Highly Confidential

City of Honolulu, HI
Chief of Police

Applicant Listing - Recommended
As of 4/17/26

Total Number of Applicants: 8

Candidate	Current Position	Under Consideration	
		Yes	No
Bowman, Kyle MA, Public Policy University of Chicago Harris School of Public Policy Chicago, IL MA, Homeland Security Leadership BS, Law Enforcement Siena Heights University Adrian, MI Executive Leaders Program – Naval Postgraduate School – Center for Homeland Defense & Security Fusion Leaders Program – Naval Postgraduate School – Center for Homeland Defense & Security	Chief of Police University of Chicago PD Chicago, IL Lt. Colonel (ret.) Michigan State Police Lansing, MI	☑	☐
Ebner, Scott MA, HR Management, Training & Development BA, Criminal Justice Seton Hall University South Orange, NJ Executive Leaders Program – Naval Postgraduate School – Center for Homeland Defense & Security FBI National Academy	Chief of Police (former) Glynn County PD Brunswick, GA Lieutenant Colonel (ret.) New Jersey State Police Trenton, NJ	☑	☐
Lambert, Mike Keoni BA, Public Administration University of Hawai'I, West O'ahu Kapolei, HI	Director Hawai'i Department of Law Enforcement Honolulu, HI	☑	☐

** Education and Certification Provided by Candidate, Subject to Verification*

Candidate	Current Position	Under Consideration	
		Yes	No
Lazar, David **BA, Project Management** **Saint Mary's College** **Moraga, CA** **Senior Executives in State and Local Government** **Harvard University** **PERF's - Senior Management** **Institute for Police** **Police Executive Leadership Institute Program** **(PELI), Major Cities Chiefs' Association**	Assistant Chief (ret.) San Francisco PD San Francisco, CA	☑	☐
Lynch, Brian **BA, Leadership** **Hawaii Loa College** **Honolulu, HI**	Assistant Chief of Police Honolulu PD Honolulu, HI	☑	☐
Moszkowicz, Benjamin T. **MS, Law Enforcement and Public Safety Leadership** **University of San Diego** **San Diego, CA** **BA, Public Administration – Justice Administration,** **University of Hawaii - West Oahu** **Kapolei, HI** **PERF's - Senior Management Institute for Police** **FBI National Academy**	Chief of Police (ret.) Hawai'i PD Hilo, Hawai'i Former Major Honolulu PD Honolulu, HI	☑	☐
Thompson, Daniel **MS, Organizational Leadership & Administration** **BS, Criminal Justice** **Concordia University** **Mequon, WI**	Chief of Police Waukesha PD Waukesha, WI	☑	☐
Vanic, Rade **BA, Architecture** **University of Hawai'i** **Manoa, HI**	Interim Chief of Police Honolulu PD Honolulu, HI	☑	☐

KYLE BOWMAN

Kyle Bowman, Chief of Police - University of Chicago Police Department
Deputy Director - Lieutenant Colonel, (ret.) Michigan State Police

CAREER OVERVIEW

Chief Kyle Bowman is a highly accomplished law enforcement executive with more than 31 years of experience, including current service as Chief of Police for the University of Chicago Police Department and prior service as Deputy Director (Lieutenant Colonel) with the Michigan State Police.

He has led large, complex organizations ranging from a major urban university police department to statewide law enforcement operations across all 83 counties in Michigan, overseeing approximately 1,900 personnel and a $350 million budget.

Chief Bowman is recognized for delivering measurable public safety outcomes, including significant reductions in violent crime, while simultaneously reforming organizational culture, strengthening workforce stability, and building trust across diverse communities. His leadership emphasizes data-driven policing, operational discipline, transparency, and accountability.

He presents as a "transitional leader" focused on restoring organizational effectiveness and rebuilding trust in agencies facing internal and external challenges.

Accomplishments:

- Achieved over 40% reduction in robbery and more than 25% reduction in violent crime in Chicago service area
- Led statewide law enforcement operations across Michigan, including major crisis events and civil unrest response
- Directed multi-agency investigation into domestic terrorism plot involving the Michigan Governor
- Built Strategic Operations Center integrating real-time intelligence, dispatch, and analytics
- Expanded staffing by 35% through modernized recruitment and retention strategies
- Established victim and witness services programs focused on trauma-informed care
- Advanced data-driven deployment models and COMPSTAT-style accountability systems

PROFESSIONAL ASSOCIATIONS / COMMUNITY INVOLVEMENT

- Former Executive Board Member, National Governors Security Association
- Former Member, U.S. Department of Homeland Security Government Coordinating Council
- Former Member, Ingham County Economic Development Board
- Former Adjunct Faculty, Siena Heights University

Chief Bowman has extensive experience engaging diverse communities, including international populations, and developing culturally competent policing strategies tailored to varied community needs.

EDUCATION / CREDENTIALS

Master of Arts, Public Policy – University of Chicago
Master of Arts, Homeland Security Leadership – Siena Heights University
Bachelor of Science, Law Enforcement – Siena Heights University

Additional executive training:

- Naval Postgraduate School (Executive Leaders & Fusion Center Programs)
- Harvard Kennedy School – Strategic Leadership

INTEREST IN THE POSITION

Chief Bowman is motivated by the opportunity to restore trust, stabilize the workforce, and reestablish accountability within the Honolulu Police Department. He views trust as the central issue facing the organization and emphasizes that it must be rebuilt through consistent leadership, measurable outcomes, and transparency.

He proposes:

- An initial "listening tour" to engage internal and external stakeholders
- Establishing a clear mission focused on community safety and victim prevention
- Strengthening alignment between leadership, workforce, and governance structures
- Leveraging data and technology to improve effectiveness and transparency

ORGANIZATIONAL ALIGNMENT EVALUATION

Principled, Ethical, Transparent Leadership

Alignment: High

Chief Bowman demonstrates a strong commitment to integrity, accountability, and transparency. He emphasizes that trust erosion is fundamentally a leadership failure and consistently reinforces the importance of ethical decision-making, clear communication, and follow-through. His approach prioritizes aligning leadership behavior with organizational values and community expectations.

Strategic, Forward-Looking Leadership

Alignment: High

He exhibits a systems-level perspective, focusing on long-term organizational alignment, workforce stability, and mission clarity. His emphasis on listening, assessment, and phased

implementation reflects a deliberate and strategic approach to leading complex organizational change.

Operational Credibility

Alignment: High

Chief Bowman brings extensive operational leadership experience across both statewide and urban and university policing environments. His command of large-scale operations, crisis response, and measurable crime reduction outcomes reinforces strong credibility with both executive leadership and line personnel.

Data-Driven / Technology / Modern Policing

Alignment: High

He demonstrates advanced application of data-driven policing, including COMPSTAT-style accountability systems, real-time operations centers, and analytics-driven deployment strategies. He views technology as essential to improving effectiveness, transparency, and workforce engagement.

ASSESSMENT OF MANAGEMENT STYLE AND SELF-AWARENESS

Chief Bowman is a disciplined, structured, and mission-focused leader who emphasizes accountability, clarity, and measurable outcomes.

Key characteristics:

- Results-Oriented: Focuses on tangible public safety outcomes and performance metrics
- Data-Driven Leader: Aligns strategy and operations with measurable goals
- Organizational Reformer: Demonstrated ability to improve culture, professionalism, and workforce stability
- Transparent and Principled: Emphasizes integrity, consistency, and ethical leadership
- Strategic Thinker: Approaches challenges through systems-level planning and alignment

He demonstrates strong executive presence and the ability to lead through complex, high-pressure environments while maintaining clarity of purpose and direction.

CONTROVERSY

No significant controversies were identified in the materials provided.

RECRUITERS' ASSESSMENT

Chief Kyle Bowman is a highly experienced, disciplined, and outcomes-driven executive with a demonstrated ability to lead complex organizations through reform and stabilization. His background reflects the ability to:

- Lead large-scale, multi-jurisdictional law enforcement operations
- Deliver measurable crime reduction and operational outcomes
- Align organizational culture with mission, accountability, and performance
- Implement modern, data-driven policing strategies
- Build trust through transparency, consistency, and leadership integrity

Overall Assessment:

A highly capable, structured, and strategically aligned leader with strong executive experience and a proven ability to drive organizational transformation, improve accountability, and restore trust in complex policing environments.

He demonstrates strong executive presence and the ability to lead through complex, high-pressure environments while maintaining clarity of mission and purpose.

PSSC recommends Chief Bowman for the initial interviews.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

KYLE BOWMAN

Chicago, Illinois | 517.282.9514 | bowman1700@gmail.com

March 8, 2026

Honolulu Police Commission
City and County of Honolulu
Honolulu, Hawaii

Submitted via: apply@publicsectorsearch.com

Dear Members of the Honolulu Police Commission:

Every police department that has lost the trust of its community lost it the same way gradually, then all at once, through a series of decisions that prioritized the institution over the people it exists to serve. Restoring that trust is not a communications problem or a policy problem. It is a leadership problem. I am writing to express my strong interest in serving as the next Chief of Police for the Honolulu Police Department because rebuilding trust with the community, with the workforce, and with the governance structures that provide accountability is the defining challenge of this role, and it is the work I have spent thirty-one years preparing to lead.

Trust, in practice, is built through results that people can see and feel. At the University of Chicago Police Department, a CALEA accredited agency serving a 3.5 square mile urban environment my team achieved more than 40% robbery reduction and over 25% violent crime reduction in 2025, with some areas reaching their lowest crime levels in more than 50 years. These numbers matter not just as metrics, but because they represent something real: residents and students who feel safer walking to class, taking public transit, and living in their neighborhoods. I also established a Victim and Witness Services Unit with civilian case workers providing trauma-informed support because trust is built not only by preventing crime, but by how a department treats people when something goes wrong. And I built a Strategic Operations Center integrating real-time intelligence, surveillance, and dispatch to give our people the tools to be genuinely effective because community trust evaporates when residents see a department that is reactive, disorganized, or unable to respond.

