: Police Chief Todd Raybuck, Office of Professional Standards Sergeant Kevin Gras, Lieutenant Aaron Lester and Employee of the Month for July 2024 Patrol Services Officer Patrick Hutton, members of the Kauai Police Department, Council Chair Mel Rapozo, Councilmembers Bernard Carvalho, Felicia Cowden, Billy Decosta and Ross Kagawa. Prosecuting Attorney Rebecca Like and SHOPO President Robert Cavaco and members of SHOPO.		
Absent	Commissioner Monica Belz		
Testifiers	Councilmember Felicia Cowden, SHOPO Kauai Chapter Chair, Bobby Thompson, SHOPO President Robert Cavaco,		

SUBJECT	DISCUSSION	ACTION
<b>Meeting Called to Order/Roll Call to ascertain quorum</b>	Chair Yoshida called the Police Commission meeting of July 26, 2024, to order at 9:00 a.m. A roll call ensued with six (6) Commissioners present to conduct business. With a quorum present, Chair Yoshida took the time to acknowledge Council Chair Mel Rapozo, Councilmembers Bernard Carvalho and Felicia Cowden, Prosecuting Attorney Rebecca Like, SHOPO President Robert Cavaco, and the members of the Kauai Police Department.	
<b>Approval of Agenda</b>	Chair Yoshida called for a motion to approve the agenda with the following amendments: <ul style="list-style-type: none"> <li>• Amend the Open Session meeting minutes of June 26, 2024, to reflect the correct date as June 28, 2024.</li> <li>• Under the Chief's Office, include the word none.</li> <li>• Address item KPC 2024-1, after item KPC 2024-13.</li> <li>• Item KPC 2024-13 Presentation of Chief Raybuck's fiscal year goals should reflect 2024 instead of 2025.</li> </ul>	A motion was made by Vice Chair Leslie to approve the agenda with the amendments. Commissioner Knutson seconded the motion. Hearing no objections, the agenda was approved with the amendments.

SUBJECT	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>• Executive Session item KPC 2024-20, amend complaint number KPC 2024-009 to KPC 2024-008.</li> <li>• Amend the date of the Executive Session meeting minutes of the June 26, 2024, to reflect the correct as June 28, 2024.</li> </ul>	
<b>Chair's Announcements</b>	The next regular monthly meeting will be at 9:00 a.m. on Friday, August 23, 2024, in the Moikeha Meeting Room 2A/2B. An executive session will follow. Subject to change.	
<b>Public Testimony</b>	Chair Yoshida called for public testimony, but none was offered at this time.	
<b>Kauai Police Department Employee of the Month July 2024</b>	<p>Police Chief Todd Raybuck called on Lieutenant Aaron Lester to address the Employee of the Month for July 2024.</p> <p>Lt. Lester said with great admiration and respect that he could nominate Patrol Services Officer Patrick Hutton as the Kauai Police Department's Employee of the Month for July 2024. For several weeks, Officer Hutton exhibited exceptional dedication and empathy in a conflicted case involving a resident in a difficult living situation. The individual was under the care of his brother, who, unfortunately, was abusive. The case came to Officer Hutton's attention through multiple calls of domestic disturbances and welfare checks at the Kekaha Neighborhood Center, where the brothers were living out of a van.</p> <p>Officer Hutton worked alongside the Adult Protective Services and meticulously ensured the individual's safety and well-being. The severity of the situation was evident through various interactions and observations. On several occasions, officers responded to calls where an individual exhibited injuries indicative of an abusive environment. Despite those challenges, the individual often had difficulty articulating his experiences due to his condition, which added a lower complexity to the</p>	



SUBJECT	DISCUSSION	ACTION
	<p>case.</p> <p>Officer Hutton's diligent follow-ups and detailed documentation helped build a comprehensive support plan that was instrumental in a decision to relocate the individual to Maui, where he could be with family members better equipped to provide the care and support the individual needed. Officer Hutton's actions not only removed the individual from an abusive situation but significantly improved his quality of life and showcased the profound impact thoughtful and compassionate policing can have on individuals in the community.</p> <p>Officer Hutton's unwavering commitment to protecting the most vulnerable and persistence in navigating a complex case reflect the highest ideals of the Kauai Police Department. His performance exemplifies the true spirit of service and Aloha. It is for those reasons that he (Lt. Lester) recommended Officer Hutton as the Employee of the Month for July 2024.</p> <p>Chief Raybuck expressed his utmost gratitude to Officer Hutton and Lt. Lester for nominating him. He stated that most often, the public's view of policing is to arrest people and write tickets. Still, the reality is that the difference police officers make in people's lives is when officers pay attention to what is happening in people's lives.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>The Commissioners thanked Officer Hutton for his dedication and empathy in recusing a vulnerable resident. His diligent efforts to collaborate with Adult Protective Services and advocate for the individual ensured his safety, rescuing him from a dire situation and significantly enhancing his quality of life.</p> <p>Chief Raybuck presented Officer Hutton with a certificate of exemplary service, a special pin, and a Kukui nut lei.</p> <p>Officer Hutton expressed his appreciation for the Commission for setting time aside to recognize him and for Lt. Lester for nominating and the entire command staff for their support. Officer Hutton stated that he was surprised to see such a huge turnout and that dealing with abusive behavior and the actions he is being recognized for today, is common throughout the entire Police Department, the different districts, levels, and bureaus.</p> <p>Chair Yoshida called for public testimony and recognized Councilmember Felicia Cowden.</p> <p><u>Public Testimony</u> Councilmember/Public Safety Felica Cowden testified that she's happy to have had some of her fellow councilmembers present and that she's confident that she speaks for all of them in honoring Officer Hutton for being a prime example of what caring for the community truly means.</p> <p>Bobby Thompson, SHOPO Kauai Chapter Chair, congratulated and thanked Officer Hutton for a job well done. He shared that he worked alongside Officer Hutton, and he is a good officer and does his job</p>	

SUBJECT	DISCUSSION	ACTION
	<p>well. He is very articulate, and his empathy and dedication to helping someone vulnerable and needing help will resonate throughout the Department. Mr. Thompson also expressed his gratitude for the men and women of the Kauai Police Department, who also exemplify Officer Hutton's actions.</p> <p>There being no further public testimony, Chair Yoshida moved on to the approval of the minutes.</p>	
<p><b>Approval of Minutes</b></p>	<p>Chair Yoshida called for a motion to approve or amend the Open Session Minutes of the June 28, 2024, meeting. Before calling for the vote, Chair Yoshida invited the public to testify on the minutes, but none was offered, so she called for the vote to approve the minutes.</p>	<p>A motion was made by Commissioner Hertog to approve the minutes of the June 28, 2024, meeting. Commissioner Calma seconded the motion. Hearing no objections, the minutes were approved.</p>
<p><b>Recess</b></p>	<p>At 9:16 a.m., Chair Yoshida called for a recess to give Gallup time to set up their equipment. At 9:22 a.m., Chair Yoshida called the meeting back to order.</p>	
<p><b>GALLUP POWER POINT PRESENTATION TITLED "THE VOICE OF THE DEPARTMENT"</b></p> <p>A copy of Gallup's presentation is on file with the Office of Boards and Commissions</p>	<p><u>County of Kauai Police Department Engagement &amp; Culture Results 2024.</u></p> <p>Prior to Gallup's presentation, Chair Yoshida stated that she would take public testimony at the end of the presentation. She then called on Gallup's Executive Team to introduce themselves to the Commission.</p> <p>Gallup's Executive Team, Kelley Wrinkler, Strategic Adviser; Brian Brim, Senior Practice Consultant Expert; and Skye Perrin, Lead Consultant, introduced themselves to the Commissioners.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Before the presentation, Ms. Perrin thanked the Police Commission for sponsoring Gallup’s work on building a sustainable culture of engagement by partnering with the Department to understand the Department’s current state of culture, levels of morale, the effectiveness of leadership, get a baseline of department engagement, aim to cultivate towards better outcomes in supervisor engagement, employee retention and safety, create a roadmap to a unified department, and to better execute on the community-centric mission.</p> <p>Ms. Perrin's power point presentation reflected data on post-employee feedback of what makes employees feel valued, respected, and engaged, understanding and addressing employees' needs to build workplace energy in the Department, a comparison on positive outcomes v. adverse outcomes, a ratio of actively engaged, not engaged, and engaged employees, Q12 item percentiles, case study of Gallup's intervention producing proven results, leadership model depicting engagement v. culture, a chart reflecting employees are more engaged than connected, a chart of employees expressing a need for accountability, four key themes to strengthen the culture of KPD, employee quotes expressing that the values in KPD feels superficial and lack daily application, respect, results showing the culture is lacking communication and leadership alignment, relationships between line staff and command are worsening, a graph showing only 2 in 10 employees fully trust their leaders, a chart showing an opportunity to optimize the flow of information, authentic recognition and objective feedback is desired day to day, KPD employees believe change is needed, but want to preserve camaraderie, mission orientation, and opportunities for connection, last, an executive summary.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>At this point, the presentation concluded, and Chair Yoshida opened the floor for public testimony.</p> <p><u>Public Testimony</u></p> <p>Robert Cavaco, SHOPO President, thanked the Police Commission for making the effort to listen to the KPD employees' opinions on the status and future of the Department. SHOPO did its survey two years ago, and what impressed the State Board of SHOPO was the willingness of their members to share their thoughts on what worked and what did not. SHOPO's key takeaway was that the officers in the Kauai Police Department care deeply about their department because they view it as their department and want to feel valued and part of making change rather than have change put on them. He also believes that the Department's civilian employees share the same values. The point of SHOPO's survey was not to point fingers, and the Commission's study with Gallup was not to place blame on anyone but to listen, engage, and then lead.</p> <p>Mr. Cavaco underscored that he flew from Oahu to Kauai today to personally convey to the Commission that SHOPO is fully committed to supporting its members. He reiterated SHOPO's readiness to collaborate with the Police Commission and the entire leadership of the Kauai Police Department (KPD) to realize the Department's full potential. This collaborative approach, he believes, will not only benefit the officers and employees but also the Department as a whole. He concluded his remarks with a heartfelt thank you.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Before calling for more public testimony, Chair Yoshida recognized Councilmember Billy Decosta and Councilmember Ross Kagawa who just entered the room.</p> <p>Councilmember Ross Kagawa thanked the Commissioners for doing a great job, noting that it's not normal for elected officials to speak to board and commission members approved and appointed by the County Council. He stated that this was the second time council members were briefed by SHOPO on the different surveys conducted. Honestly, the results are troubling. He grew up with some of the officers and considered them his friends. He stated going forward that for the officers to speak out and share their concerns is not just a job. Their families rely on them, and the officers rely on their families for mental support when they come home after having a hard day. He stated that the Police Commission is the body (based on the Hawaii Supreme Court case, Carvalho versus the Police Commission) that makes the decisions. The Honolulu Police Commission stepped up and decided, and now it's upon the Kauai Police Commission to make the same decision to try to fix some of the problems because it shouldn't be this bad. He stated that he worked in large organizations like schools, and many times, there were problems with principals, and he knows how the staff feels when the boss is doing something with no accountability. He hopes going forward; the Commission can try to have the officers feel happy and comfortable in their jobs because they are doing a great job regardless of the stress mentioned in the survey; it is incumbent for sustainability that the officers have a good sense of direction and goals, not just waiting to hit 25 years, to retire because they are unhappy. Thank you.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Commissioner Hertog thanked Gallup for an excellent briefing; this was the second time some of the Commissioners got to see the briefing, and the first time, it was very sobering but not surprising in many respects. She thanked the SHOPO Chair for his comments; the Commission appreciates his feedback and the SHOPO's surveys as well; she mainly wanted to thank all the officers for their honesty and for coming forward and getting their comments out to make improvements, and she knows that the executive staff is on its way with the onsite they had yesterday and more of it today, it's all about leadership, communication, accountability, transparency, and trust. She knows that everyone can get there because, as one officer said, there is nowhere to go but up. It was a remarkable statement because we can take it forward and encourage everyone to do it together. The Commission and the Department will take advantage of Gallup coming back year after year because they sincerely want to help the Department. She knows KPD is an excellent Department, and the community thinks so. She doesn't want the officers sitting in the room to think they are not great; this is the first time everyone has seen the results in writing. It is sobering, and it should be so, please have confidence in your abilities and the trust the community has for the officers and the respect of the Commission.</p> <p>Vice Chair Leslie thanked Gallup; it was terrific working with them, and their enthusiasm and thoroughness were incredible. For the leadership of KPD, he begs them to take the Gallup results and do something with them; from the one slide, no one can wait for theirs for improvement. People need to realize other than the military, KPD is the only organization authorized to use deadly force. When people do not feel appreciated and feel that the rules do not apply to their bosses' bad things happen. Someone is going to get hurt, and we must do something</p>	

