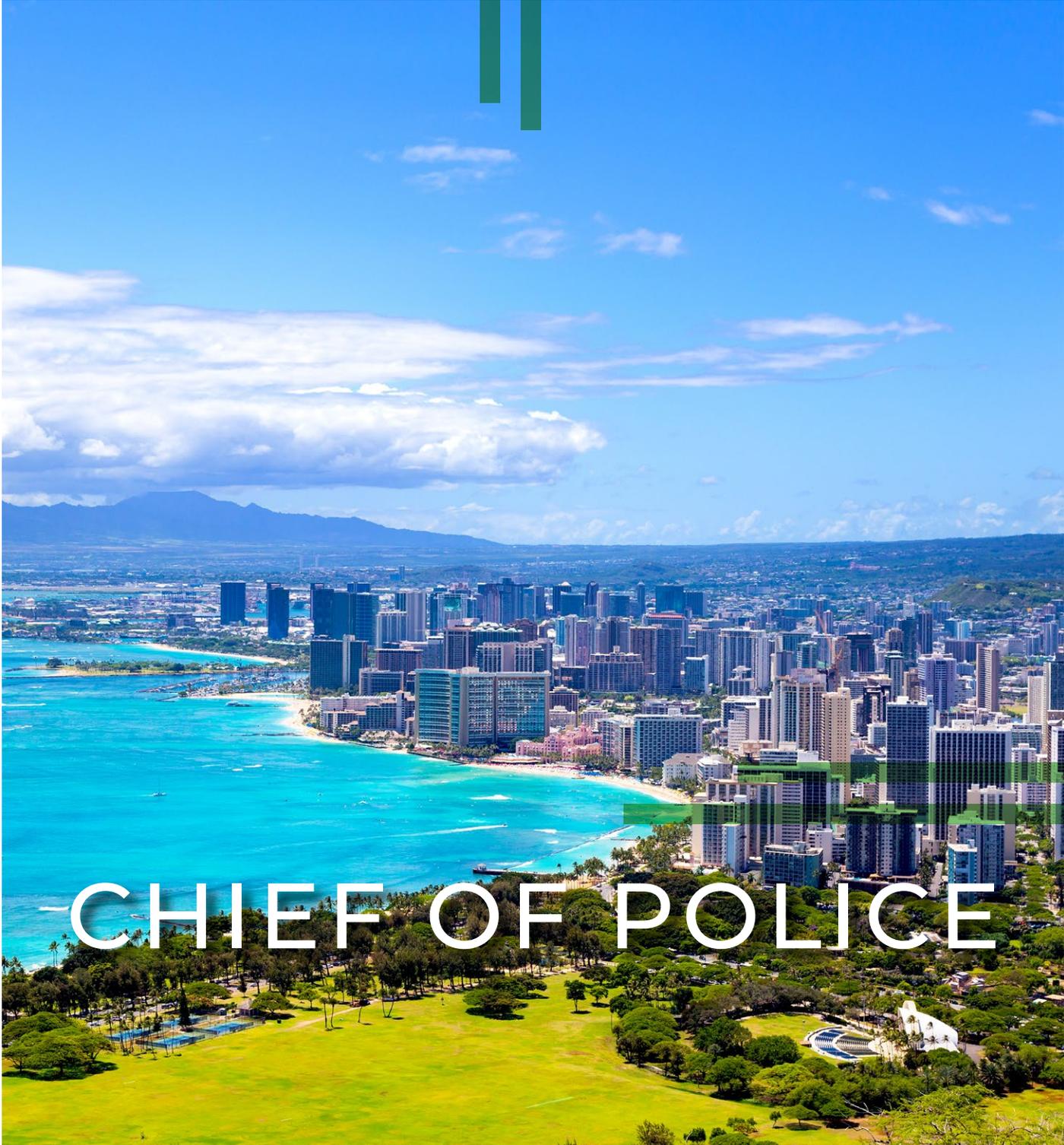


A NATIONAL SEARCH
is underway for a new Chief of Police



Honolulu, HI



CHIEF OF POLICE

HONOLULU, HI

THE **01.**
OPPORTUNITY



CITY AND COUNTY OF
HONOLULU

The City and County of Honolulu is conducting a national search for a highly qualified, principled, and reform-minded law enforcement executive to serve as the next Chief of Police of the Honolulu Police Department (HPD).

This recruitment represents a significant leadership opportunity at a pivotal juncture for the HPD.

Honolulu seeks a Chief of Police with the experience and capacity to lead cultural and organizational reform, restore and strengthen public trust, and stabilize and develop a workforce facing sustained staffing challenges. HPD requires a Chief who understands how to impact department culture and guide HPD toward a modern community policing model.



CITY GOVERNMENT 02.