Before Chicago, I spent 27 years at the Michigan State Police, advancing to Deputy Director/Lieutenant Colonel of Field Operations responsible for statewide operations across all 83 counties, 1,900 personnel, and a $350M budget. That experience tested my leadership in ways that cannot be replicated: directing more than 80 field deployments during the civil unrest of summer 2020; a multi-agency investigation into the plot to kidnap Michigan's Governor; managing a statewide law enforcement response to a global pandemic. Each of those moments required the same thing that HPD's next chapter requires steady, transparent leadership that does not waver under pressure, does not shift blame, and follows through on what it commits to. I also served eight years on the Governor's Executive Protection Detail, an assignment built entirely on discretion, precision, and the trust of those you serve.

Restoring public trust begins inside the organization. Officers who feel unsupported, undervalued, or disconnected from leadership cannot build the external relationships that safe communities require. At UCPD, I expanded staffing by 35% through modernized recruitment and retention strategies, restructured shift models based on crime data to improve officer wellness, and invested in leadership development and succession planning. I have worked

alongside labor representatives throughout my career with a philosophy grounded in transparency and mutual accountability not because it is required, but because a department whose officers and chief are pulling in opposite directions will never be able to project the coherence and consistency that trust demands.

I understand that Honolulu is not a generic American city, and that the next Chief must earn trust within a community with its own distinct identity, history, and values including a well-documented and legitimate concern about racial disparities in how policing has been applied. The data on use of force involving Native Hawaiian, Pacific Islander, Black, and Micronesian community members is not ambiguous, and the response from previous HPD leadership denial, deflection, and dismissal made the problem worse. I will not manage data to protect the institution. The same accountability framework I applied at UCPD transparent metrics, honest assessment of where outcomes fall short, and community partnership built on follow through rather than promises is exactly what the trust gap in Honolulu requires. I also come with direct experience building multilingual, culturally competent service delivery from the ground up, and I understand that trust across cultural difference is earned through consistency over time, not announced in a press release.

I recognize that Honolulu is a close-knit community, and that an outside candidate carries the burden of demonstrating fit rather than assuming it. I accept that burden. What I offer in return is perspective unclouded by institutional history, and a genuine commitment to the officers and civilians of HPD people who by their own accounts have felt under-resourced, undervalued, and caught between a department in crisis and a community that has lost confidence in it. They deserve a chief who will advocate for them while also holding the entire organization starting with leadership to clear, consistent standards. The Commission's authority is not something I would work around it is a structure I would engage directly and openly, because accountability at the top is the only foundation on which officer trust, community trust, and lasting reform can be built.

The Honolulu Police Department has an opportunity to turn the page. I would be honored to help write the next chapter. I welcome the opportunity to speak with the Commission directly, and I am happy to provide any additional materials that would be helpful to your review.

Respectfully submitted,

Kyle Bowman

KYLE BOWMAN

Chicago, Illinois | 517.282.9514 | bowman1700@gmail.com

EXECUTIVE PROFILE

Thirty-one year law enforcement executive with a consistent record of reducing violent crime, reforming organizational culture, stabilizing workforces, and building authentic community trust across diverse and complex populations. Currently serving as Chief of Police at the University of Chicago a CALEA accredited department where strategic, data driven policing has produced more than 40% robbery reduction and over 25% violent crime reduction, with some areas reaching their lowest crime levels in more than 50 years. Previously served as Deputy Director / Lieutenant Colonel at the Michigan State Police, directing statewide field operations across all 83 counties with 1,900 personnel and a $350M budget. Brings executive-level experience in technology modernization, workforce development, civilian oversight accountability, labor relations, and multicultural community engagement directly aligned with HPD's priorities for reform, stabilization, and sustained public confidence.

CORE COMPETENCIES

Data-Driven & Intelligence-Led Policing | Organizational Culture Reform | Workforce Recruitment & Retention
Technology Modernization & Innovation | Multicultural Community Engagement | Labor & Union Relations | Crisis & Emergency Management
Succession Planning & Leadership Development | Critical Infrastructure Protection | Executive Protection & Threat Management
Homeland Security & Federal Partnerships | Large-Scale Event Security (100K+ attendees)

PROFESSIONAL EXPERIENCE

Chief of Police | *University of Chicago Police Department — Chicago, IL* 2022 – Present

Lead a CALEA accredited, full service law enforcement agency serving a major research university and 5.5 square miles of surrounding urban neighborhoods a dynamic, densely populated environment including Hyde Park, Woodlawn, and North Kenwood/Oakland. Direct 100+ state-certified officers and civilian personnel across patrol, investigations, a Strategic Operations Center, Medical Center, Community Service Officers, dispatch, training, and victim/witness services. Operate within a complex governance environment involving university leadership, civilian oversight, and labor representatives.

Crime Reduction & Community Safety

- Achieved more than 40% robbery reduction and over 25% violent crime reduction in 2025 compared to 2024 across a 5.5 square mile patrol area with some areas reaching their lowest crime levels in more than 50 years representing the second consecutive year of substantial, sustained crime decline.
- Implemented tailored, data informed public safety strategies across distinct communities from campus to surrounding neighborhoods with varying socioeconomic profiles while maintaining consistent standards across the full patrol area.
- Built authentic partnerships with a richly multicultural community population including international students, faculty, and staff representing dozens of countries and languages developing trust and communication strategies directly applicable to diverse urban and visitor populations.
- Developed and institutionalized a certified Translator/Interpreter Program leveraging multilingual staff to ensure equitable, culturally competent service delivery across all community members.
- Established a Victim and Witness Services Unit staffed by civilian case workers providing trauma-informed, holistic support for community members impacted by crime.

Technology Modernization & Operational Excellence

- Secured capital funding and established a Strategic Operations Center integrating 24/7 dispatch, video surveillance, intelligence analysis, and command oversight elevating situational awareness, critical incident readiness, and real-time decision support.
- Advanced COMPSTAT to modernize trend analysis and resource deployment, aligning department capabilities with university priorities in data analytics.

- Transitioned field training documentation from paper to automated systems, improving transparency, accountability, and administrative efficiency.

Workforce Development & Organizational Culture

- Expanded department staffing by 35% through modernized, service-oriented recruitment and retention strategies with emphasis on cultural competency and community fit.
- Designed and led a department wide professionalism and integrity culture initiative anchored in values based leadership, establishing shared purpose and clear standards of conduct across all ranks.
- Created a Deputy Chief position dedicated to Medical Center operations, establishing executive level coordination with trauma center leadership and aligning law enforcement presence with hospital operational needs.
- Restructured specialized unit shift models from 12-hour to 10-hour schedules based on crime pattern analysis, improving officer wellness, and optimizing deployment coverage.

Lieutenant Colonel – Deputy Director, Field Operations Bureau | *Michigan State Police — Lansing, MI* 2020 – 2022

Directed statewide field operations across all 83 Michigan counties spanning Detroit's urban core to rural and tribal communities overseeing 1,900 sworn and civilian personnel and managing a $350M annual budget. Served on senior command staff reporting directly to the MSP Director and the Governor's office. Responsible for emergency management, crime reduction strategy, resource allocation, and executive leadership across the full spectrum of state law enforcement operations.

- Directed 80+ field deployments during civil unrest and high-profile incidents in summer 2020, ensuring public safety through coordinated, community-sensitive response models across diverse geographic and demographic environments.
- Exercised command authority over the Special Operations Division including executive protection, bomb squad, Emergency Support Team, canine teams, dive team and aviation maintaining operational readiness and interagency coordination.
- Oversaw investigation of the nationally recognized domestic terrorism plot to kidnap the Michigan Governor, managing multi-agency collaboration with FBI, DHS, and federal partners.
- Coordinated statewide law enforcement surge operations, reallocating resources to high-crime regions and providing surge support to under-resourced municipalities.
- Developed and executed multicultural community engagement initiatives including a public roundtable with the Hispanic community and Mexican Consulate General, and rolled out the MSP Translator/Interpreter Program with policy modifications supporting immigrant populations.
- Managed the state's coordinated law enforcement response to the COVID-19 pandemic, including execution of executive orders requiring cross-agency collaboration and public communication under sustained pressure.

District Captain – Field Services Bureau | *Michigan State Police — Lansing, MI* 2018 – 2020

Commanded state police operations across a 9-county district with four posts, supervising specialty units, investigative teams, and special event security operations.

- Coordinated multi-agency security for major large-scale events including 100,000+ attendee mass gatherings, NASCAR events at Michigan International Speedway, State of the State addresses, and regional public events.
- Created and deployed the Michigan State Police Tactical Bicycle Unit as a community policing and non-enforcement engagement tool an innovation still actively utilized at major events today.
- Directed multi-agency responses to gang violence, trafficking, and violent crime spikes across the district.
- Advanced regional school safety partnerships and led implementation of threat response protocols.

First Lieutenant – Section Commander, State Security Operations - **State Capitol** | *Michigan State Police* 2016 – 2018

- Created and operationalized the Michigan Tactical Bicycle Unit, researching equipment, training methodology, and deployment doctrine for large-scale events and civil demonstrations.

- Managed security for mass public events including demonstrations with thousands of attendees, ensuring constitutional rights while maintaining public safety.
- Served as lead police agency at the State Capitol Complex, ensuring continuity of government operations.

Detective First Lieutenant – Director, Michigan Intelligence Operations Center | *Michigan State Police* 2013 – 2014

Led Michigan's state-level intelligence fusion center coordinating with federal, state, and local partners. Oversaw a multimillion-dollar operating budget and a 48-person multi-agency team.