SUBJECT	DISCUSSION	ACTION
	<p>about it, so someone is going to get hurt and pray it doesn't happen. So, please take it seriously and please lead.</p> <p><u>Chief Raybuck's comments</u> Chief Raybuck stated that, first and foremost, he would like to thank SHOPO State Board President Robert Cavaco for coming to Kauai and making his comments. But before his remarks today, he would like to thank SHOPO for the survey he did two years ago. That survey was the catalyst for KPD leadership to engage and hire Gallup because two years ago, SHOPO's survey results were harsh to swallow, and still, Gallup's survey is hard to swallow.</p> <p>As was communicated by the employees' surveys mean nothing without action. Sadly, we haven't had a roadmap in the past and the guidance they needed to develop what is necessary to make change within the organization. He is hugely grateful for the opportunity the Police Commission has put before KPD to engage Gallup, their persistence, and identifying and finding a way for KPD to engage in a three-year process or longer (he hopes) to be able to effect change. As mentioned, he would like to thank all of KPD's employees.</p> <p>Chief Raybuck stated that many people may think it's a cliché from him. Still, it isn't because he also recognizes and appreciates that every employee is the backbone of the Kauai Police Department, not him. The percentage of employees who participated in the survey shows how much they care about and how much change they want to see. KPD had the opportunity as a command staff to participate in a workshop yesterday and will continue the workshop in the afternoon. He stated that when they were presented with it, the executive staff got together,</p>	



SUBJECT	DISCUSSION	ACTION
	<p>and many of the faces looked like those he was looking at—shocked, stunned, discouraged, frustrated, and bewildered about what they would do next. The big thing about the Gallup survey was it wasn't about hearing what people thought; Gallup is here to help KPD focus on identifying the priorities and implementing the processes to get results and not just keep talking about what they've always been talking about. Change is needed in the organization, and we are grateful to have Gallup here with their years of experience and clients from all over the world to help KPD's leadership provide direction and opportunities for that change.</p> <p>Chief Raybuck referred to a statement made by SHOPO President Robert Cavaco that participates in creating change, not have change placed on them. Mr. Cavaco is 100% right because one of the things leaderships cannot do is to have a kneejerk reaction by implementing a bunch of changes to say they did something. Gallup has been talking to the leadership and will continue to talk to leadership about the correct change that leadership needs to identify and focus on first. It will take a little time and patience for them to make the right changes in the right way. The change is not just about him, and as the captain of the ship, he is responsible for setting the course, but that course wasn't clearly defined as the survey says, which is also acknowledged because he knows it himself. KPD's leadership team will help set the course, but it will take all hands-on deck at every level for everyone to sail in the right direction and to keep sailing in that right direction, in the right way.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Chief Raybuck shared that in the last month or so, he and President Cavaco have had conversations he truly values. He is grateful that they can work together to move things forward for everyone. Based on their conversations, what they talked about yesterday, and the future, he is very hopeful about where KPD will be in the future.</p> <p><u>Public testimony</u> Councilmember Billy Decosta thanked Councilmember Kagawa for saying something that needed to be said. He stated that he would address everyone, beginning with Chief Raybuck, the Commission, himself, the officers in the room, and his fellow council members.</p> <p>Gallup doesn't need to tell us what to do; we know what to do; we need to look into our hearts and make genuine decisions, starting with ourselves. Everyone in this room needs to start with themselves to make authentic decisions, and that is when the officers in the Police Department will feel that change is going to come. We need to start with ourselves. We all had relationships at one time or another, whether with a male or female; think about that relationship. Change doesn't happen by identifying the problem, setting goals, and trying to make things work; change happens because we genuinely want to make a difference—constructive information for the organization.</p> <p>Councilmember Decosta stated that he might not be the most well-liked guy, but he is the most genuine guy—a straight-shooter genuine. Thank you.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Prosecutor Attorney Rebecca Like testified that she didn't have much to add to what already was said and didn't think the results were that surprising. Still, she's hopeful that the information Gallup shared today can charter a course forward for the Department. She had the privilege of working with the Department for almost 14 years and saw officers who cared. Often, she would see officers out of uniform going above and beyond. To the officers in the audience today, she would like to tell them to give it a chance. Please don't leave before trying something new. Try what Gallup is suggesting because it would be a significant loss to the island and less safe with officers gone. Thank you all for your commitment. It was hard to hear but remains hopeful. Thank you.</p> <p>Mr. Barry Deblake, who introduced himself as a Joe citizen, also provided testimony. He stated that he wanted to put some thoughts in the Commissioner's mind and take one second to look behind him if they noticed no one came up to testify. What is that telling the Commission? They don't want to say anything because of fear of retaliation that is going on and would like to ask the Police Commission if they had the mindset and power to do the right thing, if need be, what extreme change is needed or make altercations, something the Commission should think about. He knows for a fact that they want to say something. There are a couple of things the Commission may not know about rank and structure; any rank of captain has a different union. Lieutenant below SHOPO, without a doubt, SHOPO has the strength, and they have an impressive winning rate. HGEA, not so much. Why is he telling the Commission why the commanders are doing this, or how come the commanders are doing that? The Commission needs to understand by the time an officer gets to this rank, those officers are almost 25 years in and are eligible to retire.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>They have families; they love the Department and want to do the right thing. When you must go to work and wonder if your family will not get a paycheck, it is hard to make the right decision. He loves everyone in the Department, and they know that he would go through hell and back for them, but they're paralyzed because every day when they go to work, they say, isn't the Police Commission going to do something? When the Commission makes those decisions, it tries to understand that the officers are bound and can only fight so much alongside their union because they must go home to be with their families. If the union is not strong, you will see it in the decision-making process; he wants to stand up for what is right, but not at the cost of losing his family. Most often, the officers have 25 years of service, and he almost feels bad for them. Please acknowledge that there isn't one person in the room who will want to step up to testify. So, when you dig, dig hard and see why things are not happening. His question to Gallup is when talking about leadership, for those who don't know, one of his passions was leadership. He was in combat, and unfortunately, he had a couple of people die under his command, and since 2025, leadership has been his life. The Commission can challenge him on it if they want, and they can have a wonderful conversation with him because he is very passionate about leadership. His question to Gallup is, has anybody done a study on command staff narcissism? Why does he say that? One of the finished traits of a narcissist is that he can tell the Commission everything they need to know, and then they can walk away happy and wreak havoc on everybody.</p> <p>At this point, Deputy County Attorney Cameron Takamura, asked Mr. Deblake to stop his testimony because the 3-minute time limit for testimony had expired.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>There being no further testimony, at 10:25 a.m., Chair Yoshida called for a recess. At 10:32 a.m., Chair Yoshida called the meeting back to order.</p>	
<p><b>Chief's Monthly Reports June 2024</b></p>	<ul style="list-style-type: none"> <li>♦ <b>Support Services Bureau</b> – Updates on the budget, staffing, overtime, recruitment, registered firearms, license-to-carry permit applications, bench warrants, legal services, community engagements (school resource officers), and pieces of training.</li> <li>♦ <b>Field Operations Division</b> – Death Reports, Assault 2<sup>nd</sup>, felony abuse, missing person, unattended death, cruelty to animals, terrorist threatening, escape/traffic collision, robbery, community activities and involvement, pieces of training, traffic grant enforcement, patrol services traffic enforcement summary, arrest summary, and calls for services and incident summary.</li> <li>♦ <b>Criminal Investigation Division</b> - Major incidents/notable highlights, assault in the 2<sup>nd</sup> degree, other assault cases, unattended deaths, death within 24 hours, escape in the 2<sup>nd</sup> degree, missing person, robbery, runaway juvenile, sexual assault, terroristic threatening, year to date death statistics, natural deaths involving autopsy results, accidental deaths, undetermined pending toxicology results, drug overdoses, suicide, murder, projects/enforcement, special focus section-criminal property damage, UEMV, UCPV, burglary, theft, enforcement projects, community activities involvement, vice section – seizures, asset forfeiture, notable highlights.</li> <li>♦ <b>Chief's Office</b> - No Report.</li> </ul>	

SUBJECT	DISCUSSION	ACTION
	<p>Chief Raybuck pointed out that he excused his command staff because they are schedule to attend the second workshop at 11:00 a.m.</p> <p>Chair Yoshida asked the Commissioners if they had any questions on the data reflected in the Chief’s Monthly Reports. Hearing none, Chair Yoshida moved on to item KPC 2024-11. There was no public testimony on the Chief’s Monthly Reports.</p>	
<p><b>KPC 2024-11</b></p>	<p><u>Discussion and decision-making on Police Chief Todd Raybuck’s Fiscal Year Performance Evaluation for the period of July 1, 2023 – June 30, 2024.</u></p> <p>Ms. Ching briefed the Commission on the Chief’s evaluation process from the previous year and the need to expedite the Chief’s evaluation. In response to a question from Vice Chair Leslie, Ms. Ching responded that the comments she got from the Commission in the past were that they didn’t want the evaluation process to be lengthy because after the Commission adopted the Report, the Chair and Vice Chair would have to sit down with the Chief and go over his evaluation. The Chief would sign off on his assessment. At a minimum, the Commission would be looking at a one-month versus two-month process.</p> <p>Chair Yoshida noted it would be a three-month process, which would leave the Chief with no opportunity to use feedback from last year to inform it this year after the first quarter is over.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Vice Chair Leslie agreed, noting that Ms. Ching would email the evaluation form to the Commissioners and the Commissioners would send it back to Ms. Ching to consolidate, then at the Commission's August meeting the Commission will have the opportunity to review the Consolidated Report and adopt as is or make amendments.</p> <p>Ms. Ching noted that ideally, that is the plan however, in the past, not all commissioners submitted their evaluation on a timely basis which made difficult for her to complete the draft of the Chief's Consolidated Evaluation Report.</p> <p>In response to a question from Commissioner Knutson, Ms. Ching responded that the plan for last year is the same for this year. A PIG was formed, and they made recommendations. At the next meeting, the Commission would vote to adopt the PIG's recommendations, thus finalizing the Consolidated Report.</p> <p>DCA Takamura explained the process of forming a permitted interaction group defined under §HRS 92-2.5 Permitted interactions of members.</p> <p>In response to a question from Vice Chair Leslie, DCA Takamura responded that if the Commission does not form a PIG, it can review the Consolidated Report and decide at the August meeting.</p> <p>Chief Raybuck inquired whether he, the Chair, and the Vice Chair can review the completed Consolidated Evaluation Report before it goes to the entire Police Commission for ratification. In previous years, when he received his evaluation, he raised concerns about the accuracy of the information in the Report.</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Ms. Ching procedurally, she doesn't think would be appropriate for the Chair and Vice Chair to meet with the Chief but if the Commission allows, she could share a copy with the Chief for him to review.</p> <p>DCA Takamura referred to Rule 4-5 (b) (2), which provides that the Chief and the Chair shall review and consider input from other commission members and stakeholders to prepare a final performance evaluation, which the chair and the vice chair will present the final draft to the Chief, then at a meeting in executive session the Commission would have a discussion and vote on the Chief's final ratification evaluation performance, which is basically what Chief Raybuck had asked for.</p> <p>Chair Yoshida clarified the evaluation process. 1) Ms. Ching will email the chief's evaluation form to the commissioners along with a deadline; 2) commissioners need to complete the form and email it back to Ms. Ching; 3) Ms. Ching will draft the Consolidated Report and give it to the commissioners for review and feedback; 4) present the Consolidated Report to Chief Raybuck; 5) at the next executive meeting (hopefully August) vote to ratify the Report.</p> <p>Vice Chair Leslie asked Chief Raybuck if the police officers go through the same evaluation process, to which Chief Raybuck responded that they indeed do. The officers receive their evaluation from their supervisor, can review it, and provide comments, which will be considered in the assessment. Chief Raybuck, as the head of the police department, previously did not have the same opportunity for review. Additionally,</p>	