Honolulu operates under a mayor–council form of government.

The Mayor serves as the City's chief executive officer and is supported by a Managing Director and an executive leadership team responsible for implementing citywide priorities and policies.

The Honolulu Police Commission (HPC) serves as an independent civilian oversight body and is also responsible for hiring the Chief of Police. The HPC oversees and manages the search and selection process and appoints the Chief. While the Chief serves at the pleasure of the HPC, the position reports directly to the Managing Director. The Chief serves a five-year term but may not continue beyond the expiration of the term without formal reappointment. The HPC also has the authority to suspend or remove the Chief at any time during the term, subject to a due process hearing.

To be successful in this structure, the Chief must collaborate with the Mayor's Office, the Managing Director, and the HPC to advance citywide public safety goals and priorities. Accordingly, the role requires effective communication skills, political acumen, and the ability to navigate complex governance relationships.



THE 03. COMMUNITY

O’ahu—known as the “Heart of Hawai’i”—serves as the State’s political, economic, and transportation hub.

At its core is historic Honolulu, the state capital and home to globally recognized landmarks including Waikīkī Beach, Pearl Harbor, and Lē’ahi (Diamond Head). As the center of commerce, tourism, and the Pacific region’s military presence, Honolulu welcomes nearly 500,000 visitors each month. This presence on the world stage contributes to the dynamic, internationally connected environment that blends the sophistication of a modern metropolitan city with the distinct character of a close-knit island community.

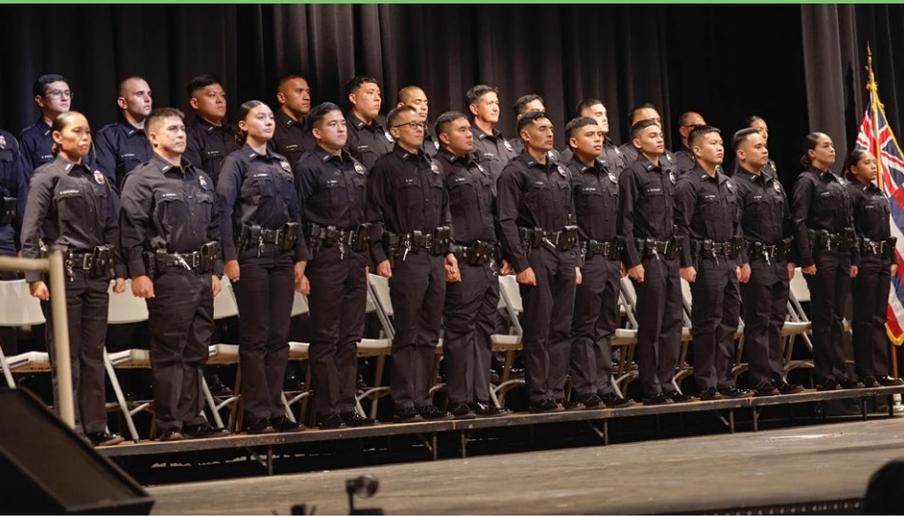


The City and County of Honolulu encompass the entire island of O‘ahu, an area of nearly 600 square miles, serving close to one million residents. Unlike many urban centers, O‘ahu’s natural beauty is integrated into daily life, with mild, year-round weather that supports an active outdoor lifestyle, abundant beaches, ocean recreation, mountain trails, and neighborhood parks. Honolulu’s extensive park system includes hundreds of parks, regional facilities, botanical gardens, and beach access points that promote recreation and wellness across urban, suburban, and coastal communities.

Honolulu is one of the most culturally diverse communities in the United States. Native Hawaiian traditions provide a foundational influence in civic, cultural, and community life, complemented by strong Asian, Pacific Islander, and mainland influences. This rich diversity shapes public expectations, informs civic dialogue, and defines the broader social fabric of the island.

Residents benefit from access to comprehensive healthcare services provided through the island’s extensive hospital systems. Housing options range from high-rise condominiums in the urban core to suburban and coastal neighborhoods.

As with many desirable island markets, sustained demand contributes to elevated housing costs. Despite these market dynamics, Honolulu’s strong public safety environment, favorable climate, and exceptional quality of life continue to distinguish it as one of the most unique and sought-after communities in the United States.



THE HONOLULU POLICE DEPARTMENT (HPD) 04.

With a 2025–2026 budget of \$390.47 million, the HPD is the 20th largest municipal police department in the United States, serving as the primary law enforcement agency for the island of O’ahu.