- Supervised criminal gang and homeland threat analysis teams; designed intelligence-sharing frameworks supporting real-time prevention and response.
- Served as primary liaison with federal intelligence partners — FBI, DEA, DHS, and U.S. Secret Service.
- Developed data-driven analytical models to identify emerging threat patterns and support proactive law enforcement deployment across the state.

First Lieutenant – Post Commander, Jackson Post | *Michigan State Police* 2014 – 2016

- Led decentralized state police operations across two counties; oversaw all criminal investigative needs for four state correctional facilities.
- Developed intelligence-based operational schedules using data-driven deployment models; served as department public information officer.

Homeland Security Advisor to the Governor of Michigan | *Office of the Governor — Lansing, MI* 2009 – 2011

- Coordinated $8M in federal homeland security grant funding across seven state agencies, strengthening statewide preparedness and interagency collaboration.
- Provided classified threat briefings to the Governor and senior staff on national security events, including the Northwest Flight 253 underwear bomber incident — coordinating response with federal partners and managing facility security protocols.
- Identified and implemented best practices that improved efficiency of state homeland security operations across disciplines.

Additional MSP Leadership Roles | *Michigan State Police* 1995 – 2013

- Lieutenant & Assistant Section Commander, Critical Infrastructure Analysis & Response Section (2008–2009)
- Sergeant / Governor's Security Detail – Executive Protection Section (8 years total) — coordinated protective operations for Michigan's first family and national and international dignitaries, including Super Bowl XL (2006) and National Governors Association Annual Summit (2007).
- Lieutenant / Assistant Post Commander, Lansing Post; Operations Section, State Fusion Center (2011–2013)

EDUCATION

Master of Arts, Public Policy | *University of Chicago, Harris School of Public Policy* 2024

Master of Arts, Homeland Security Leadership | *Siena Heights University — Adrian, MI* 2009

Bachelor of Science, Law Enforcement | *Siena Heights University — Adrian, MI* 2007

Executive Leaders Program | *Naval Postgraduate School – Center for Homeland Defense & Security* 2011

Fusion Leaders Program | *Naval Postgraduate School – Center for Homeland Defense & Security*
2013

CERTIFICATIONS & CREDENTIALS

- Michigan Commission on Law Enforcement Standards (MCOLES) – Certified
- CALEA Accreditation – Active experience leading accredited department
- Certified Instructor, Leadership in Police Organizations – International Association of Chiefs of Police (IACP)
- Incident Command System (ICS) – Certified
- U.S. State Department Diplomatic Security Service Training
- Harvard Kennedy School of Education - Strategic Leadership: Enhancing Your Personal Effectiveness

PROFESSIONAL AFFILIATIONS & SERVICE

- Former Executive Board Member, National Governors Security Association
- Former Member, U.S. Department of Homeland Security – State, Local, Tribal & Territorial Government Coordinating Council
- Former Member, Ingham County Economic Development Board (2017–2021)
- Former Adjunct Faculty, Homeland Security – Siena Heights University (2009-2013)

SCOTT EBNER

Scott M. Ebner, Former Chief of Police, Glynn County Police Department and Public Safety Director, Glynn County Board of Commissioners Deputy Director – Lieutenant Colonel (ret.), New Jersey State Police

CAREER OVERVIEW

Chief Scott Ebner is a transformational public safety executive with more than 30 years of law enforcement experience, including service as Public Safety Director and Chief of Police in Glynn County, Georgia, and senior executive leadership roles with the New Jersey State Police.

He has led large, complex organizations across multiple public safety disciplines, overseeing more than 300 personnel in combined police, fire, emergency management, and support services, as well as statewide operations involving over 4,000 personnel and budgets exceeding $400 million.

Chief Ebner is recognized for driving organizational transformation, strengthening accountability systems, modernizing operations, and improving workforce stability and public trust. His leadership emphasizes transparency, collaboration, ethical governance, and data-informed decision-making in complex governmental environments.

Accomplishments:

- Led multi-agency public safety organization integrating police, fire, EMS, and emergency management operations
- Increased sworn staffing by 25% and achieved full staffing for fire and EMS through strategic recruitment initiatives
- Established Office of Professional Standards and Accountability to institutionalize ethics and oversight
- Implemented public information and transparency initiatives strengthening community trust and media relations
- Directed statewide intelligence, fusion center, and investigative operations supporting counterterrorism and major crime response
- Led CALEA reaccreditation and achieved state certification, elevating professional standards
- Managed large-scale budgets (up to $400M) aligning resources with operational priorities
- Advanced technology and analytics platforms to modernize policing operations

COMMUNITY INVOLVEMENT

Chief Ebner has demonstrated strong engagement with elected officials, community stakeholders, and interagency partners, fostering collaboration, transparency, and shared accountability across jurisdictions.

EDUCATION / CREDENTIALS

Master of Arts, Human Resource Management & Training – Seton Hall University
Bachelor of Arts, Criminal Justice – Seton Hall University

Professional development:

- FBI National Academy (238th Session Graduate)
- Naval Postgraduate School – Executive Leaders Program
- Certified Public Manager Program (University of Georgia)

INTEREST IN THE POSITION

Chief Ebner is motivated by the opportunity to lead the Honolulu Police Department through modernization, workforce stabilization, and restoration of public trust. He emphasizes the importance of transparency, accountability, and collaboration in guiding the organization toward a modern, community-focused, and data-driven policing model.

His leadership focus includes:

- Strengthening organizational culture and professionalism
- Enhancing recruitment, retention, and workforce resilience
- Advancing data-driven and technology-enabled policing
- Building strong partnerships with governing bodies and the community

ORGANIZATIONAL ALIGNMENT EVALUATION

Principled, Ethical, Transparent Leadership

Alignment: High
Chief Ebner demonstrates a strong commitment to ethical leadership, transparency, and accountability. His establishment of Offices of Professional Standards and Accountability, along with emphasis on fair and consistent personnel practices, reflects a disciplined and principled leadership approach grounded in integrity.

Strategic, Forward-Looking Leadership
Alignment: High
He exhibits a systems-level perspective, leading large-scale organizational reforms, implementing long-term strategic initiatives, and aligning operations across multiple public safety disciplines. His experience managing complex agencies and driving modernization reflects forward-thinking leadership.

Operational Credibility
Alignment: High
Chief Ebner brings extensive operational credibility, having commanded major investigative, intelligence, and administrative functions at both local and statewide levels. His leadership of

fusion centers, major crime investigations, and multi-agency operations reinforces strong credibility across all ranks.

Data-Driven / Technology / Modern Policing
Alignment: High
He demonstrates strong experience in advancing technology and analytics, including the implementation of real-time systems, statewide data platforms, and performance management tools. His focus on modernization supports proactive, intelligence-led policing strategies.

ASSESSMENT OF MANAGEMENT STYLE AND SELF-AWARENESS

Chief Ebner is a structured, collaborative, and results-oriented executive who emphasizes accountability, professionalism, and organizational alignment.

Key characteristics:

- **Transformational Leader:** Proven ability to drive organizational reform and modernization
- **Collaborative Executive:** Strong emphasis on partnerships with government, labor, and community stakeholders
- **Accountability-Focused:** Establishes clear standards, oversight structures, and performance expectations
- **Strategic Thinker:** Aligns resources, policy, and operations with long-term public safety objectives
- **People-Oriented Leader:** Prioritizes workforce development, morale, and retention

He demonstrates strong executive presence, with the ability to lead complex organizations through change while maintaining operational stability and public trust.

CONTROVERSY

Discrimination & Favoritism Lawsuits (New Jersey State Police)
The most significant and recurring issue tied to Ebner involves multiple lawsuits alleging discrimination during his tenure as a senior leader in the New Jersey State Police by virtue of his position in the department.

While Ebner was named in six lawsuits (2017–2023) alleging:

- Workplace gender discrimination
- Favoritism and retaliation against female troopers in promotions (Tier System – promotions be from within the Tier – all promotions are approved via chain of command to the Colonel and signed off by the Attorney General

Another case involved disability discrimination claims, with no specific allegations as to Ebner.

Important context: Ebner **has not** been found liable in these cases. Three claims were dismissed, and he was **removed** as a defendant. Two cases are still pending. The candidate has not been contacted by the State's council for a statement or deposition.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

Scott M. Ebner

Brunswick, GA (732) 232-9262 ScottMEbner@gmail.com

March 16, 2026
Honolulu Police Commission
City and County of Honolulu

Dear Honolulu Police Commission Members,

I am honored to submit my application for the position of Chief of Police for the City and County of Honolulu. With over three decades of executive law enforcement experience, including transformational leadership as Chief of Police, Public Safety Director, and as a senior executive with the New Jersey State Police, I am prepared to lead the Honolulu Police Department (HPD) through modernization, workforce stabilization, and community trust-building.

Throughout my career, I have embraced the responsibilities and opportunities of leading large, complex, and diverse organizations. As Chief of Police and Public Safety Director in Glynn County, Georgia, I oversaw more than 300 employees across Police, Fire Rescue, Emergency Management, and Animal Services, managing a $48.7M budget and implementing strategic reforms to improve operational efficiency, workforce resilience, and public trust. My leadership style is founded on transparency, accountability, and collaboration, which I believe are essential to guiding HPD toward a modern, community-focused, and data-driven policing model. I have led initiatives to elevate hiring standards, build officer wellness programs, and implement innovative recruitment and retention strategies, demonstrating measurable impacts in staffing, morale, and performance.

My tenure as Lieutenant Colonel and Deputy Superintendent with the New Jersey State Police included executive command of the Administration and Investigations Branches, the State Fusion Center, and service as Chief of Staff. In these roles, I managed budgets up to $400M, managed 4,000+ sworn and civilian employees, and drove major transformation projects, including CALEA re-accreditation, implementation of real-time analytics and technology platforms, and the development of performance management systems focused on transparency and measurable outcomes. I am well-versed in navigating complex government structures, collaborating with oversight commissions, elected officials, labor organizations, and community leaders to align organizational priorities and advance public safety objectives.