SUBJECT	DISCUSSION	ACTION
	<p>Chief Raybuck mentioned that if there are any inaccuracies in an officer's evaluation, the officers can make amendments to their evaluation report.</p> <p>Vice Chair Leslie stated that, considering Gallup's survey, he wanted to make sure that everything was consistent, and Chief Raybuck noted that he would like to have a consistent and accurate evaluation, too.</p> <p>DCA Takamura clarified that the motion Ms. Ching is looking for is to allow her send draft the Chief's performance evaluation.</p> <p>Ms. Ching stated that in case there is a lot of changes from different Commissioners on the draft she would recommend that the Commission form a permitted interaction group.</p> <p>Vice Chair Leslie asked DCA Takamura if it would be a good idea to form a PIG today, then if the Commission doesn't need, the Commission need to use the PIG to which DCA Takamura replied yes.</p> <p>Chair Yoshida asked Commissioner Knutson if she would amend her motion.</p> <p>Chair Yoshida called for public testimony, but none was offered.</p>	<p>Commissioner Knutson moved to allow Boards and Commissions Administrator Ellen Ching to draft the Chief's Consolidated Evaluation Report for the Commission to review without establishing a permitted interaction group. Vice Chair Leslie seconded the motion.</p> <p><u>Amended motion</u>                      Commissioner Knutson moved to amend the motion by allowing Boards and Commissions Administrator Ellen Ching to start the evaluation process for the Chief by drafting the Chief's Consolidated Evaluation Report using input from the Commissioners. Vice Chair Leslie seconded the motion. Hearing no objections, the motion carried 5:0.</p>

SUBJECT	DISCUSSION	ACTION
<p><b>KPC 2024-12</b></p>	<p><u>Discussion and possible action on the creation of a permitted interaction group (PIG) to work on Police Chief Todd Raybuck's performance evaluation. This includes the assignment of members, outlining the scope of the PIG, and defining the PIG members' authority.</u></p> <p>Chair Yoshida called for a motion to establish a permitted interaction group consisting of Commissioner Lisa Knutson, Vice Chair Leslie, and herself in case there are many changes from different Commissioners on the draft Consolidated Evaluation Report for Chief Raybuck. The scope of the PIG is to assist the Administrator in drafting the Consolidated Evaluation Report for Chief Raybuck if needed.</p> <p>After the vote was made, Chair Yoshida called for public testimony, but none was offered.</p>	<p>Commissioner Hong moved to establish a permitted interaction group consisting of Commissioner Lisa Knutson, Vice Chair Leslie and Chair Yoshida, if necessary, and with the same authority to assist the Administrator in drafting the Consolidated Evaluation Report for Chief Raybuck. Commissioner Calma seconded the motion. Hearing no objections, the motion carried 5:0.</p>
<p><b>KPC 2024-13</b></p>	<p><u>Presentation by Police Chief Todd Raybuck's on FY 2024 Goals to the Kauai Police Commission.</u></p> <p>Chair Yoshida called for public testimony, but none was offered.</p> <p>Chief Raybuck stated that reviewing the goals would typically happen before the fiscal year, May or June, which prevented KPD from concluding the fiscal year, which last year was in late August. He understands that the Commission wants to be on track with his evaluation so that he will highlight the areas with additional information. He would be remised, including in previous years.</p> <p>Chief Raybuck referred to a correspondence dated July 24, 2024, highlighting the reorganization of KPD, four major events in FY 2024, one of which involved a significant amount of KPD's resources because it</p>	

SUBJECT	DISCUSSION	ACTION
	<p>involved an island-wide search for a person who was involved in a murder and shooting of another individual. The annual on-site inspection was during the fourth and final accreditation period. The Assessor did an on-site inspection on June 24 through 26, 2024. The Department selected four critical areas for inspection: Property/evidence, Community Engagement, Training, and Traffic Enforcement. During the inspection, in addition to reviewing all the Department's CALEA-mandated policies for compliance, the Assessor conducted 34 interviews with persons from within the Department, county partners, and community stakeholders, a narrative on the status of the Department's three specific areas of his goals.</p> <p>In response to Vice Chair Leslie's question that the agency data reveals a low use-of-force to population percentage ratio and that there were no founded claims or litigation during this assessment review period, was the assessor referring to litigation on the specific use of force? Chief Raybuck confirmed that it is particular to the use of force.</p> <p>In response to a question from Vice Chair Leslie on the annual goals, he applauds Chief Raybuck's goals and achievements. He remembers last year, the Commission asked for measurable goals, and because he is familiar with SMART goals, it's hard for the Commission to realize whether his goals were achieved during this period, particularly the foot beats, without knowing when it started and how many hours those foot beats occurred and if crime decreased during that period. Another example is the command ride-along program. When did the program come to fruition, how many times did people take advantage, and how many times did a command officer get into a car and drive around with staff non or sworn? Additionally, many of his goals are administratively</p>	

SUBJECT	DISCUSSION	ACTION
	<p>based; it would be nice to see goals that are crime related. For example, if there is an increase in domestic violence, a goal could be to have the detective investigating domestic violence contact the victim within 48 hours, which is measurable.</p> <p>Chief Raybuck stated that he and his staff have been working on incorporating more of those types of goals in next year's goals preparations so they can measure those types of things. Concerning the recent Gallup survey where there was a lack of communication or awareness, this year, he provided all command staff a copy of the 2025 Goals; consolidated goals that he presented to the Police Commission included a copy of the correspondent dated July 17, 2024. For the 2025 Goals, both his staff and other staff members swapped information on the type of goals they want to achieve, and a conversation started between the line staff and his staff, saying they want these goals to be included in the Chief's Goals. His command staff had to explain to line staff that the Chief's goals are department-wide goals, and the goals are strategic goals for the command staff. Those goals include different tasks and goals for the individual bureaus to accomplish. It's a communication process, so they are doing there best to improve on communication and implementing measurable KPD's goals.</p> <p>Chair Yoshida thanked Chief Raybuck and requested that the discussion continue at the next meeting when the Commission addresses the Department FY 2025 Goals, Chief Raybuck replied sure. Vice Chair Leslie empathized measurable metric smart goals in crime.</p>	

SUBJECT	DISCUSSION	ACTION
<p><b>KPC 2024-1</b></p>	<p><u>Discussion and decision-making on the Permitted Interaction Group recommendations on the proposed draft of Rule 11 of the Kauai Police Commission Rules and Administrative Practice.</u></p> <p>Chair Yoshida called for public testimony, but none was offered.</p> <p>Chair Yoshida stated that Rule 11 is the last of the amended rules the Commission needs to approve and that the entire rules will be provided together on a subsequent agenda.</p> <p>DCA Takamura referred to a copy of a Ramseyer format in the meeting folder to show the Commissioners that on May 26, 2023, the Commission voted to repeal Rule 3-1 (g) (6) and (g) (7) and basically created a new Rule 11 which incorporates much of Rule 3-1 (g) (6) and (g) (7) along with different changes to the procedure.</p> <p>Chair Yoshida noted that the Ramseyer format marked with a tab.</p> <p>DCA Takamura stated that he had some legal concerns and needs to be addressed in executive session. He noted that the Commission is free to discuss anything that does not require legal advice.</p> <p>During the discussion about Rule 11, Vice Chair Leslie raised a question. The rule states that it addresses complaints received by the Commission that could be investigated by other county entities. Leslie suggested that it might be better for the rule to specify that if a complaint is being investigated by another entity with the necessary expertise, the Commission should be informed of the investigation findings instead of handling the complaint through its own process. In response, DCA</p>	

SUBJECT	DISCUSSION	ACTION
	<p>Takamura explained that the focus of the current discussion is on the 2018 Rule 3-1 (g). In those cases, the Commission would refer the investigation to another entity, avoiding the need for separate investigations.</p> <p>Vice Chair Leslie asked if it was done to keep the Commission in the loop when the investigation is completed so the Commission can make an adjudication. DCA Takamura responded that yes, it is the Commission's investigation; it is just that the Commission referred the investigation to another entity to do the investigation and report back to the Police Commission.</p> <p>Chair Yoshida clarified that the agency would conduct the investigation on the Commission's behalf. Vice Chair Leslie asked for clarification on who in the County of Kauai investigates hostile work environment complaints, Annette Anderson, Human Resources Director responded that it depends, it could be someone in HR or it could be an outside investigator.</p> <p>Vice Chair Leslie asked if someone in HR would make that decision, to which Ms. Anderson said no. DCA Takamura stated that the receiving agency would decide. If it involves the Chief of Police, KPC would be the receiving agency and would make the decision. If it were the Department of Water under the County's policy, the complaint would be filed directly with the employee's supervisor, director, or HR and disposed of differently. It depends on the structure of the organization when an employee is accused. Vice Chair Leslie stated that the Commission follows best practices because it is in the loop. DCA Takamura noted that Rule 11 focuses on complaints made against the Chief of Police compared</p>	

SUBJECT	DISCUSSION	ACTION
	<p>to the 2018 Rule, which states that complaints against the Chief refer to the general investigation structure, which is applicable for complaints against officers or other members of KPD as well.</p> <p>VC Leslie asked because DCA Takamura is in contact with the other commissions they do have rules that they don't except certain complaints against a department head, DCA Takamura responded he doesn't know what the other commission rules say. Honolulu and Hawaii counties have different requirements and procedures from Kauai County.</p> <p>Chair Yoshida reiterated that complaints made against the Chief comes to the Police Commission to address and it would be up to the Commission to decide if it wants to refer the complaint to an HR investigator or an outside investigator. The investigator would then provide the Commission with the Investigation Report findings for adjudication.</p> <p>Ms. Ching mentioned that if the Commission believes that the Investigation Report needs further work or clarification on any questions the Commissioners may have, they can request the investigator to address their questions. In that case, the investigator will request an extension to address the Commission's concerns, answer their questions, and make any necessary additions to the Investigation Report.</p> <p>VC Leslie asked whether, under 11.2 (b) (1), the investigation may be conducted by county personnel or by an independent contractor. He wants a definition of an independent contractor because it would be nice to contact Honolulu's Police Commission because they have a full-time investigation unit, which has been done in the past. Is that an option for</p>	

SUBJECT	DISCUSSION	ACTION
	<p>KPC?</p> <p>DCA Takamura responded that it hasn't been done before. VC Leslie stated that when Maui Chief had an incident Honolulu Police Commission was contacted and did the investigation.</p> <p>Ms. Ching stated that in the past, KPC has been very descriptive of what kind of investigator KPC wanted, that the investigator must meet the Commission's guidelines provided to her, and that the investigator cannot be any retired officer within the State of Hawaii. It cannot be someone on Kauai. So, it limits the kind of investigator she can get, and currently, the Rules say it must be a private investigator licensed in the State of Hawaii. She added that in the past, KPC was contacted by the other commissions, who wanted to know who KPC contracted with.</p> <p>VC Leslie stated that the new Rule is not as restrictive; Ms. Ching stated that it is not as restrictive. Again, it will depend on what the Commission expresses because the current Rule says there must be licensed private investigators in Hawaii. The Commission has different restrictions on what kind of investigator it wants when passing a motion to retain an investigator.</p> <p>DCA Takamura stated that the conversation is beginning to lead towards hypothetical about duties and liabilities and needs to be addressed in executive session.</p> <p>Chair Yoshida pointed out that the current rules say independent investigator, and Rule 11 says, independent contractor. Ms. Ching stated it was at her request because of her past experiences. Chair Yoshida</p>	