HPD is staffed with 1710 sworn and 408 civilian professional staff who deliver a variety of police services through the Office of the Chief of Police and six Bureaus, each managed by an Assistant Chief who reports to one of the two Deputy Chiefs:

- **The Office of the Chief of Police** is led by the police chief and includes Professional Standards, the Media Office, and the Intelligence Enforcement Unit.
- **The Administrative Bureau** is responsible for three divisions: Finance, Human Resources, Training, and the Human Services Unit.
- **The Support Services Bureau** manages three divisions: Communications, Information Technology, and Records & Identification, as well as the Telecommunications System Section and Vehicle Maintenance Team.
- **The Special Field Operations Bureau** includes two divisions: Major Events and Community Affairs. The department's Legislative Liaison also works out of this Bureau.
- **The Central Patrol Bureau** is responsible for the Central Receiving Division and four (4) Patrol Districts: Honolulu, Lalihi, Waikiki, and East Honolulu.
- **The Regional Patrol Bureau** is responsible for the Specialized Services Division and four (4) Patrol Districts: Wahiawa, Pearl City, Kailua-Kane'ohe-Kahuku, Kapolei and Wai'anae.
- **The Investigative Bureau** is responsible for three Divisions: Criminal Investigation, Narcotic/Vice and the Traffic Division and Scientific Investigation Section.

HPD also maintains strong collaborative relationships with the Honolulu Fire Department, the State of Hawai'i, Department of Law Enforcement, and federal law enforcement partners, which provide the foundation for effective interoperability, coordinated emergency response, and a unified approach to public safety issues.



THE HONOLULU POLICE DEPARTMENT

Mission Statement

We are dedicated to investigating crime, apprehending violators, and maintaining public order to ensure the safety and security of the City and County of Honolulu.

OPPORTUNITIES & CHALLENGES 05.

This role offers a rare opportunity to modernize operations, strengthen organizational culture, and reinforce public trust in one of the nation's most visible and distinctive law enforcement agencies.

Modernization and Data-Driven Policing

HPD's modernization efforts should include evolving from traditionally reactive policing to a fully integrated, data-driven, research informed, and proactive community-policing model. The next Chief has a clear opportunity to expand the use of real-time analytics, performance management systems, and transparency tools to improve the effectiveness and efficiency of deployment decisions and align outcomes with community expectations.

Strategic Leadership and Organizational Alignment

The next Chief will have the opportunity to set clear expectations, reinforce professional standards, and communicate a compelling vision that includes long-term strategic priorities and strengthening morale and institutional confidence. The Chief must embody strong leadership, which emphasizes ethical decision-making, consistent personnel practices, and a visible presence to strengthen morale and institutional confidence.

Recruitment, Retention, and Workforce Stability

Like many agencies nationwide, HPD faces ongoing staffing challenges among both sworn and civilian personnel. The next Chief will be tasked with implementing innovative recruitment and retention strategies, along with leveraging technology to help improve efficiency and service delivery.

Comprehensive Officer Wellness

Retention and workforce stability are closely tied to employee wellness. Through further development of on-going wellness strategies that address mental, emotional, and physical health, the next Chief will improve organizational resilience.

Governance, Labor, and Community Trust Environment

The Chief must navigate a complex governance and labor landscape shaped by past organizational challenges and sustained public scrutiny. Success will require steady, transparent leadership that builds credibility, strengthens relationships with the community, labor, and elected officials.



06. THE POSITION

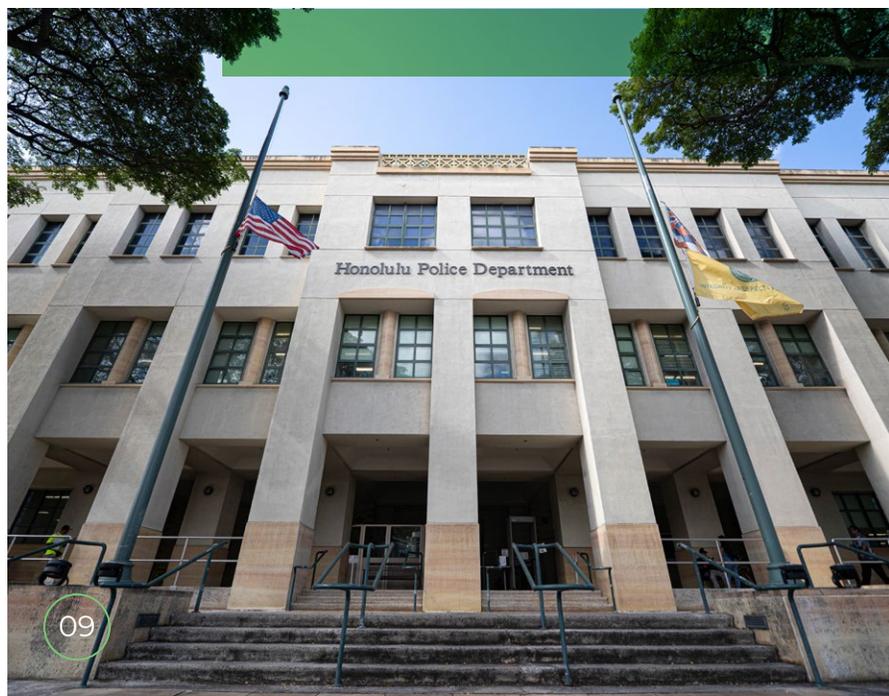
The Chief of Police serves as the executive leader of the Honolulu Police Department (HPD), providing strategic direction and comprehensive oversight of law enforcement operations, personnel management, fiscal administration, and organizational performance.