I am deeply committed to fostering a culture of integrity, professionalism, and continuous improvement. By establishing Offices of Professional Standards and Accountability, I have championed ethical leadership, fair and transparent personnel practices, and open communication across all ranks. My direct engagement with the community, through outreach, public information initiatives, and stakeholder partnerships, has consistently promoted trust, inclusivity, and responsiveness to the needs of diverse populations. I also bring extensive experience managing special events and major incidents, and have led interagency collaborations with federal, state, and local partners to ensure effective emergency response and operational readiness.

As a graduate of the FBI National Academy, the Naval Postgraduate School's Executive Leaders Program, and multiple executive development programs, I remain committed to professional growth and the advancement of evidence-based, community-oriented policing strategies. My education includes a Master's in HR Management Training and Development and a Bachelor's in Criminal Justice from Seton Hall University.

I am motivated by the opportunity to serve as a principled, forward-thinking Chief who will strengthen HPD's culture, modernize its operations, and reinforce public trust. I look forward to partnering with the Honolulu Police Commission, city leadership, HPD's dedicated personnel, and the community to achieve shared goals and deliver premier public safety services to O'ahu. Thank you for your consideration.

Sincerely,

Scott M. Ebner

Scott M. Ebner

Brunswick, GA (732) 232-9262 ScottMEbner@gmail.com

EXECUTIVE SUMMARY

Transformational and forward-thinking public safety and law enforcement executive with extensive experience in various areas of operations management, strategic leadership, leading through significant change, introducing innovative technology to advance operations, and building relationships centered around trust, transparency, and credibility. Recognized as a strategic visionary through building high-performing and diverse teams, leading and executing large-scale organizational initiatives, maintaining open and robust communication, inspiring actions consistent with organizational values, and demonstrating exceptional integrity and work ethic. Astute in building a solid workplace culture by attracting and motivating diverse talent, communicating effectively, and working collaboratively with staff, leadership, and the community.

CORE COMPETENCIES

- Strategic Planning
- Operational Leadership
- Public Safety
- Visionary Leadership
- Security Specialist Management
- HR Management
- Labor Relations
- Policy & Strategy Development
- Collaborative Thinking
- Investigations & Internal Affairs
- Administrative Law
- Financial & Budgetary Management
- Ethics & Privacy

DEVELOPMENT &EDUCATION

University of Georgia
Certified Public Manager's Program

State of Georgia Executive
Law Enforcement Certification

Georgia Association of Chiefs of Police
Chief Executive Training

Federal Bureau of Investigation
Executive Development Training

Center For Homeland Defense & Security (CHDS) Naval Postgraduate School
Executive Leaders Program

FBI National Academy
238th Session Graduate

Seton Hall University
M.A., HR Management, Training and Development

B.A., Criminal Justice

PROFESSIONAL EXPERIENCE

Glynn County Board of Commissioners 03/2023 - 01/2026
Public Safety Director
Glynn County Police Department
Chief of Police

Serves as the Public Safety Director and Chief of Police leading 300 employees across multiple departments including Police, Fire Rescue, Emergency Management, and Animal Services, along with managing a $48.7M annual budget.

- Supervises and coordinates activities of multifaceted operational departments, including Police, Fire, Animal Control, and Emergency Management Services, ensuring legal, efficient, and responsive operations while fostering community trust.
- Plans, organizes, and provides strategic management direction, directing the preparation of strategic goals and work objectives to meet community public safety needs while ensuring consistent and efficient service delivery in a high-tourism environment.
- Leads the operational management and all functions of the Police Department, which includes Uniformed Patrol, Criminal Investigations, Support Services, Administration, and the Office of Professional Standards, ensuring the administration of duties and adherence to departmental integrity, goals, policies, and procedures.
- Develops and administers both operating and capital budgets (48.7 million) for various departments, offering recommendations, reviewing budget requests, overseeing adherence to financial parameters, and prioritizing resource allocation to meet operational needs while exploring alternative funding sources including state and federal grants to maintain and improve services.
- Fosters positive communications and transparency and maintains relationships between elected officials, county staff, other law enforcement leaders, and community stakeholders, enhancing trust and collaborative decision-making while exchanging critical information and coordinating activities.
- Formulates and amends departmental policies and procedures to improve operational efficiency and ensure adherence to professional and legal standards.
- Evaluates departmental performance and develops contingency plans for potential disasters, ensuring readiness and effective response.
- Represents the county at various civic engagements, addressing community concerns and promoting goodwill through presentations and speeches.
- Prepares and presents agenda items to the Board of Commissioners, ensuring transparency and informed decision-making.
- Conducts personnel management, including hiring, training, personnel allocations and assignments, performance evaluations, personnel transfers and promotions, and discipline while supervising command level employees and addressing departmental concerns.
- Regularly consults with County Commissioners, County Manager, other senior management, and stakeholders to report on key issues and progress toward public safety goals.
- Upholds personnel standards through equal accountability, fair and equitable corrective measures and discipline, training, setting expectations, and communicating a shared vision, missions, values.

Accomplishments:

- Developed, negotiated, and implemented a tiered structure for pay raises that aligns with the duties and responsibilities of police, fire, and emergency medical services (EMS) personnel.
- Led and managed comprehensive recruitment campaigns that successfully increased the number of sworn police personnel by 25% and achieved full staffing capacity for fire and EMS.
- Established a public information initiative for the police department to ensure the consistent dissemination of information regarding both positive and negative incidents. This initiative significantly enhanced community trust in the agency through effective engagement with media outlets and social media platforms.
- Improved existing police hiring standards by raising the criteria and instituting a rigorous comprehensive background check process to eliminate unsuitable candidates.
- Established the Office of Professional Standards and Accountability to promote a culture of accountability, professionalism, and procedural justice within the police department to ensure fairness and accountability.
- Procured new firearms to replace outdated equipment and acquired a much-needed armored rescue vehicle through astute resource management and strategic allocation.

Scott M. Ebner

Brunswick, GA (732) 232-9262 ScottMEbner@gmail.com

PROFESSIONAL EXPERIENCE (continued)

New Jersey (NJ) State Police 1995 - 03/2022

Lieutenant Colonel, Administration Branch 2019 - 03/2022

Chosen to serve as the Administration Branch Commander, leading 300+ sworn law enforcement officers and 300+ civilian employees, along with a $400M annual budget with $100M+ in grant expenditures.

- Attracted, recruited, and retained a high-performing team to execute goals and deliverables and managed the NJ State Police Training Academy. Supported members by leveraging the Employee Assistance Program (EAP) and providing peer assistance.
- Trained 400+ members during the pandemic, exceeding national standards for operational excellence.
- Negotiated labor contracts with three bargaining unions representing all sworn members.
- Procured and developed software and hardware, including implementing a state-of-the-art application utilized for electronic publishing of crime statistics enabling State Police to be more proactive with advanced knowledge, at the forefront of the nation, to better use technology to fight crime.
- Managed a 2,500+ vehicle fleet program, including oversight of the program's procurement, upfitting, and maintenance.
- Oversaw the site security and maintenance for 185 properties, including 138 State Police buildings.
- Facilitated instruction to executive leaders at the NJSP Academy, providing leadership development courses to newly appointed leaders on situational, transformation, servant, and visionary leadership styles.
- Served as the NJ State Police Ethics & Privacy Officer, ensuring all sworn and civilian members are trained and in compliance with the Attorney General's Ethics Policy.
- Conceptualized and launched the Office of Employee Relations and Community Outreach, focused on enhancing internal and external outreach to NJ communities, sworn, and civilian personnel to elevate community service strategies.
- Secured reaccreditation by leading the efforts with the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the initial accreditation for the NJ State Police Academy.
- Provided oversight to CRF and CARES grants funding, acquisition of personal protective equipment (PPE), disaster response and purchases, and staffing issues for 4K members of the NJ State Police in response to the Covid-19 pandemic.

Lieutenant Colonel, Investigations Branch 2018 - 2019

Selected by the Superintendent to serve as the Deputy Superintendent of Investigations to lead 750+ members, including administrative staff and Forensic Scientists, across three sections within the Investigations Branch, including the Intelligence and Criminal Enterprise Section, Special Investigations Section, and the Forensic and Technical Services Section.

- Oversaw four state police crime laboratories required to examine state law enforcement drug submissions, sexual assault kits, DNA examinations (including the new rapid DNA collection and examination).
- Fostered strong relationships with federal, state, and local agencies in fulfilling a shared mission of combatting and reducing crimes, countering terrorism, aiding prosecutions, and providing professional forensic and technical services to support various criminal investigations throughout the state.
- Led highly trained detectives in the NJ State Police Major Crime Unit charged with leveraging strong expertise in investigating officer-involved shootings, homicides, suspicious deaths, and kidnapping.
- Engaged learning programs to develop expertise in deadly force issues and investigative experience.
- Oversaw the NJ State Police Crime Gun Initiative while leveraging the National Integrated Ballistic Information Network (NIBIN) for the State of New Jersey, an integral initiative in solving gun-related crimes throughout the region.

Lieutenant Colonel/Director, NJ Regional Operations & Intelligence Center (New Jersey's State Fusion Center) 2017 - 2018

Tapped to serve as the NJ Regional Operations & Intelligence Center Director, a joint inter-agency enterprise, with approximately 170 sworn law enforcement officers from federal, state, and local agencies, civilian analysts, statisticians, and support staff. Provided supervisory oversight to the NJ State Police partnership with the NJ Office of Homeland Security and Preparedness in the areas of critical infrastructure protection, cyber threat security, suspicious activity reporting, and proactive risk mitigation.