SUBJECT	DISCUSSION	ACTION
	<p>indicated that she wants to know the definition of an independent contractor and suggests changing it to an independent outside investigator.</p> <p>Chief Raybuck thanked the Commission for setting time apart because he knows there are limitations because of all the different rules and processes. His only request is if KPC recognizes that each one of those steps requires a significant amount of time for an investigation to be completed as someone who has been a recipient of numerous and ongoing complaints for the past three years, it complicates the ability to perform the duties of Chief of Police with open and outstanding complaints that people take advantage to utilize as a tool to prevent the Chief of Police from making further decisions.</p> <p>VC Leslie thanked Chief Raybuck for his comments. He hit the nail on the head: It is not fair to the Chief of Police, and the Commission needs to figure it out.</p>	
<p><b>Executive Session</b></p>	<p>Under Hawai'i Revised Statutes §92-4, §92-5 (a) (2) and (4). The purpose of this executive session is for the Commission to review and discuss charges brought against an officer in the Kauai Police Department, where consideration of matters affecting privacy will be involved, provided that if the individual requests an open meeting, an open meeting shall be held; and to consult with its Attorney on issues of the Commission's powers, duties, privileges, immunities, and liabilities as they may relate to these items:</p>	<p>At 11:21 a.m., Deputy County Attorney Takamura read the following Hawaii Revised Statutes to take the meeting to Executive Session.</p>
<p><b>ES KPC 2024-1</b></p>	<p><u>Regular Monthly updates by Police Chief Todd Raybuck or his designated Representative related to the Office of Professional Standards Monthly Report on the status and/or disposition of formal notarized citizen complaints that were filed with the Kauai Police Department and filed</u></p>	

SUBJECT	DISCUSSION	ACTION
	<p><u>with the Kauai Police Commission and referred to the Office of the Chief for disposition and/or report back to the Police Commission.</u></p> <p>c) <u>Discussion and decision-making on Formal Notarized Citizen Complaint KPC 2024-001, filed on January 3, 2024. The complaint alleges conduct unbecoming of two on-duty officers in the Kauai Police Department for failing to serve and protect minors, attempting to coerce one of the minors, failing to follow proper protocols, and exhibiting unprofessionalism. Referred to the Office of the Chief to investigate and report the findings to the Commission for disposition.</u></p> <p>Chair Yoshida called for public testimony, but none was offered.</p>	
<p><b>ES KPC 2024-3</b></p>	<p><u>Regular Monthly updates by Police Chief Todd Raybuck or his designated representative on any significant adverse incidents/events involving personnel in the Kauai Police Department that could potentially impact the County, the Police Commission, and the Kauai Police Department.</u></p> <p>Chair Yoshida called for public testimony, but none was offered.</p>	
<p><b>ES KPC 2024-18</b></p>	<p><u>Update on the investigation into Formal Notarized Complaint KPC 2024-004 alleging that on March 4, 2024, Police Chief Todd Raybuck acted inappropriately by mishandling his firearm.</u></p> <p>Chair Yoshida called for public testimony, but none was offered.</p>	
<p><b>ES KPC 2024-20</b></p>	<p><u>Discussion and decision-making on Formal Notarized Complaint KPC 2024-008 received on July 17, 2024, at the Office of Boards and Commissions. The complaint alleges violation of the Code of Ethics, Standards of Conduct and hostile work environment.</u></p>	

SUBJECT	DISCUSSION	ACTION
	<p>Chair Yoshida called for public testimony, but none was offered.</p>	
<p><b>ES KPC 2024-4</b></p>	<p><u>Under Hawai'i Revised Statutes §92-4, §92-5 (a) (4), the purpose of this executive session is for the Commission to consult with its Attorney concerning the Commission's powers, duties, immunities, privileges, and liabilities as they may relate to the Kauai County Police Commission Administrative Rules of Practice and Procedure proposed draft on Rule 11.</u></p> <p>Chair Yoshida called for public testimony, but none was offered.</p>	
<p><b>ES KPC 2024-21</b></p>	<p><u>Under Hawai'i Revised Statutes §§92-4, 92-5 (a)(2), (a)(4), and 92-9 (b), the purpose of this executive session is for the Commission to approve or amend the regular executive session minutes of May 24, 2024, and June 28, 2024, meetings, as publication of the executive meeting minutes would defeat the lawful purpose of the executive meetings they reflect, including the purposes in HRS §§ 92-5(a)(2) and (a)(4).</u></p> <p>Chair Yoshida called for public testimony, but none was offered.</p>	<p>Chair Yoshida called for a motion to enter the Executive Session. A motion was made by Commissioner Hong to enter Executive Session. Commissioner Calma seconded the motion. Hearing no objections, at 11:25 a.m., the Commission entered executive session.</p>
<p><b>Return to Open Session</b></p>	<p>The Commissioners reconvened back in Open Session at 12:33 p.m., Chair Yoshida noted that Commissioner Walton Hong had to leave the meeting but Commissioners Hertog, Calma, Vice Chair Leslie and Chair Yoshida are present to conduct business.</p> <p>For the record, during executive session, Commissioner Knutson left the meeting at 11:46 a.m., and at the same time Commissioner Hertog returned to the meeting after a brief excused absence.</p>	

SUBJECT	DISCUSSION	ACTION
<p><b>Ratification of actions taken in Executive Session</b></p>	<p>Chair Yoshida called on Deputy County Attorney Takamura to report the actions that were taken in Executive Session Report pursuant to HRS § 92-4 (b).</p> <p><b>ES KPC 2024-1:</b>                      The Commission received a briefing from Sgt. Kevin Gras. The discussion is not subject to disclosure as disclosure would tend to defeat the purpose of the executive session pursuant to HRS 92-4, 92-5 (a) (2). Disclosure would have the purpose of defeating the purpose of the executive session. There was no action on this item.                      ( C) The discussion on the item is not subject to disclosure as it would tend to defeat the purpose of the executive session pursuant to HRS 92-4, 92-5 (a) (4). The Commission voted to sustain a violation of failure to follow proper protocol and procedures for the active officer and found that the rest of the allegations were unfounded and not within the standards of conduct.</p> <p>Regarding the retired officer, the Commission voted to sustain as to the charges regarding not following proper protocol and procedures as well as exhibiting unprofessionalism. The Commission did not sustain the rest of the allegations and found that failure to serve and protect minors do not fall under the standards of conduct.</p> <p><b>ES KPC 2024-3:</b>                      There was no discussion or action taken.</p> <p><b>ES KPC 2024-18:</b>                      The Commission received an update from the HR Director. The rest of the discussion is not subject to disclosure as it would tend to defeat the</p>	

SUBJECT	DISCUSSION	ACTION
	<p>purpose of the executive session pursuant to HRS 92-5 (a) (2) and (4).</p> <p><b>ES KPC 2024-20:</b> The discussion is not subject to disclosure as disclosure would tend to defeat the purpose of the executive session pursuant to HRS 92-5 (a) (2) and (a) (4). The Commission’s final actions were to officially receive the complaint and voted to investigate pursuant to the Kauai Police Commission Rules (KPC) and referred the investigation to the Department of Human Resources (HR) except if HR declines, then refer the investigation to a third-party investigator.</p> <p><b>ES KPC 2024-4:</b> The discussion is not subject to disclosure as disclosure would tend to defeat the purpose of the executive session pursuant to HRS 92-5 (a) (4). The Commission voted to defer to a subsequent meeting to discuss additional edits to the proposed draft Rule 11.</p> <p><b>ES KPC 2024-21:</b> There was no discussion. The Commission voted to approve the executive session minutes as written.</p>	<p>A motion was made by Commissioner Hertog to ratify the actions that were taken in executive session. Commissioner Calma seconded the motion. Hearing no objections, the motion carried 4:0.</p>
<p><b>Adjournment</b></p>	<p>There being no further business, Chair Yoshida called for a motion to adjourn the meeting.</p> <p>After meeting was adjourned, Vice Chair Leslie ask when the Commissioners evaluations are due to which Administrator Ching to which Chair Yoshida replied that the timeline will be included in Ms. Ching’s email.</p>	<p>A motion was made by Commissioner Calma to adjourn the meeting. Commissioner Hertog seconded the motion. Hearing no objections, at 12:41 p.m., the meeting was adjourned.</p>

Submitted by: \_\_\_\_\_  
Mercedes Omo, Staff Support Clerk

Reviewed and Approved by: \_\_\_\_\_  
Laurie Yoshida, Chair

- ( ) Approved as circulated on
- ( ) Approved as amended. See minutes of \_\_\_\_\_ meeting.

# SHOPO



STATE OF HAWAII ORGANIZATION OF POLICE OFFICERS

Robert Cavaco  
State Board President

" A Police Organization for Police Officers Only "  
Founded 1971

Term of Office  
1-2022 to 12-2025

August 1, 2024

**RECEIVED**

Ms. Laurie Yoshida, Chair  
Kauai Police Commission  
4444 Rice Street, Suite 150  
Lihue, HI 96766

**AUG 07 2024**

**BOARDS & COMMISSIONS**

Dear Chair Yoshida:

Thank you for providing SHOPO with the Gallup slide presentation. Needless to say, the Gallup results regarding the status of KPD are of great concern. We believe there is significant value in the employee feedback you received, and we are interested in learning the Kauai Police Commission's next steps.

As you may know, SHOPO conducted an extensive survey of its Kauai Chapter members in August 2022. SHOPO publicly shared our survey results, and we made our consultant for the survey available to present the results, as well as answer questions, to the Kauai Police Commission (KPC) twice, once following our initial release of the results and then again when new members joined the Commission. Given the new membership of the KPC, we provide those results to the KPC again with this letter.

We believe the Gallup results reinforce the key areas of concern found in our 2022 survey and brought to the attention of the Commission. Having reviewed the Gallup slide presentation, we offer you some initial feedback.

### **SHOPO Kauai Chapter Member Survey (August 11-26, 2022)**

SHOPO's Kauai Chapter Member Survey covered a wide range of topics that impact employee morale. Over 80% of our membership participated in the survey. KPC's Gallup survey reinforces what our survey found in 2022 regarding employee morale and the core factors impacting morale and the overall effectiveness of KPD:

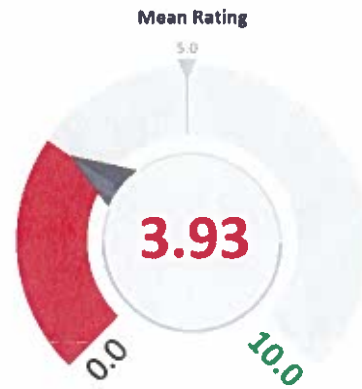
- **poor communication**
- **lack of input from frontline employees**
- **lack of accessibility of upper ranks to frontline employees**
- **lack of appreciation by management of frontline employee's work**
- **not understanding/not being part of the Chief's vision for the Department**

The next two pages provide a few key data points from our survey we find relevant to the recent Gallup survey

### Rate Morale at KPD (Scale 1-10)

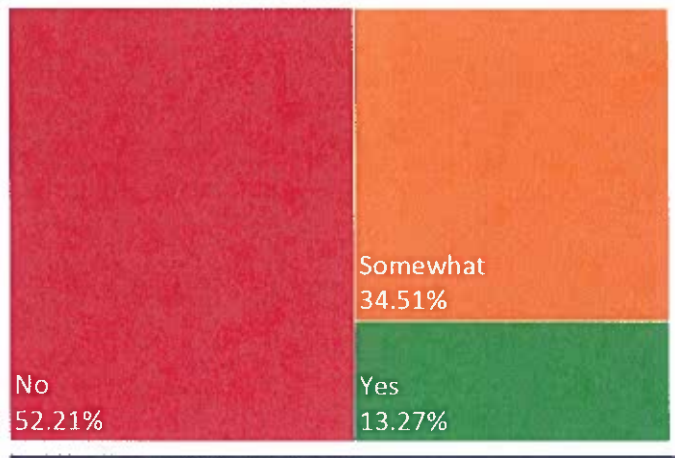


### How Likely to Recommend KPD to Work at (Scale 1-10)



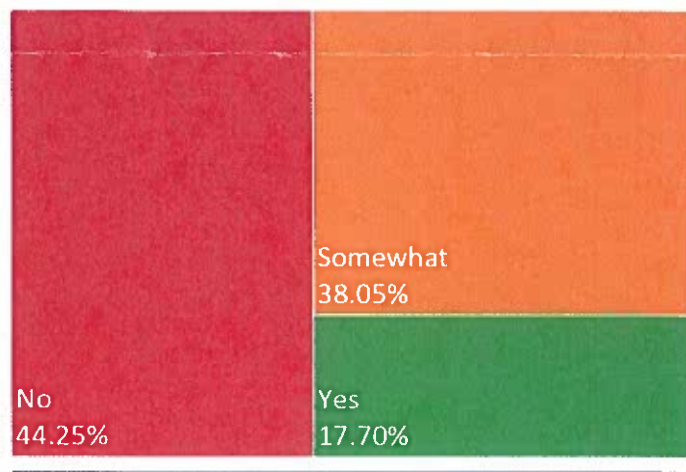
Q:

Do you feel the KPD organization cares about you personally?