The Chief ensures the effective administration of departmental objectives and will lead the development and implementation of goals, policies, and programs that promote efficient, accountable, and community-focused policing.

As the head of a complex metropolitan police agency, the Chief sets the Department's vision, values, and ethical standards and ensures they are reflected in the department's mission. Exceptional leadership and executive management skills are required to guide the organization through sustained cultural and operational transformation while upholding the highest standards of professionalism.

The role demands clear, credible communication with elected officials, the Police Commission, labor representatives, and the broader community, along with a visible and engaged presence throughout districts and neighborhoods.

The Chief of Police is entrusted with preserving and protecting the peace, safeguarding preserving individual rights, protecting property, enforcing State and City laws, and preventing crime. The selected candidate should also prioritize developing an organization that is focused on the cycle of continuous improvement.



THE IDEAL CANDIDATE 07.

The ideal candidate is a principled, forward-looking leader capable of guiding one of the nation's most distinctive law enforcement agencies through a period of modernization and institutional realignment.

The next Chief will bring strong operational credibility and executive experience within a complex policing environment.

Honolulu requires a Chief who can advance a data-informed, technology-enabled, and community-centric policing strategy while reinforcing professional standards, measurable outcomes, and transparent accountability systems. Modernization will extend beyond technology and include aligning resources with clear priorities, strengthening performance management, and building trust by being open and transparent.

The successful candidate will unify the organization around clear expectations and consistent standards of conduct. Fair and transparent personnel practices, steady leadership, and visible engagement across ranks will be essential to restoring confidence, strengthening morale, and reinforcing institutional integrity.

Addressing recruitment and retention challenges will require innovative, market-responsive workforce strategies. The Chief must prioritize succession planning, leadership development, and mentorship while leveraging civilianization and technology to enhance efficiency and sustainability. Workforce stability and member well-being should be treated as strategic imperatives tied directly to operational readiness and long-term performance.

Operating within a commission-based governance structure, the Chief must demonstrate political acumen, disciplined execution, and effective relationship management with the Police Commission, elected leadership, labor representatives, and community stakeholders. Transparent communication and consistent follow-through will be critical to building trust and sustaining momentum.

Equally important is cultural competence and respect of O'ahu's unique identity. The next Chief must engage authentically with diverse cultural leaders, including Native Hawaiian leaders, business partners, and an international visitor population, fostering relationships grounded in listening, humility, and mutual respect.

This role presents a meaningful opportunity to strengthen HPD's culture, stabilize its workforce, modernize operations, and position the Department for sustained effectiveness and public confidence. The right leader will advance the organization thoughtfully and strategically, ensuring long-term stability and service excellence.



08.

MINIMUM QUALIFICATIONS

(See the Revised Charter of Honolulu, Section 6-1603)

- **United States Citizenship**
- **Education:** Bachelor's degree from an accredited four-year college or university
- **Experience:** Five years of law enforcement experience; three years in a responsible administrative capacity



09.

COMPENSATION & BENEFITS



The compensation for this position is competitive and will be based on the responsibilities of the position and the selected candidate's qualifications. HPD offers an excellent benefits package.

10. APPLICATION PROCEDURES



APPLY TODAY!

Public Sector Search & Consulting, Inc. is assisting the Honolulu Police Commission with this recruitment. Applicants should submit a compelling cover letter, resume, and a list of references via email at apply@publicsectorsearch.com. The first review of candidates will occur on April 3, 2026.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Gary Peterson, President/CEO

Public Sector Search & Consulting, Inc.

gary@publicsectorsearch.com

www.publicsectorsearch.com

6520 Lonetree Blvd., Suite 1040, Rocklin, CA 95765

mobile (916) 622-5323; office (916) 789-9990

Raising the bar for Public Sector Search

ADDRESS

6520 Lonetree Blvd.
Suite 1040
Rocklin, CA 95765

PHONE & FAX

Phone (916) 789-9990
Fax (916) 290-0201

WEB & EMAIL

Email info@publicsectorsearch.com
gary@publicsectorsearch.com
Web publicsectorsearch.com

 **Public Sector**
SEARCH & CONSULTING