- Strengthened regional preparedness, prevention, investigations, enforcement, response, and resiliency efforts by creating, implementing, and managing various strategic programs.
- Served as the public sector chairperson for the Fusion Center's Public Sector Advisory Group.
- Directed a multi-agency platform dedicated to the NJ drug monitoring initiative designed to combat the nation's opioid crisis.

Scott M. Ebner

Brunswick, GA (732) 232-9262 ScottMEbner@gmail.com

PROFESSIONAL EXPERIENCE (continued)

Lieutenant Colonel/Chief of Staff 2016 - 2017

Appointed as the chief of staff to the Superintendent of the NJ State Police to serve as a liaison, managing approximately 3K sworn members, 1K+ civilian employees, and coordinating daily operations with Operations, Homeland Security, Investigations, Administrative Branches, and Office of the Regional Operations & Intelligence Center. Oversaw the community engagement the NJ State Police provided to the 89 municipalities who rely on the NJ State Police for sole police services.

- Partnered with the Attorney General's Office, the Governor's Office, and the NJ Division of Law on civil litigation matters.
- Managed complex issues impacting the operational, administrative, and support mission of the NJ State Police with all levels of leadership, bargaining units, external law enforcement agencies, and government officials. Ensured operational continuity, fiscal oversight, public accountability, and effective response.
- Facilitated instruction in leadership, supervision, ethics, and criminal/internal affairs investigations at the NJ State Police Academy to recruits and sworn law enforcement members.
- Led the Office of Public Information and Community Outreach Engagement initiatives for the NJ State Police.

Major/Troop Commander – Central Region 2015 - 2016

Captain/Internal Affairs Bureau Chief 2013 - 2015

Lieutenant/Assistant Bureau Chief/Unit Head 2012 - 2013

Detective Sergeant First Class/Internal Affairs Investigations Unit 2010 - 2012

Detective Sergeant/Internal Affairs Investigations Unit 2006 - 2010

Detective, Criminal Investigations Office 2002 - 2006

Uniformed Trooper 1995 - 2002

Cape Coral Police Department, Police Officer 1991 - 1995

EXECTIVE BOARDS & PROFESSIONAL MEMBERSHIPS

Police Executive Research Forum, *Associate Member*

Georgia Association of Chiefs of Police, *Associate Member*

FBI National Academy Associates/Georgia Chapter, *Associate Member*

FBI National Academy Associates/New Jersey Chapter, *Associate Member*

International Association of Chiefs of Police (IACP), *Associate Member*

Middle Atlantic – Great Lakes Organized Crime Law Enforcement Network (MAGLOCLEN), *Regional Information Sharing Systems (RISS) Policy Board Member*

New Jersey Department of Law and Public Safety/New Jersey State Police, *Agency Ethics Officer and Privacy Officer*

Chiefs of County Detectives Association of New Jersey, *Associate Member*

Association of State Criminal Investigative Agencies, *Past Associate Member | Officers Use of Force Investigations Committee*

AWARDS

Chamber of Commerce Merit Award 05/16/2025

Elk's Lodge Citizen of the Year Award 04/25/2025

References

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Jeff Hadley - Chief of Police (Professional)

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Richmond Hill, Georgia, 31324
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Richard Rosell - The Rosell Group
Retired Chief of Police / Director of Public Safety (Professional)

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Kevin White – Director of Global Investigation (Personal)

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Frank Crisologo – Chief of Detectives (Personal)

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Vincent DiCristofalo - Fire Chief (Professional)

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Email: vdicristofalo@glynncounty-ga.gov

GLYNN COUNTY BOARD OF COMMISSIONERS

1725 Reynolds Street, Third Floor, Brunswick, GA 31520
Phone: (912) 554-7404 Fax: (912) 554-7596
www.glynncounty.org

Walter Rafolski
Chairman

Wayne Neal
Vice-chairman

Sammy Tostensen
District 1

Bob Duncan
District 2

David Sweat
District 4

Allen Booker
District 5

Bo Clark
At-Large Post 1

Chairman Walter Rafolski
Glynn County Board of Commissioners
1725 Reynolds Street
Brunswick, GA 31520

December 21, 2025

To whom it May Concern,

I am pleased to recommend Scott Ebner, who has served with distinction as Public Safety Director and Chief of Police. His leadership and commitment to excellence have greatly improved our county's public safety operations.

Mr. Ebner has consistently demonstrated dedication to public service, innovative problem-solving, and strong ethical standards. His focus on collaboration among agencies and with the community has led to measurable improvements in public safety and emergency preparedness.

Mr. Ebner led key personnel initiatives, developing competitive compensation for all public safety divisions and securing essential funding through strategic grants. He prioritized transparency and public trust by establishing dedicated communications roles and leading recruitment efforts that improved staffing and operational readiness.

Under Mr. Ebner's leadership, Glynn County achieved state police certification, established the Office of Professional Standards and Accountability, and implemented policy and procedural enhancements that raised organizational standards. He modernized public safety operations by advancing technology and equipment, ensuring teams have the resources and expertise to address current challenges.

Mr. Ebner also improved emergency management and community engagement by updating emergency protocols and creating outreach programs that built lasting partnerships with residents.

Mr. Ebner has raised public safety standards in Glynn County through his dedication, integrity, and commitment to excellence. I give my highest recommendation and I'm confident he will excel in future roles.

This letter reflects the unanimous support of the Board of Commissioners.

Sincerely,

Chairman Walter Rafolski
Glynn County Board of Commissioners

MIKE KEONI LAMBERT

Mike Keoni Lambert, Director of Law Enforcement, State of Hawaii
Former Major, Honolulu PD

CAREER OVERVIEW

Mike Keoni Lambert is a seasoned public safety executive with more than 20 years of experience with the Honolulu Police Department and current service as Director of the Hawai'i Department of Law Enforcement. He has led organizations of more than 400 personnel and managed budgets exceeding $100 million.

Lambert progressed through the ranks of HPD to Major, overseeing patrol, training, and specialized divisions, before being appointed by the Governor and confirmed by the State Senate to lead statewide law enforcement strategy, policy, and interagency coordination.

He is recognized for his expertise in integrating law enforcement with behavioral health, housing, and social services, as well as advancing technology-driven public safety solutions. His leadership reflects a strong commitment to servant leadership, cultural awareness, and community-based policing rooted in Native Hawaiian values.

Accomplishments:

- Appointed as Hawai'i's top sworn law enforcement executive overseeing statewide strategy and policy
- Led multi-agency initiatives integrating policing with behavioral health and homelessness response
- Advanced "Safety via Technology" initiatives (DFR, LPR, analytics platforms)
- Developed community trust strategies through neighborhood engagement and cultural integration
- Implemented innovative enforcement and community-based models, improving public perception of safety
- Recognized nationally for work on homelessness, crisis response, and public safety integration

OPERATIONS

Officer to Major (2002 – 2025)

Progressed through all sworn ranks to Major, serving in leadership roles across patrol, training, and specialized divisions. Directed operational strategy, staffing, and resource allocation for units ranging from 50 to 150 personnel

- Oversaw patrol operations, training programs, and narcotics/vice enforcement
- Managed budgeting, policy implementation, and interagency coordination
- Led high-demand operational environments focused on improving public safety outcomes

EDUCATION / CREDENTIALS

- Bachelor of Arts, Public Administration (Justice Administration) – University of Hawai‘i West O‘ahu
- Mental Health Technician Certification – Windward Community College

THOUGHT LEADERSHIP & PRESENTATIONS

- National speaker on crisis response, behavioral health, homelessness, and public safety integration
- Presenter at ESRI Safety and Security Summit (2025)
- Speaker at Crisis Intervention Team (CIT) International Conference
- Contributor to national discussions on public safety policy and system integration

INTEREST IN THE POSITION

Lambert views the Honolulu Chief of Police role as a mission-driven opportunity to restore organizational effectiveness, rebuild internal and community trust, and modernize the department. Grounded in a deep personal commitment to the community where he was born and raised, he believes his experience uniquely positions him to lead HPD through a period of meaningful transformation.

His leadership approach is anchored in servant leadership, with a strong emphasis on workforce development, accountability, and performance. Lambert prioritizes listening to employees, equipping them with the tools and training necessary to succeed, and establishing clear expectations that drive measurable results for the community.

ATTRIBUTE-BY-ATTRIBUTE EVALUATION

1. Principled, Ethical, Transparent Leadership

Alignment: High

Lambert demonstrates a servant leadership philosophy rooted in accountability, listening, and empowerment. His approach emphasizes supporting employees, addressing systemic barriers, and maintaining trust with both the workforce and the community.

2. Strategic, Forward-Looking Leadership

Alignment: High

He brings a systems-level perspective to public safety, integrating law enforcement with behavioral health, housing, and social services. His statewide leadership experience reflects an ability to operate beyond traditional policing silos and address complex societal challenges through coordinated strategy.

3. Operational Credibility

Alignment: High

Lambert has extensive operational experience, having commanded major divisions within HPD and managing teams ranging from 50 to 150 personnel. He has directed staffing, budgeting, and operational strategy in high-demand environments, demonstrating credibility with line staff and command personnel alike.

4. Data-Driven / Technology / Modern Policing

Alignment: Moderate to High

While not positioned as a pure technology-driven executive, Lambert has demonstrated program innovation and strategic use of resources, including grant-funded initiatives and integrated service delivery models. His strength lies more in systems integration and policy innovation than in building technical infrastructure such as DFR, RTIC or CompStat environments.

ASSESSMENT OF MANAGEMENT STYLE AND SELF-AWARENESS

Lambert is a thoughtful, strategic, and highly self-aware leader who blends operational experience with a strong focus on culture and people. His leadership philosophy centers on servant leadership, accountability, and developing others.

Key characteristics:

- Strategic Thinker: Focused on system-level solutions, efficiency, and long-term organizational health
- Community-Centered: Deep understanding of cultural dynamics and trust-building in diverse communities
- People-Oriented Leader: Prioritizes officer wellness, mentorship, and leadership development
- Results-Driven: Emphasizes accountability, discipline, and measurable outcomes

CONTROVERSY

No significant controversies were identified.