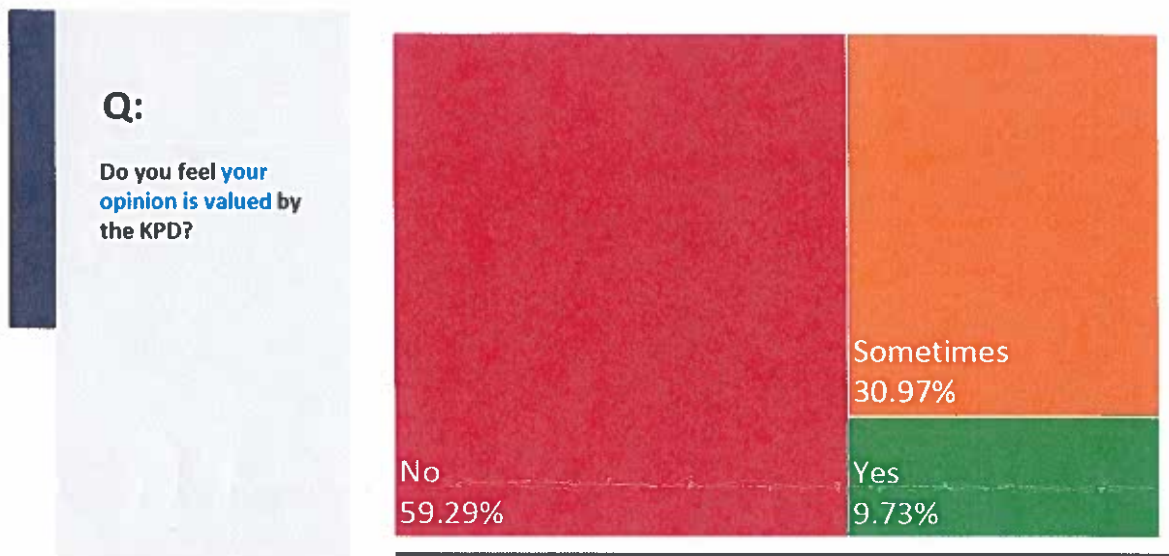


Q:

Do you feel respected by the command staff?







**Working conditions % vs. Avg**

SHOPO survey asked its members to specifically assess the Chief of Police. While the Gallup survey did not ask respondents to make the same assessment, there are a number of questions in the Gallup survey that essentially provide an overall assessment of KPD management by the frontline employees. For comparison purposes, we asked that the overall results of the Chief’s assessment in our survey be converted to weighted averages as opposed to percentages (matching Gallup’s method) to provide you with a better context to understand the views of our members two years ago versus today.

Leadership Attributes	Mean Score
Advocates for the KPD (budget, staffing & equipment needs, etc)	2.06
Is fair and transparent in dealing with disputes.	2.13
Would stand up to the Mayor or County Council if an issue were determinantal to the KPD.	2.16
Listens to input from all ranks	2.25
Is in touch with the day-to-day aspects of the job for Police Officers, Sergeants and LTs	2.27
Is honest in how he conducts himself	2.33
Creates trust with front-line officers.	2.41
Establishes a clear direction for the department.	2.42
Holds himself accountable to the same standards expected from those under his command.	2.42
Fosters strong morale	2.49
Is an advocate for front-line officers.	2.51
Cares about me.	2.51
Is a strong leader	2.58

**Overall Mean Score**

**2.35**

### **Moving Forward: Ensuring Inclusion of Frontline Employees**

“Confidence the survey will be acted on is the lowest score, at 1.62.” That’s the conclusion by Gallup presented on the final, Executive Summary slide. This result does not surprise us, and we urge the Commission to take that response from employees seriously.

We are not clear about what the next steps are following the survey. In looking at the Gallup presentation, it appears that the next steps are for Gallup to do a bunch of meetings with management. We think that is a mistake.

Having the Gallup group immediately go off to meet with management to begin the process of change will do nothing but feed the frustration and concern our members expressed two years ago in our survey, and again this year in your survey, about frontline employees not feeling included in a process that is supposed to produce a product you expect them to “own.”

We respectfully offer the following suggestions:

1. **Provide a briefing(s) of the survey results to frontline employees.** While we appreciate the Gallup team’s technical prowess, the presentation is not user-friendly for most frontline employees. You cannot expect employees to accept the survey findings, and the steps needed to address KPD’s deficiencies if they do not understand the data and the conclusions drawn from the data. If you want employees to feel like this process is worthwhile, help them see those results.

When SHOPO released its survey results, we made our consultant for the survey available to provide in-person and virtual briefings (and question/answer opportunities) for the Chief of Police and his designated representative, the Mayor, members of the County Council, business and community representatives, and the SHOPO Kauai Chapter membership (in addition to the Police Commission). We also placed all materials on the public portion of our website. We did this so as many people as possible could get the information but also understand it as well.

2. **Design the process to include SHOPO and HGEA.** We did not see any references in the Gallup survey presentation acknowledging the fact that frontline employees work under collective bargaining agreements (CBA) and are represented by unions. Any effort at “culture transformation” should not take place in a vacuum. It will be exponentially more productive to engage the unions on the front end than after the fact which leaves the entire process open to conflicts with the respective CBAs.
3. **Communicate a feedback/progress report process and commit to it.** Too often, government task forces start with a flame and blow out with a flicker. Whoever is doing the “transformation” work should not disappear for several months and then come back with sweeping changes. This process should be a regular part of the ongoing renewed dialogue amongst all employees.

“We are hopeful that this survey begins a real conversation about how we can collectively address employee morale, retain officers, and create a KPD that anyone would be proud to join. SHOPO stands ready to work with all stakeholders in achieving those goals.”

Those were the final words of our 2022 survey presentation. Our offer and commitment were sincere then and it remains sincere today. You now have two employee surveys, conducted over the course of two years, that identify the same challenges, providing you with crystal clear direction: we need substantial change, now.

You are investing hundreds of thousands of taxpayer dollars into this effort, it is incumbent upon you to do what is necessary to address the issues presented to you. Please let us know how we can assist in the process.

Sincerely,



ROBERT CAVACO  
President



**KAUA'I POLICE DEPARTMENT**  
**POLICE COMMISSION MONTHLY REPORT**  
**SUPPORT SERVICES BUREAU**

REPORTING PERIOD  
**July 2024**

S

**Budget Summary Estimate: Period of July 2024**

BUREAU	BUDGET	EXPENDITURES TO DATE	ENCUMBRANCES TO DATE	BALANCE 07/31/24	7% OF BUDGET
Chief's Office	\$46,036,304.82	24,383.86	2,060,827.82	43,951,093.14	5%
Support Services Bureau	\$3,456,056.47	212.52	546,205.47	2,909,638.48	16%
Criminal Investigative Division	\$1,137,091.12	(360.00)	593,834.12	543,617.00	52%
Patrol Operations Bureau	\$1,020,091.85	3,426.99	257,145.85	759,519.01	26%
Total General Fund	<u>\$51,649,544.26</u>	<u>27,663.37</u>	<u>3,458,013.26</u>	<u>48,163,867.63</u>	7%
Asset Forfeiture Funds	<u>\$100,008.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$100,008.00</u>	0%
<b>Salary, Overtime &amp; Fringe Benefits Breakdown Summary</b>					
Salary & Wages	\$21,321,433.00			\$21,321,433.00	0%
Overtime	\$2,538,207.00			\$2,538,207.00	0%
Fringe Benefits	<u>\$13,419,802.00</u>			<u>\$13,419,802.00</u>	0%
Total Salary, OT, Fringe	<u>\$37,279,442.00</u>	<u>\$0.00</u>		<u>\$37,279,442.00</u>	0%
Payroll % of Budget	100%	0%		100%	

Personnel Status as of 7/31/24	AUTHORIZED	ACTUAL	VACANT
<b>Appointed</b>	<b>2</b> 1-Chief, 1-Deputy Chief	<b>1</b>	<b>1</b> 1-Deputy Chief of Police [Pos E23]
<b>Sworn</b>	<b>164</b> 2-Assistant Chief, 5-Captain, 12 Lieutenant, 37 Sergeant, 108 Officer	<b>130</b>	<b>34</b> 2-Captain [Pos 352, 446] 4 Police Lieutenant [Pos 372, 391, 399, 402] 4 Detective [Pos. 450, 504, 518, 579] 7-Police Sergeant [Pos 390, 409, 445, 538, 571, 580, 1305] 17-Police Officer [Pos 367, 381, 382, 383, 407, 449, 468, 508, 509, 516, 517, 521, 540, 542, 587, 599, 1320]
<b>Non-Sworn</b> <i>*3 - Dispatchers Grant funded</i>	<b>70</b> 4-Accountant, 3-Admin Assistant, 1-Contracts Specialist, 4-Criminalist, 1-Dept. Staff Ass. 1-Derelict Vehicle Coordinator, 1-DVIC, 20-Emergency Services Dispatcher, 3-Evidence Custodian, 1-Fiscal Officer, 1-Fleet Coord., 1-IT Prog. Coord., 1-Parking Enforcement Worker, 2-Police Inv. Ops, Ass., 1-Police Records Supervisor, 5-Police Records Technician, 4-Prog. Support Ass, 2-Public Information Officer, 6-Public Safety Worker, 2-Secretary, 1-Weapons Clerk	<b>43</b>	<b>27</b> 1-Criminalist I [Pos 392] 10-Emergency Services Dispatcher [Pos 311, 313, 314, 315, 473, 536, 537, T353, T565, T566] 1-Secretary [Pos 362] 2-Administrative Assistant I [Pos 341, 1314] 7-Public Safety Worker I [Pos 378, 379, 380, 1307, 1310, 1315, 1947] 1-Accounting Technician [Pos 343] 1-Police Evidence Custodian I [Pos 491] 2-Parking Enforcement Worker [Pos 339, 384] 1-Public Information Officer [Pos 90-561] 1-Program Administrative Officer I [Pos 9221]
<b>Total</b>	<b>236</b>	<b>174</b>	<b>62</b>
<b>Hourly Positions</b> <i>*Does not factor into vacancy totals</i> <i>*Off-Duty Clerk not County funded</i>	<b>9</b> 2-Background Investigator, 6-Sex Assault Forensic Nurse Examiner, 1 Clerk (Off-Duty)	<b>7</b>	<b>2</b> 1-Sex Assault Forensic Nurse Examiner [Pos 9806] 1-Clerk (Off-Duty) [Pos T475] <i>*Does not factor into vacancy totals</i>
<b>Total - Including Hourly Positions that do not factor into vacancy totals</b>	<b>245</b>	<b>181</b>	<b>64</b>