RECRUITERS' ASSESSMENT

Mike Keoni Lambert offers a compelling combination of local knowledge, executive leadership, and forward-thinking vision. His background demonstrates the ability to lead large, complex public safety organizations, navigate governance environments, integrate public safety with social services, implement modern policing strategies, and build trust across diverse communities. A highly capable, culturally grounded, and strategic leader with strong potential to modernize the department, improve accountability, and rebuild trust.

PSSC recommends this candidate for the initial interviews.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

MIKE KEONI LAMBERT

CHIEF OF POLICE – HONOLULU POLICE DEPARTMENT

91-1708 Mee Street, Ewa Beach, Hawaii 96706

(808) 722-6921

mikelambert411@hotmail.com



March 21, 2026

Mr. Gary Peterson, President/CEO
Public Sector Search & Consulting, Inc.
gary@publicsectorsearch.com

Aloha Mr. Gary Peterson,

I am honored to submit my application for the position of Chief of Police for the Honolulu Police Department. Prior to being appointed as the Director of the Hawaii Department of Law Enforcement by Governor Josh Green, M.D., I served over 22 years with the Honolulu Police Department, attaining the rank of Metropolitan Police Major.

My years with the Honolulu Police Department shaped my commitment to public safety where I learned how to achieve the goals of the department through servant-style leadership. I believe that leadership is about providing subordinates with the tools they need to be successful and then taking the time to develop them to their full potential. My history will show that I listen to the rank and file to determine circumstances that make their job difficult and I begin to systematically address the conditions that hinder their success. This includes investing in new technologies, lobbying for legislative changes, finding additional funding through grant solicitations and providing access to training opportunities that enhance their skill base.

I understand that the role of Chief of Police demands not only expertise and sound judgment, but also a deep, personal commitment to the vision of providing safety to the citizens of Honolulu. This is not a responsibility that should be taken lightly and demands a leader with a proven track record of delivering on promises made to employees and the community. To be successful, the Chief of Police must generate excitement, create buy-in, and be able to execute their vision through their subordinates. I have been able to exhibit that kind of success in my career and my projects have been well documented by the local media, which has resulted in numerous recorded speaking engagements, written articles and citations of my efforts.

Thank you for the opportunity to apply for this critical public safety position. I am grateful for your consideration and stand ready to dedicate my time, skills, and heart to this profound responsibility.

Mahalo,

Mike Keoni Lambert

MIKE KEONI LAMBERT
91-1708 Mee Street, Ewa Beach, Hawai'i 96706
mikelambert411@hotmail.com
(808) 722-6921

Resume

SKILLS SUMMARY

- **Executive Leadership & Governance** – Over 20 years in public safety, culminating as State Director overseeing 400+ personnel and a $100M budget. Experienced in policy development, fiduciary oversight, and complex organizational management.
- **Fiduciary & Strategic Stewardship** – Proven record managing significant fiscal resources, securing and administering $6M+ in state and federal grants, and ensuring compliance with state, federal, and organizational requirements.
- **Program Innovation & Impact** – Designed and implemented nationally recognized initiatives integrating law enforcement with housing, mental health, and social services, delivering measurable results for vulnerable populations.
- **Board & Policy Service** – Vice Chair, State of Hawai'i Law Enforcement Standards Board; member of state task forces; volunteer board member for nonprofit health outreach organization.
- **Cultural & Community Commitment** – A career guided by Native Hawaiian values of aloha (love, compassion, and mercy), kuleana (responsibility), and mālama (to care for or protect); recognized nationally for work advancing community-based, culturally informed solutions.
- **State and National Thought Leadership** – Sought-after speaker at state and national conferences on public safety, behavioral health, housing, crisis response, and technology.

EDUCATION

- Bachelor of Arts in Public Administration with a concentration in Justice Administration, University of Hawai'i West O'ahu
- Certificate of Completion, Mental Health Technician, Windward Community College
- Kamehameha Schools Class of 1998

EMPLOYMENT

Hawai'i Department of Law Enforcement
Director, February 2025 – Present

Appointed by Governor Josh Green, M.D., and unanimously confirmed by the Hawai'i State Senate as the state's top sworn law enforcement executive. Lead 350+ sworn officers and 50+ civilian staff with an annual $100M budget. Oversee statewide public safety policy, strategic planning, and interagency collaboration.

Guardian Response Solutions LLC
Principal Consultant, 2024 – Present

Approved consultant for the U.S. Department of Justice, Bureau of Justice Assistance, National Training and Technical Assistance Center. Provides consultation and training to law enforcement agencies nationwide on programs addressing the intersection of homelessness, behavioral health crises, and the justice system.

Honolulu Police Department
Officer to Major, December 2002 – January 2025

Progressed through all sworn ranks to Major in 2020, serving as Division Commander for the Patrol, Training, and Narcotics/Vice Divisions. Oversaw staffing, resources, and budgetary planning to ensure operational effectiveness, managing teams ranging from 50 to 150 personnel depending on assignment. Directed operational strategy, policy implementation, and interagency coordination to enhance public safety.

BOARDS

- University of Hawai'i H.O.M.E.
- Hawaii Law Enforcement Standards Board

AWARDS & ACKNOWLEDGEMENTS

- Honolulu Police Department – Detective of the Year (2016), Lieutenant of the Year (2017), Manager of the Year (2017)
- International Association of Chiefs of Police – 40 Under 40 Award (2018)
- City & County of Honolulu – Employee of the Year Nominee (2018) and Manager of the Year Nominee (2020)
- Mental Health America of Hawai'i – Outstanding Government Leader Award (2019)
- National Association of Social Workers – Friends of Social Work Award (2020)
- Featured in No Way Home: The Crisis of Homelessness and How to Fix It with Intelligence and Humanity (book reference)
- Work cited in the U.S. Interagency Council on Homelessness report, Strengthening Partnerships Between Law Enforcement and Homelessness Services Systems (2019)
- Honored in The Asian American Foundation's inaugural Heritage Heroes recognition (2022) for leadership shaped by Native Hawaiian heritage
- Honorary Chair, National Alliance on Mental Illness (NAMI) Hawai'i Chapter Annual NAMIWalk (2022)

NATIONAL CONFERENCE PRESENTATIONS & THOUGHT LEADERSHIP

Regularly invited to speak at national conferences and forums on innovative approaches to law enforcement, crisis intervention, and public safety policy. Presentations emphasize integrating public safety with behavioral health and housing solutions, as well as leveraging technology for strategic planning and emergency response.

- ESRI Safety and Security Summit – General Session Speaker (2025)
  Presented on the use of Digital Twins for security planning and incident response, highlighting Hawai'i's integration of geospatial technology in public safety operations.
- Crisis Intervention Team (CIT) International Annual Conference – Breakout Session Speaker (2022)
  Shared best practices for implementing diversion programs to reduce incarceration and connect individuals in crisis to support services.

MIKE KEONI LAMBERT
91-1708 Mee Street, Ewa Beach, Hawai'i 96706
mikelambert411@hotmail.com
(808) 722-6921

References

1. Aaron Takasaki-Young
   Deputy Chief of Police – Honolulu Police Department
   (808) 561-8902
   Wingsung_1999@yahoo.com
   Note: Previous supervisor and mentor

2. Joseph "Dan" O'neal
   Metropolitan Police Lieutenant – Honolulu Police Department
   (503) 708-9463
   joneal1@honolulu.gov
   Note: Previous subordinate and mentee

3. Jennifer Tehotu
   Program Administrator - Catholic Charities Hawaii
   (808) 347-5685
   jennifer.tehotu@catholiccharitieshawaii.org
   Note: Current outreach program partner

4. Heather Lusk
   Executive Director – Hawaii Health and Harm Reduction Center
   (808) 393-4624
   hlusk@hhhrc.org
   Note: Program Partner
   Note: Current training program partner

5. Kumi Macdonald
   Executive Director – National Alliance on Mental Illness Hawaii Chapter
   (808) 383-0628
   kumi@namihawaii.org
   Note: Current training program partner

DAVID LAZAR

David Lazar, Assistant Chief of Police (ret.) SFPD

CAREER OVERVIEW

David Lazar emerges as a high-end, reform-proven executive whose experience reflects the profile of a national-caliber, transformational police chief. When evaluated against the field, Lazar not only meets the expectations of an ideal candidate but, in several key areas, exceeds them—particularly in the depth and scale of reform execution. His career reflects the kind of leadership typically associated with large, complex urban environments, where sustained change requires both strategic discipline and operational credibility. Lazar distinguishes himself through his demonstrated ability to implement systemic reform and lead organizations through measurable transformation.

Accomplishments:

- More than 33 years in the San Francisco Police Department
- Served in critical executive roles, including Assistant Chief of Operations—effectively the second-in-command—and has repeatedly stepped in as Acting Chief during pivotal periods.
- His leadership has not been theoretical or aspirational; it has been tested and proven in one of the country's most complex policing environments.
- Lazar played a central role in leading the Department of Justice Collaborative Reform process, overseeing the implementation of 272 recommendations with a reported 95 percent completion rate.
- Lazar has delivered tangible public safety outcomes with violence reduction Strategies: Developed a comprehensive strategy resulting in reduced crime, including a 60-year low in homicides and a 22-year low in auto burglaries.
- Developed institutionalization of modern policing infrastructure. He was instrumental in building and advancing key operational systems, including a Real-Time Investigations Center (RTIC), a data-driven CompStat model, and the department’s first formal Community Engagement Division.

His experience aligns strongly with a reform-oriented mandate, bringing proven capability in accountability, modernization, and strategic execution.

Education

Bachelor of Arts, Project Management
Saint Mary’s College
Moraga, CA

Professional Development

- Police Executive Leadership Institute Program (PELI), Major Cities Chiefs' Association
- State and Local Executive Course, Harvard University, Kennedy School of Government
- Credential in Public Leadership, Harvard University, Kennedy School of Government
- Senior Management Institute for Police (Class 49), Police Executive Research Forum
- International Collaboration on Policing (ICOP), Washington D.C., and Scotland

INTEREST IN THE POSITION

Assistant Chief Lazar is interested in the opportunity professionally and personally. His wife is native Hawaiian, and over their 30-plus years together with their two, now adult children, they have visited family members numerous times. He appears to have a good understanding of the culture for a non-native. The position as an opportunity also aligns with his experience, so he feels that he would be a great fit to lead the agency through transformation and modernization.

ASSESSMENT OF MANAGEMENT STYLE AND SELF-AWARENESS

Leadership visibility, engagement, and culture

- Lazar will be highly visible across shifts (including midnight watch), dispatch, records, and community events; commits to robust workweeks.
- Conduct organization-wide listening tours in first 30 days; ensure fairness, accountability, transparency in promotions/transfers/assignments; eliminate favoritism.
- Respect the chain of command while solving problems; hold vertical staff meetings (sergeants upward); periodic ride-along to understand patrol realities; connect morale with community impact.

CONTROVERSY

Standard big city lawsuits – named because he is in the chain.

Most notable – Promotion of a Lt. to Captain – Discrimination suit regarding ability to get overtime for Warrior games because the arena staff wanted her to continue as the liaison.

Dismissed.

RECRUITERS' ASSESSMENT OF CANDIDATE AGAINST ATTRIBUTES DESIRED IN THE IDEAL CANDIDATE

Overall Alignment Assessment: Attribute-by-Attribute Principled, Ethical, Transparent Leadership

This candidate is:

- Confident
- Personable
- Operationally experienced
- Strategic, Forward-Looking Leadership

Alignment: High

Operational Credibility

Handling resistance to change

Listen to concerns; explain the "why" with context; adapt and implement changes incrementally, demonstrating benefits; build credibility by fixing legacy inefficiencies and publicly crediting officers.

Leadership team management and succession planning

Constraints: only top two positions changeable; assistants remain until departure; several near retirements; manage change with respect and unity, wait ~30 days before major shifts.

Progressive accountability: counseling, barrier identification, commitments; escalate if needed; use emotional intelligence with internal candidates.

Enhance command staff diversity, including women representation; bring back select former staff (e.g., "tech hound") to strengthen capabilities; prepare successors so next chief is internal.

Multi-agency collaboration (ICS) and community crisis response

SFPD Healthy Streets Operations Center: ICS-based, multi-department coordination (Public Works, Homelessness, Public Health, elected) to address encampments and drug markets; police-led structure with co-responder model.

Critical incident transparency: within 24 hours engage community; within 10 days host town hall and, if policy permits, release video; broadcast via Zoom/YouTube; proactively scheduled to counter speculation

Alignment: High

Data-Driven / Technology / Modern Policing (Modernization)

Experienced with:

Technology Innovation: Implemented a first-ever Real Time Investigations Center (RTIC), including new policing technology such as drones, automated license plate readers, and public safety cameras.

Alignment: High

RECRUITERS' ASSESSMENT

Assistant Chief David Lazar is an experienced, reform-minded, law enforcement executive who has strong operational credibility, modernization efforts, and demonstrated leadership in reform environments. Overall, PSSC highly recommends the candidate.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

February 25, 2026

Honolulu Police Commission
1060 Richards Street Suite 120
Honolulu, HI 96813

Dear Honolulu Police Commission,

I respectfully submit my application for the position of Chief of Police for the Honolulu Police Department. I am a recognized leader in policing with more than 33 years of progressive leadership in the San Francisco Police Department, including service as Assistant Chief of Operations and Acting Chief of Police. I have led a large, complex organization through modernization, workforce challenges, cultural transformation, and sustained reform while strengthening public trust. I have been successful in implementing department wide reform and modern policing technology, delivering measurable public safety outcomes, including a thirty percent reduction in crime.

Throughout my career, I have gained extensive experience during periods of significant transformation. I held central leadership roles in the US Department of Justice Collaborative Review Initiative by overseeing the implementation of reform initiatives related to use of force, bias, accountability, recruitment, and community policing. Over seven years, the department achieved a 95% completion rate of 272 recommendations-demonstrating disciplined execution, organizational accountability, and an unwavering commitment to Constitutional Policing. These efforts were not temporary adjustments, but embedded culture change to the department.

Remaining current in policing best practices throughout the country has been essential and I bring a fresh perspective to the Honolulu Police Department. I greatly value and respect the Hawaiian culture and believe this should be my primary focus, bringing active listening skills and humility, as a police leader. It is with this perspective that I will model for the department the importance of engaging the community, maintaining public confidence, and will serve by building relationships and trust.

My leadership philosophy is grounded in being honest, ethical, transparent, a forward thinker, and a principled decision maker. Effective policing requires clear vision, constant communication and visible leadership. I believe in sustained engagement with the Managing Director, Elected Officials, members of the department, and the community, including constant and open communication with the Police Commission, Mayor and employees' unions. I will build trust and legitimacy through a sustained presence, responsiveness, and follow through, while unifying the department around a compelling a clearly articulated vision.

I maintain high ethical standards with a proven track record for meaningful organizational change. Being a strong communicator and collaborator, empowering and inspiring others to be great, adaptable, and possessing emotional intelligence is what I value. I thrive in challenging environments and believe everyone needs to be treated equally, with compassion, respect, and fairness. As a leader in a large police organization, I maintained a highly visible presence throughout the organization and in the community. I made visiting assignments and speaking with personnel along with attending community events and gatherings a priority.

Community engagement has defined my approach to policing. I established the department's first Community Engagement Division and developed a comprehensive Community Policing Plan, in collaboration with more than 100 officers, professional staff, residents, business leaders, faith-based organizations, youth, and advocacy groups. These partnerships produced durable, trust-based relationships and strengthened accountability. Initiatives such as culturally focused large-scale events, advisory boards and ambassador programs reinforced inclusive leadership and meaningful dialogue. My experience in policing in a world-renowned tourism destination further sharpened my understanding of balancing resident safety, visitor impact, and economic vitality.

Organizational resilience begins with the wellness of its people and by treating employees as our greatest asset. I have consistently prioritized comprehensive wellness strategies to address mental, emotional, and physical health of sworn and professional staff and firmly believe this is an essential strategy to retaining members. Members of the Honolulu Police Department must also feel valued, supported and treated with fairness and consistency, including standardizing discipline with transparency. I believe that retention is also in developing the department's future leaders.

Recruitment is one of the most urgent issues in the organization. While leading during a 500-officer deficit, I developed a public-private partnership along with innovative recruitment strategies to address our staffing crisis and strengthen the workforce. I will bring technology, innovative ideas, and efficiency in implementing market-responsive recruitment strategies that reflect the diversity and cultural richness of O'ahu. My priority will be to leverage civilianization where appropriate, modernize workflows, and adopt efficiency-enhancing technology.

Fiscal stewardship is equally critical. I have managed large and complex law enforcement budgets, including an $800 million budget with a $100 million allocated to overtime. A responsible budget demands efficiency, strategic prioritization and accountability.

Innovation in policing technology has been a cornerstone of my career. I implemented the Department's first data-driven CompStat model, established the department's first Real Time Investigations Center, integrating drones as a first responder, automated license plate readers, public safety cameras, and modern investigative tools. These advancements enhanced precision policing and data informed decision making while maintaining strong privacy safeguards.

Honolulu is a vibrant, diverse, and globally recognized city with a beautiful culture and unique public safety needs. My experience as a leader in a large police organization, with similar challenges, has prepared me for this moment to serve the Honolulu Police Department with integrity and a long-term strategic vision. If selected, I will provide strong, principled, steady, and reform-oriented leadership by strengthening organizational culture, stabilizing the workforce, serving with integrity and accountability, and reinforcing public confidence across O'ahu.

Respectfully,



David Lazar

DAVID S. LAZAR

Email: Lazar971@gmail.com LinkedIn: linkedin.com/in/lazar971 Phone number (415) 298-5518

Leadership Profile

Distinguished senior law enforcement executive with over 33 years of progressive leadership in the San Francisco Police Department, including experience as Acting Chief of Police and Assistant Chief of Operations, overseeing 80% of the department functions. Led 1,700 sworn and professional staff in a challenging environment. Recognized for leading with operational excellence, innovative crime-reduction strategies, community policing initiatives, and an unwavering commitment to community trust and safety in one of the most complex urban environments in the nation. Expert in law enforcement reform, policing technology, and organizational transformation.

Education

Bachelor of Arts, Project Management
Saint Mary's College
Moraga, CA

Executive Development

- Police Executive Leadership Institute Program (PELI), Major Cities Chief's Association
- State and Local Executive Course, Harvard University, Kennedy School of Government
- Credential in Public Leadership, Harvard University, Kennedy School of Government
- Senior Management Institute for Police (Class 49), Police Executive Research Forum (PERF)
- International Collaboration on Policing (ICOP), Washington D.C., and Scotland

QUALIFICATIONS AND EXPERIENCE

San Francisco Police Department, City and County of San Francisco

06/01/22-07/01/25

Assistant Chief of Operations, San Francisco Police Department

Reported directly to the Chief of Police as second-in-command, overseeing the executive leadership. Led strategies to reduce crime, improve efficiency, implement technology, and strengthen public trust through problem-solving and stakeholder collaboration. Managed a substantial portion of the department's operations budget in a major city with a residential population of 850,000 and a daytime population that is far higher due to tourism, business, and regional commuters.

- **Acting Chief of Police Experience:** Repeatedly appointed as Acting Chief of Police between 2022 and 2024, entrusted with leading the department during critical operational periods.