Recruitment Status as of 7/31/24		Comments:
<b>Police Services Officer (101<sup>st</sup> Recruit Classes)</b> (3 new School Resource Officer positions added as of July 1, 2024)	17 Vacancies	<p><b>Posted: December 1, 2023 – December 31, 2024</b></p> <p><b>101<sup>st</sup> Recruit Class COMBINED TOTAL: Nov 1<sup>st</sup> – Current</b></p> <p>11/28/2023 Written Exam: 5 scheduled, 4 took exam, 3 passed &amp; referred  12/27/2023 Written Exam: 21 scheduled, 6 took exam, 4 passed &amp; referred  1/17/2024 Written Exam: 5 scheduled, 4 took exam, 2 passed &amp; referred  2/21/2024 Written Exam: 3 scheduled, 0 showed up  3/27/2024 Written Exam: 7 scheduled, 4 showed up, 1 DQ, 2 passed &amp; referred  4/24/2024 Written Exam: 8 scheduled, 3 showed up, 2 passed &amp; referred  5/22/2024 Written Exam: 9 scheduled, 1 showed up, 0 passed &amp; none referred  6/17/2024 Written Exam: 2 scheduled, 2 showed up, 2 passed &amp; referred  6/26/2024 Written Exam: 16 scheduled, 5 showed up, 3 passed &amp; referred  7/17/2024 Written Exam: 10 scheduled, 4 showed up, 2 passed &amp; referred</p> <p>Referred – 20  Disqualified – 11  Withdrew – 1  Background Investigation Phase – 3  Conditional Job Offer – 3  Job Offer – 2</p> <p><b>Tentative Hire Date for 101<sup>st</sup> Recruit Class: 1/1/2025</b></p>
<b>Deputy Chief of Police</b>	1 Vacancy	No names referred at this time
<b>Captain</b>	2 Vacancies	Pending promotion announcement
<b>Police Lieutenant</b>	4 Vacancies	Written Exam scheduled for September 4, 2024
<b>Detective / Sergeant</b>	11 Vacancies	Written Exam scheduled for August 7, 2024
<b>Secretary</b>	1 Vacancy	Pending recruitment announcement
<b>Crime Scene Specialist Trainee</b>	1 Vacancy	Job Offer – 1 (Anticipated hire date 10/01/2024)
<b>Emergency Services Dispatcher I</b>	10 Vacancies	Job Offer – 1 (Anticipated hire date 8/1/2024)
<b>Administrative Assistant</b>	2 Vacancies	Job Offer – 1 (Anticipated hire date 8/16/2024)
<b>Accountant Trainee</b>	1 Vacancy	Job Offer – 1 (Anticipated hire date 9/1/2024)
<b>Public Safety Worker I</b> (3 new positions added as of July 1, 2024)	7 Vacancies	<p><b>Posted: July 3, 2023 – Continuous</b></p> <p>Job Offer – 1 (Anticipated hire date 8/1/2024)</p>
<b>Parking Enforcement Worker</b> (1 new position added as of July 1, 2024)	2 Vacancies	<p><b>Posted: Continuous</b></p> <p>Referred – 6  Withdrew – 4  Disqualified – 2</p>
<b>Evidence Custodian I</b>	1 Vacancy	<p><b>Posted: April 29, 2024 – May 8, 2024</b></p> <p>Referred – 1  Pending Interview – 1 (July 23, 2024)</p>
<b>Public Information Officer</b>	1 Vacancy	<p><b>Posted: April 29, 2024 – May 8, 2024</b></p> <p>Referred – 4  Withdrew – 2  Disqualified – 1  Pending Interview – 1 (July 16, 2024)</p>
<b>Program Administrative Officer</b>	1 Vacancy	Pending HR posting (New Position)

### KPAL Programs:

Programs	Location	#Classes	#Participants	#Personnel
Jiu Jitsu	Hanapepe	13	32	0
Wrestling	Kapaa	4	92	1
Boxing	Hanapepe	33	89	1
Flag Football	Island Wide	42 Teams	638	15
Volunteers	Island Wide		102	1

**Community Engagement / Special Projects / Notable Highlights:**

Date:	Event Description/Location:	Hours:	Personnel Count:	Unit:	Audience Count:
1 7/1-7/20	KPAL Flag Football Games	16	15	SRO	3000+
2 07/12/24	Career Day/Summer Fun Hanapepe N.C.	2	3	SRO	30
3 07/12/24	Career Day Activity with Haloalainui Pre-School Eleele	2	3	SRO	45
4 07/15/24	Assisted with Hanapepe/Kaumakani Fire evacuations	8	4	SRO	N/A
5 07/23/24	Proclamation for KCSW Human Trafficking Awareness	1	5	SRO	50
6 07/02/24	Ground Breaking Pi'ikoi Youth Center	1	5	SRO	20
7 07/1-7/31	Installation of equipment for new KPAL Boxing & Wrestling Gyms at Philippine Cultural Center	48	3	R&D	N/A
<b>Total</b>		<b>78</b>	<b>38</b>		<b>3145+</b>

**Training Provided by Outside Agency: On-Island**

Order No:	Start:	End:	Training Description:	Personnel Trained:	Course Hours per Training:
1 24-24057	07/24/24	07/24/24	Public Safety Wellness	25	4
2 24-24070	07/09/24	07/11/24	National Incident-based reporting data	2	25
3 24-24072	07/08/24	07/29/24	Skills for Success Training	20	16
4 24-24072	07/26/24	07/26/24	CIT Training Advanced Training	8	4
5	07/25/24	07/25/24	US Secret Service Digital Forensic Principle	1	4.5
<b>Total</b>				<b>56</b>	<b>53.5</b>

**Training Provided by Outside Agency: Off-Island**

Order No:	Start:	End:	Training Description:	Personnel Trained:	Course Hours per Training:
1 24-24073	07/24/24	07/26/24	Telecom Best Practices for Missing & Abducted	5	8
2 24-24075	07/08/24	07/19/24	DARE Officer Training	2	80
<b>Total</b>				<b>7</b>	<b>88</b>

**Training Provided by Kaua'i Police Department**

Order No:	Start:	End:	Training Description:	Personnel Trained:	Course Hours per Training:
1 23-23110	07/01/24	07/31/24	SRT Training	10	10
2 23-23111	07/01/24	07/31/24	HIBS Training	2	32
3 24-24084	07/25/24	07/25/24	Basic Tactical Clearing	3	10
4 24-24086	07/30/24	07/31/24	TPR/DT Annual Recall	13	16
5	07/01/24	07/31/24	SCLS Trainee – Criminalist Training Program	1	100
6	07/16/24	07/16/24	Ninhydrin Fingerprint Development	1	2
7	07/16/24	07/16/24	Post Mortem Fingerprint collection	1	2
<b>Total</b>				<b>31</b>	<b>172</b>

**Bench Warrant Tracking:**

Warrant Intake	eBW Traffic	eBW Criminal	Warrants Served	Warrants Recalled	Outstanding Warrants
14	87	102	172	76	2,112



<b>Firearms Registered:</b>							
Domestic Handguns	84	Domestic Rifles	93	Domestic Shotguns	14	Domestic Total	199
YTD 2024	762		892		150		1804
Imported Handguns	51	Imported Rifles	44	Imported Shotguns	12	Imported Total	107
YTD 2024	549		441		71		1061

<b>Handgun Applications:</b>							
Applications Received	24	Permit to Acquire Issued	29	Permit to Acquire Rejected	0	Permit to Acquire Voided	0
YTD 2024	179		209		0		3

<b>Long gun Applications:</b>							
Applications Received	35	Permit to Acquire Issued	29	Permit to Acquire Rejected	0	Permit to Acquire Voided	1
YTD 2024	202		220		0		7

<b>Licenses to Carry Applications:</b>											
Permit to Carry Applications	34	Permit to Carry Applicants	30	Security License Issued	2	Security License Denied	0	Citizen License Issued	11	Citizen License Denied	0
YTD 2024	162		139		4		0		150		0

<b>Biometric Identification Facial and Ten Print - Crime Scene and Laboratory Section</b>			
Laten Print Development	Facial Recognition Processing	Ten print Quality Control	Ten Print Examination
12	156	1560	370

<b>Call Out, Lab Request - Crime Scene and Laboratory Section</b>							
Autopsy	Digital Exam	Sex Assault Kits	Forensic Test Results Interpretation	Warrants	Forensic Consultation	Call Out Total	Total New Cases
9	4	6	4	6	4	20	23

<b>Public Information Officer (PIO)</b>		
Activity	Completed	Comment
Press Releases	10	
Media Inquiries	40	Increase due to Helicopter crash and Wildfires
Special Projects	2	HSLEO Conference Planning & Monthly Newsletter

SUBMITTED BY:



MARK T. OZAKI  
Assistant Chief, SSB



**KAUA'I POLICE DEPARTMENT**  
**POLICE COMMISSION MONTHLY REPORT**  
**FIELD OPERATIONS DIVISION**

REPORTING PERIOD  
July 2024

**MAJOR INCIDENTS**

**Aviation Accident:**

On 07/11/2024 at approximately 1319 hours, dispatch received a text to 911 message reporting that a helicopter broke apart in the air and fell into the water approximately 1-2 miles offshore near Hanakoa Falls. SAR efforts were immediately conducted and approximately 1 hour later North Rove from Ocean Safety recovered a deceased female victim. Coordinates were provided of the location of the crash site. Investigation revealed that per the flight manifest there were a total of three people on the helicopter. Fire and Resue personnel retrieved the decedent which was brought to the Hanalei Pier and turned over to KPD personnel. The decedent was subsequently transported to Wilcox Hospital. CID detectives responded to the scene and took over the investigation.

**Assault 1st:**

On 07/09/2024 at approximately 0622 hours, officers responded to the Anahola Beach area for a report of a 30-year-old male victim who was stabbed in the chest. Upon officers' arrival, they were able to identify the female suspect and apprehend her within minutes. The victim sustained life threatening injuries and was subsequently transported to Wilcox for treatment whereby he was admitted for a Tracheal Deviation, and two collapsed lungs. CID detectives were notified and continued the investigation.

**Arson:**

On 07/15/2024 at approximately 1157 hours, officers responded to Moi Road in Hanapepe for a brush fire that initiated behind Hawaiian Homes on Gay and Robinson land. The fire initially consumed approximately 30 acres, and it appeared that firefighters may have it under control. At approximately 1423 hours, officers were called back to the scene as the fire had escalated. The fire started to spread quickly due to increased wind and was moving in a southwest direction directly towards Kaumakani camp. One structure was burned inside of Kaumakani camp appeared to be a detached carport. Officers began to evacuate Kaumakani village and closed down Kaumualii highway. The road remained closed until approximately 2300 HRS. Overall the fire consumed over 1,000 acres and disrupted telecommunications and power for an extended period. There were no injuries and/or fatalities reported.

**Arson:**

On 07/18/24 at approximately 1730 hours, officers responded to a brushfire near Koke'e Road, later reclassified as an Arson. The fire affected a large area of state land, and spread northeast towards Waimea Canyon Drive. Multiple KFD units, including support from Crash/Fire units and AIR 1, worked to contain the fire until 07/22/24 at 2204 hours. The case remains under investigation.



### **Community Activities and Involvement:**

- Throughout the month Kawaihau patrol officers were present along the Kapaa/Wailua bike path.
- Car Seat Check was conducted at Wilcox Hospital

### **Training:**

- Mass briefings were held regarding Family Abuse investigations.
- Skills for Success Training
- Monthly SRT Training
- Monthly CNT Training
- Annual Defensive Tactics Training

### **Meetings:**

Debriefing on the Hanapepe Brush Fire  
Debriefing on the Kokee Brush Fire.  
HIJIS meeting regarding permit to carry  
Debriefing on unattended deaths in Hanalei with AMR

### **COMMUNITY REQUESTED TRAFFIC ENFORCEMENT:**

Officers increased presence in the area of Kealoha Rd & Panihi Rd intersection due to reports of blatant traffic violations that were caught on film. During one day of enforcement, officers issued 5 citations in one hour. Officers in the Kawaihau District will continue to monitor.

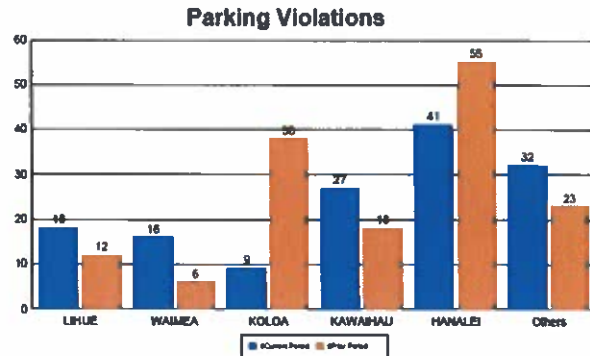
### **TRAFFIC GRANT ENFORCEMENT:**

Officers conducted an OVUII operation near the Kapaa Middle School area which lead to 231 vehicles screened and 24 traffic citations issued.

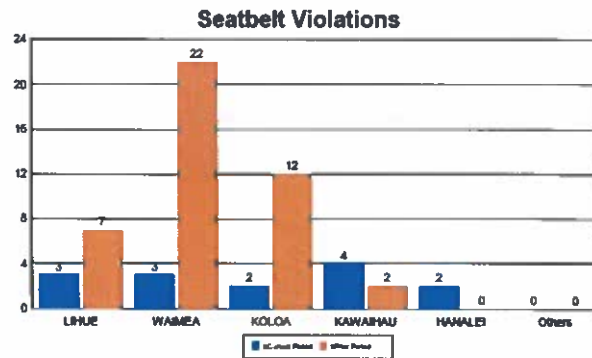


**Kauai Police Department  
Police Commission Monthly Report  
FIELD OPERATIONS DIVISION  
Traffic Enforcement Summary, continued  
Reporting Period July 2024**

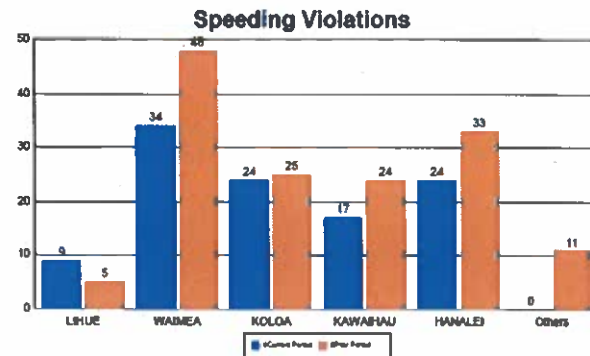
Parking			
	Current Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	18	12	197
WAIMEA	16	6	69
KOLOA	9	38	320
KAWAIHAU	27	18	93
HANAIEI	41	55	220
NOT ENTEF	32	23	107



Seatbelt			
	Current Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	3	7	31
WAIMEA	3	22	68
KOLOA	2	12	43
KAWAIHAU	4	2	39
HANAIEI	2	0	11
NOT ENTEF	0	0	18



Speeding			
	Current Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	9	5	75
WAIMEA	34	48	234
KOLOA	24	25	158
KAWAIHAU	17	24	146
HANAIEI	24	33	197
NOT ENTEF	0	11	15

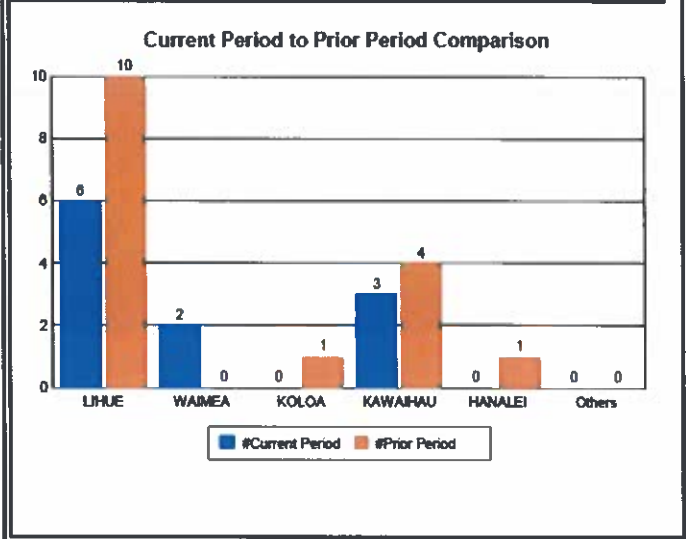
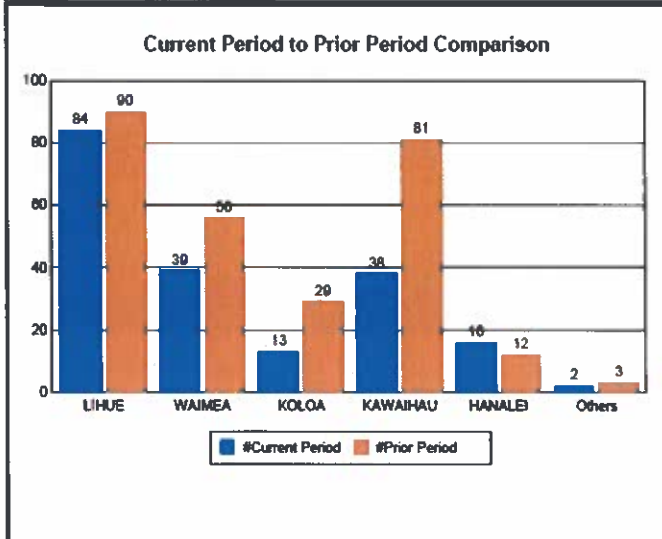




**Kauai Police Department**  
**Police Commission Monthly Report**  
**FIELD OPERATIONS DIVISION**  
**Arrest Summary**  
 Reporting Period July 2024

<b>Adult Arrest Summary</b>			
	Current Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	84	90	582
WAIMEA	39	56	203
KOLOA	13	29	162
KAWAIHAU	38	81	416
HANAIEI	16	12	99
Others	2	3	18

<b>Juvenile Arrest Summary</b>			
	Current Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	6	10	73
WAIMEA	2	0	24
KOLOA	0	1	26
KAWAIHAU	3	4	22
HANAIEI	0	1	4
Others	0	0	1





**Kauai Police Department**  
**Police Commission Monthly Report**  
**FIELD OPERATIONS DIVISION**  
**Calls for Service and Incident Summary**  
 Reporting Period July 2024

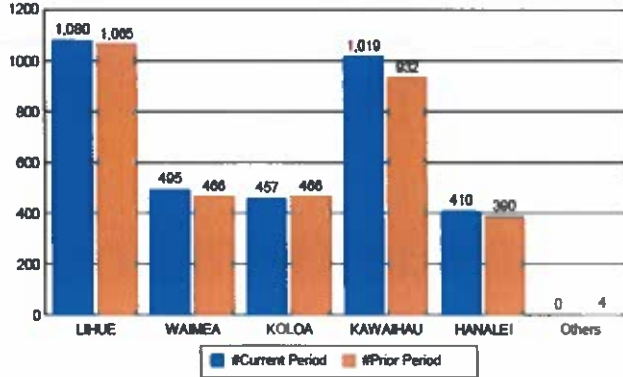
**Calls for Service Summary**

	Reporting Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	1,080	1,065	7,747
WAIMEA	495	466	3,202
KOLOA	457	466	3,632
KAWAIHAU	1,019	932	6,753
HANAIEI	410	390	2,803
Others	0	4	28

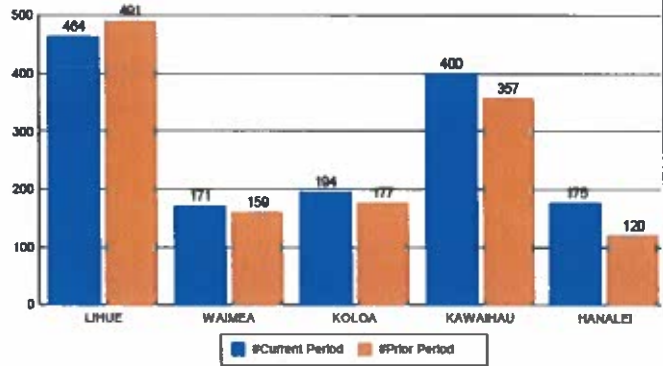
**Reported Incident Summary**

	Reporting Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	464	491	3,335
WAIMEA	171	159	1,176
KOLOA	194	177	1,429
KAWAIHAU	400	357	2,372
HANAIEI	175	120	993

**Current Period to Prior Period Comparison**



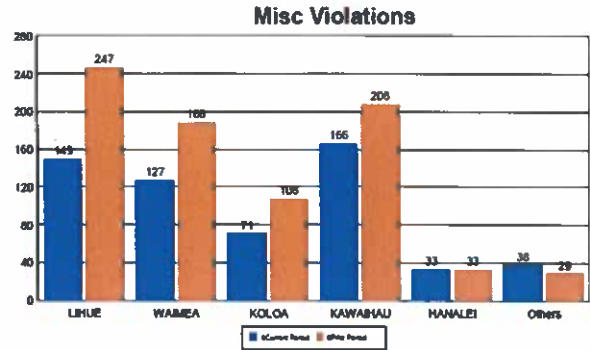
**Current Period to Prior Period Comparison**



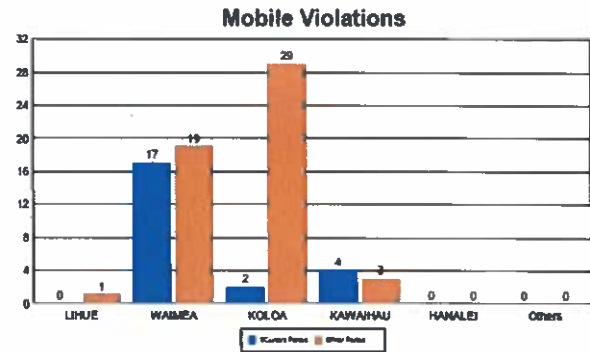


**Kauai Police Department  
Police Commission Monthly Report  
FIELD OPERATIONS DIVISION  
Traffic Enforcement Summary  
Reporting Period July 2024**

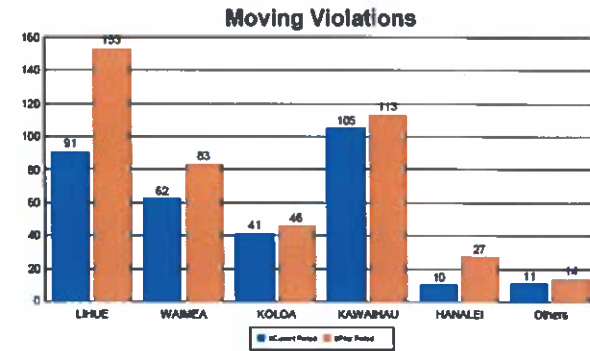
Misc			
	Reporting Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	149	247	1,558
WAIMEA	127	188	1,007
KOLOA	71	108	732
KAWAIHAU	166	208	1,452
HANAIEI	33	33	328
NOT ENTEI	38	29	328



Mobile Device			
	Current Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	0	1	26
WAIMEA	17	19	55
KOLOA	2	29	83
KAWAIHAU	4	3	45
HANAIEI	0	0	6
NOT ENTEI	0	0	6



Moving			
	Current Period Jul 2024	Prior Period Jun 2024	YTD for Reporting Period 2024
LIHUE	91	153	833
WAIMEA	62	83	466
KOLOA	41	46	298
KAWAIHAU	105	113	732
HANAIEI	10	27	176
NOT ENTEI	11	14	125



Submitted by:  
**Roderick Green**

Digitally signed by Roderick Green  
Date: 2024.08.15 15:26:38 -10'00'

Roderick B. Green  
Captain

K-23  
Patrol Operations Bureau



# KAUAI POLICE DEPARTMENT

## CRIMINAL INVESTIGATIONS DIVISION

REPORTING PERIOD  
JULY 2024

### MAJOR INCIDENTS / NOTABLE HIGHLIGHTS:

#### **ASSAULT 1<sup>ST</sup>**

On July 9, 2024, there was a report of a 30-year-old male that sustained a stab wound while at beach park located on the north-east side of Kauai. CID personnel responded and took over the investigation. The male victim subsequently sustained two collapsed lungs and had to be transported to Queens Hospital on Oahu for further treatment. The suspect, a 33-year-old female, was arrested for Assault 1<sup>st</sup> and held on \$20k bail. The victim was treated and after several weeks was released from Queens Hospital.

#### **AIRCRAFT ACCIDENT:**

On July 11, 2023, an investigation was conducted into an aircraft accident involving an Ali'i Helicopter based out of Lihue, which plummeted into the ocean off the Na Pali Coast. United States Coast Guard and Kauai Fire Department personnel conducted a three-day search for survivors. Unfortunately, no survivors were found and the 69-year-old male pilot who is a Kauai resident, and his passengers, a married couple (53-year-old female and 60-year-old male) visiting from Kentucky, were killed in the accident.

A single body was recovered and identified as the female passenger after the Honolulu Police Department assisted with DNA testing. Unfortunately, the bodies of the male pilot and male passenger were not located.

CID personnel conducted the preliminary investigation, and the National Transportation Safety Board is continuing the investigation to determine the cause of the accident. Major components of the damaged aircraft were recovered and will be examined by the NTSB on the island of Oahu, with results pending.

#### **THEFT 1<sup>ST</sup> / SCAM:**

July 20, 2024, Detectives responded to a callout regarding a victim being scammed out of \$45,000 in cash. This was an elaborate scam that involved the suspects hacking into the victim's computer. The victim (70-year-old female) received a notification on her computer that it was compromised and directed her to call a number for assistance. The victim spoke to a female with a "Chinese accent" who informed her of the resolution and transferred her to, what she believed was, the Fraud Dept. of Bank of Hawaii, where she spoke to a male subject. She was instructed to withdraw \$45k cash from her BOH account and deposit the cash into a Bitcoin ATM. The victim could not figure out how to use the Bitcoin ATM so the male told the victim that he would arrange for someone to meet her near her residence for transfer of the cash. The victim met with an elderly Asian male subject and handed him the cash. The lone unidentified male left the area on foot.

The victim was contacted again three days later and instructed to withdraw the rest of her money from the bank. The victim, figuring out that this was probably a scam, went to the bank and notified them of what happened, the bank confirmed it was a scam and froze her account. The victim was contacted again

by the same male subject, where she lied to him and informed him that she withdrew \$35k and arranged another transfer. The victim called KPD to report the incident and detectives quickly came up with an operation to locate and identify the suspect. The operation was successful, a male (Chinese national) was located, detained and questioned regarding his part in the scam.

This was a different Asian male subject from the initial transfer a few days earlier. The male subject refused to provide a statement and was subsequently released with notification to the Chinese Consulate. A search warrant was conducted on the backpack, phone and computer recovered from the detained suspect. The FBI was contacted regarding the investigation and requested the phone and computer to be analyzed by their computer technicians. The investigation remains ongoing.

**DATE DEATH STATISTICS: (July 2024)**

**Death within 24-hours**

- 1 resident (no foul play suspected, natural death involved).
- \*1 resident (no foul play suspected, pending toxicology results).
- 1 visitor (no foul play suspected, natural death involved).
- 1 visitor (no foul play suspected, pending autopsy results).
- 2 visitors (no foul play suspected, accidental ocean related death).

**Unattended Death**

- 7 residents (no foul play suspected, natural death involved).
- \*2 residents (no foul play suspected, pending toxicology results).

**Suicide**

- 1 resident (no foul play suspected).

**Accidental Death/Drug Overdose**

- 1 unhoused resident (no foul play suspected, death occurred in June, but the autopsy results were later received in July, with results indicating toxic effects of methamphetamine in addition to an underlying health condition contributed to the accidental death).

**DEATH YEAR TO DATE STATISTICS: (January 2024 – July 2024)**

**Natural Death Involving Autopsy Request**

Resident	Unhoused Resident	Visitor
47	1	4

**Accidental Deaths**

Resident	Unhoused Resident	Visitor
2	2	6

**Undetermined-Pending Toxicology Results**

Resident	Unhoused Resident	Visitor
3	0	1

**Drug Overdoses**

Resident	Unhoused Resident	Visitor
5	3	0

**Suicide**

Resident	Unhoused Resident	Visitor
5	0	0

**Homicide**

Resident	Unhoused Resident	Visitor
2	0	0

**PROPERTY CRIMES SECTION STATISTICS: (July 2024)****Criminal Property Damage (CPD)**

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
4	0	0	0	4	0

**Unauthorized Entry into a Motor Vehicle (UEMV)**

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
29	1	0	1	26	0

**Unauthorized Control of a Propelled Vehicle (UCPV)**

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
16	4	0	3	8	1

**Burglary**

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
11	0	0	1	10	0

**Theft**

Cases	Adult Arrest	Juvenile Arrest	Refer to Prosecutors	Pending Further Developments	Unfounded
27	1	0	0	25	0

**VICE SECTION STATISTICS: (July 2024)**

Cocaine/Crack	Fentanyl	Fentanyl Pills	Methamphetamine	Heroin	Marijuana
42.0 g	1.6 g	0	67.9 g	0	0

Vehicles	Currency	Firearms	Search Warrant	Arrest
1	0	0	5	1

**VICE SECTION STATISTICS YEAR TO DATE: (January 2024 - July 2024)**

Cocaine/Crack	Fentanyl	Fentanyl Pills	Methamphetamine	Heroin	Marijuana
93.0 g	3.2 g	0	1,749.8 g	21.8	3,332.8 g



Vehicles Seized	Currency	Firearms	Search Warrant	Arrest
9	20,409.00	3	24	10

**CID DIVISION COMMUNITY ACTIVITIES AND INVOLVEMENT:**

LT Nagahisa served on the Board of Directors for the Kawaihau Community Little League and volunteered as a coach and umpire.

DET Thompson volunteered as a Little League umpire for Kawaihau Little League.

LT Morita and Det. Caires were assistant coaches under head coach Det. Hsu, during the 2024 KPAL flag football season which ended on Saturday, 07/20/2024.

OFC Moura coached children at the Kauai Technical Institute in JiuJitsu.

Submitted by:

*Darren Rose*

Darren Rose  
Captain  
08-09-24

K-21  
CID  
1610 hours



# POLICE DEPARTMENT COUNTY OF KAUAI



**DEREK S.K. KAWAKAMI, MAYOR**  
**REIKO MATSUYAMA, MANAGING DIRECTOR**

**TODD G. RAYBUCK, CHIEF OF POLICE**

June 24, 2024

Chair Laurie Yoshida  
and Commission Members  
Kauai Police Commission  
4444 Rice Street, Ste. 150  
Lihue, HI 96766

Re: Kauai Police Department FY 2025 Goals

Dear Chair Yoshida and Commission Members:

The below listed FY2025 Kaua'i Police Department Goals are provided for your review.

Department Goals:

1. Improve Employee Safety, Wellness and Resiliency
2. Enhance Organizational Efficiency
3. Increase Community Engagement

GOAL #	GOAL STRATEGY	TASK	METRIC	BUREAU
1	Improve employee resiliency	Increase number of FTO's to reduce burden of overuse of current FTO's	Add at least 4 additional FTO's FY25	POB (FOD)
1	Improve employee wellness	Expand bi-annual officer physicals to include Coronary Calcium Score CT Scan testing to aid in early detection of heart disease	Expand current procurement contract to include costs for additional testing	SSB (ASD)
1	Improve employee safety	Upgrade AXON tasers to T10 model allowing expanded use of less-lethal option to reduce risk of harm to officers and decrease potential for deadly force	Complete contract negotiation and procurement process. Train and distribute new tasers to officers	POB & SSB
1	Improve employee safety	Purchase 4 AXON Virtual Reality Training platforms to increase training opportunities with reality-based scenarios and training modules	Complete contract negotiation and procurement process.	POB & SSB



GOAL #	GOAL STRATEGY	TASK	METRIC	BUREAU
2	Enhance organizational efficiency	Integrate case management system into current records management system to prioritize cases based on solvability factors	Case management system is added to records management and implemented into daily use by Detectives	POB (CID)
2	Enhance organizational efficiency	Implement workflow management system to maintain investigations in timely manner	Workflow policy and procedure established and implemented into daily use by Detectives and Lieutenants	POB (CID)
2	Enhance organizational efficiency	Create CID section manuals (Vice and Detectives)	Manuals created & distributed to all CID personnel	POB (CID)
2	Enhance organizational efficiency	Procure and install \$2.5m tactical rifle rated 4 lane, 75' self-contained shooting range	Complete contract negotiation and procurement process.	SSB
2	Enhance organizational efficiency	Increase recruitment efforts and improve KPD "image and branding" through multi-media content creation and placement	Engage in department-wide strategy with EPIC Recruiting to develop and deliver content	ALL
2	Enhance organizational efficiency	Centralize procurements to create dedicated procurement team to reduce/remove procurement duties from sworn personnel	(Multi-year task) FY25 hire Procurement officer and identify and transfer of duties from sworn personnel	SSB
3	Increase community engagement	Conduct qtrly. community town-hall meetings rotating across each district	Schedule and maintain meetings	POB
3	Increase community engagement	Increase officer presence at middle schools	Track officer presence on middle school grounds, review service calls, staff interviews for notable changes	POB / SSB
3	Increase community engagement	Implement PowerEngage software to initiate automated calls to KPD community for immediate customer service feedback, reporting, and tracking	Develop policy/procedures, create internal/external communications roll-out, maintain review and response protocols	POB / SSB

Respectfully Submitted,



TODD G. RAYBUCK  
Chief of Police





## KPC 2024-15

### PUBLIC ANNOUNCEMENT FORMAL NOTARIZED CITIZEN COMPLAINT KPC 2023-010

During its meeting on June 28, 2024, the Kauai Police Commission received the findings of the investigation that was conducted by the Kauai Police Department Office of Professional Standards. The findings did not support the allegations that two officers in the Kauai Police Department neglected their duty, ignored a crime, failed to enforce the law, and were discriminatory. Therefore, the officers were exonerated.

This officially concludes the Kauai Police Commission's review of Formal Notarized Citizen Complaint KPC 2023-010. All parties have been notified.

### PUBLIC ANNOUNCEMENT FORMAL NOTARIZED CITIZEN COMPLAINT KPC 2024-001

During its meeting on July 26, 2024, the Kauai Police Commission received the results of the investigation that was conducted by the Kauai Police Department's Office of Professional Standards. Because the complaint involved two Officers, the Commission kept the determinations separate for clarity. All parties have been notified.

#### Officer #1

- To allegation of failing to follow proper protocol and procedures the Commission sustained the allegation.
- To the allegation of attempting to coerce a minor and exhibiting unprofessionalism the Commission deemed as unfounded.
- To the allegation of failing to serve and protect a minor is not a standard.

#### Officer #2 (Retired) :

- To the allegation of failing to follow proper protocol and procedures and exhibiting unprofessionalism the Commission sustained the allegations.
- To the allegations of attempting to coerce minors the Commission did not sustain the allegation.
- To the allegation of failing to serve and protect a minor is not a standard.