- **Violence Reduction Strategies:** Developed a comprehensive strategy resulting in reduced crime, including a 60-year low in homicides and a 22-year low in auto burglaries.

- **Technology Innovation:** Implemented a first-ever Real Time Investigations Center (RTIC), including new policing technology such as drones, automated license plate readers, and public safety cameras.

- **Department of Justice Collaborative Review Initiative:** Resulting in 94 findings and implementation of 272 recommendations related to accountability, bias, use of force, community policing, recruitment, hiring and personnel practices with 95% success over a 7-year period.

- **Homelessness, Drug Usage and Drug Sales:** Led implementation of the Drug Market Agency Coordination Center, Healthy Streets Operations Center, the City's Homeward Bound Program, and the Department's Operation Outreach Program.

- **Participatory Leadership:** Championed a participatory approach rooted in inclusivity, mentorship, and professional development. Earned a reputation as a supportive, knowledgeable, innovative, and results driven leader who embraced innovation and collaboration. Actively engaged department members at all ranks in the decision-making process to develop the next generation of leaders.

- **Major City Event & Safety Preparedness:** Pre-planned and served as the Event Commander on numerous occasions for some of San Francisco's largest, globally significant, historic, and high-profile notable events, involving over 1,000 officers and tens of thousands of attendees.

- **Implemented the Crime Community Strategies Meeting:** Modeled after CompStat, a monthly collaboration with Operations leadership to develop and implement plans to address crime and monitor organizational efficiency. Developed various iterations over the last 20 years.

- **Organization & Leadership**: Developed a committee of over 30 officers throughout the Department, for over two years, to identify issues in the organization and encouraged creating solutions in an inclusive and collaborative way.

- **Community Engagement**: Created and implemented plans, projects, programs, and events aimed at building trust, fostering relationships, and establishing long-term partnerships. Recognized for being accessible and engaged around the clock, maintaining regular interaction with residents, merchants, businesses, community groups, faith-based organizations, and local officials.

- **Budget Management:** Managed large and complex budget of $800 million including $100 million for personnel deployment.

- **Labor Relations**: Experience in representing the department in comprehensive policing contract negotiations, contributing to labor-management dialog around policy and working conditions. Established excellent working relationships with the police union and their representatives.

04/03/21-06/01/22

Deputy Chief of the Field Operations Bureau, San Francisco Police Department

Led the Field Operations Bureau, responsible for approximately 1,250 sworn officers across the city's ten district police stations and the Community Engagement Division. Provided strategic leadership on crime response, resource management, policy development, and community trust-building. Mentored and supported Commanders and Captains, ensuring operational excellence and a unified leadership culture.

- **Extensive Management of 1st Amendment Demonstrations:** Led large-scale events and managed critical incidents, directed personnel and crowd control situations at public events. Served as Incident Commander for both planned and spontaneous demonstrations, and civil disobedience actions, including sports champion celebrations and politically charged public safety and constitutional protections.

- **International Collaboration on Policing**: Selected by the Police Executive Research Forum (PERF) to lead a team of law enforcement professionals focused on integrating public health strategies into policing. I traveled with counterparts from Scotland, LAPD, Washington Metropolitan PD, and Cambridge, MA PD to Washington, D.C., and Scotland on knowledge exchange visits.

09/03/19-04/03/21
Deputy Chief of the Investigations Bureau, San Francisco Police Department
Led 370 department members across specialized investigative units, including Homicide, Robbery, Narcotics, Special Victims, and Crime Scene Investigations. Directed Bureau operations, policy development, and sensitive tasks. Implemented the first Shooting Review and Major Incident Response Team to enhance accountability and inter-agency coordination.

02/25/17-09/03/19
Commander of the Community Engagement Division, San Francisco Police Department
Established and led the Department's first Community Engagement Division, developing the Department's first Community Policing Plan, and institutionalizing programs to build long-term trust with residents and stakeholders. Oversaw key programs such as the Community Academy, Youth Academy, Police Activities League, and the Ambassador Program. Served as a critical support system for District Station Captains in advancing their community policing efforts.

- **Year-Round Community Engagement:** Actively participated in high-impact community events such as the Special Olympics Torch Run, Polar Plunges, and fundraisers such as the pool toss event that raised $20,000 for the unhoused community.

- **Department of Justice Reform Implementation Leader:** Appointed Executive Sponsor to develop, implement, and manage 60 of the 272 recommendations by the Department of Justice Collaborative Review Team. Supervised 30 project managers, driving meaningful reform in recruitment, community policing, bias, accountability, and use of force over a 7-year period.

- **Developed and implemented the Department's Ambassador Program: 175 retired officers on foot patrol throughout the city and at the San Francisco International Airport,** promoting safety and community engagement.

01/12/08-02/25/17
Captain-Commanding Officer, San Francisco Police Department
Held 10 leadership assignments over nine years as a Captain, including Patrol, Investigations, Special Operations, and the Administration Bureaus. The final assignment was as the Captain of Central Station. Managing 140 sworn officers in a high-density 3.2-square-mile district. This area is home to 70,000 residents, and a daytime population of 350,000, draws 25 million tourists annually, and includes some of the city's most iconic neighborhoods, such as North Beach, Chinatown, and Fisherman's Wharf.

- **Developed the department's first Community Police Advisory Board**

- **Created the First Large Scale Police-Community Event for Monolingual Speaking Community:** Modeled after National Night Out, "Chinatown Night Out" launched in 2014 and celebrated its 11th anniversary in 2025 with 2,000 attendees.

- **Founded the Department's Auxiliary Law Enforcement Response Team:** Built a corps of 150 trained civilian volunteers to support community engagement and disaster response.

- **Police Reform Pilot Implementation:** Selected by the Chief of Police and the President of Police Commission to implement 47 Police Executive Research Forum recommendations. Achieved full implementation of most recommendations within 11 months, serving as a model for department-wide adoption.

- **Mentorship, Succession Planning, and Talent Development**: Dedicated over two decades to mentoring the next generation of leaders through promotional workshops and exam preparation. Served as a subject matter expert in the development of Sergeant, Lieutenant, and Captain promotional examinations.

12/02/91-01/12/08
Additional roles: Police Officer, Sergeant, Inspector, and Lieutenant

PUBLICATION

Published a national article on Community Policing in IACP Police Chief Magazine
https://www.policechiefmagazine.org/community-policing-strategic-plan/

VOLUNTEER ACTIVITY

2002-Present	Self Help for the Elderly-Thanksgiving Meal Delivery
2013-2017	San Francisco Police Activities League-Board Member and President of the Board of Directors

AWARDS AND RECOGNITION

2025	Recognition from the San Francisco Board of Supervisors for 33 Years of Service
2025	Federal Bureau of Investigation, Outstanding Leadership
2025	Certificate of Honor, San Francisco District Attorney's Office
2018	Certificate of Honor, Chinatown Night Out, Mayor of San Francisco, London Breed
2017	Recognized as Person of the Year, North Beach Citizens Organization
2017	Chinese Chamber of Commerce-Honorary Grand Marshall-Chinese New Year's Parade
2016	Awarded Officer of the Year by the Nob Hill Association
2015	Lion's Club Officer of the Year, 52nd Annual Recognition Ceremony

PROFESSIONAL AFFILIATIONS

2024-Present	Distinguished Advisory Board, University of Virginia's Center for Public Safety and Justice
2018-2025	San Francisco Municipal Executive's Association
2015-Present	San Francisco Asian Peace Officers Association
2012-2017	International Institute of Criminal Justice Leadership, USF-Board Member
2007-Present	International Association of Chiefs of Police (IACP)
2006-Present	Police Executive Research Forum (PERF)

REFERENCES LISTED SEPARATELY

REFERENCES

Chief Derrick Lew, San Francisco Police Department
1245 3rd Street, San Francisco, CA 94158
(415) 696-0517

Chief William Scott, Los Angeles Metro Department of Public Safety (Former San Francisco Police Chief)
One Gateway Plaza, Los Angeles, CA 90012
(213) 276-3183

District Attorney Brooke Jenkins, City and County of San Francisco
350 Rhode Island Suite 400, San Francisco, CA 94103
(510) 813-3643

Chief Dean Crispin, San Francisco Fire Department
698 2nd Street, San Francisco, CA 94107
(415) 810-4626

Chief Robert Contee III (Retired), Metropolitan Police Department, Washington D.C.
(202) 359-4973

President Malcolm Yeung, San Francisco International Airport Commission
710 N McDonnell Road, San Francisco, CA 94128
(415) 742-1082

Judge Braden Woods, Superior Court of California
400 McAllister Street, San Francisco, CA 94102
(415) 551-4020

Executive Director Chuck Wexler, Police Executive Research Forum
1120 Connecticut Ave., Washington D.C.
(202) 320-3432

Executive Director Marisa Rodriguez (Community Member), Union Square Alliance
291 Geary Street, San Francisco, CA 94102
(510) 697-1175

President Donald Luu (Community Member), San Francisco Chinese Chamber of Commerce
730 Sacramento Street, San Francisco, CA 94108
(415) 613-3483

President and General Manager Scott Warren, CBS News Bay Area and Sacramento, California **(Media)**
855 Battery Street, San Francisco, CA 94111
(415) 297-8846

BYRAN LYNCH

BRIAN M. LYNCH — ASSISTANT CHIEF, HONOLULU PD

CAREER OVERVIEW

Assistant Chief Brian Lynch is a veteran law enforcement executive with more than 35 years of progressive service within the Honolulu Police Department, currently serving as Assistant Chief of the Regional Patrol Bureau. He leads large-scale patrol operations across O‘ahu, overseeing more than 600 personnel and managing complex, high-visibility deployments in one of the nation’s most unique policing environments.

Lynch’s career spans patrol, investigations, district command, and executive leadership roles, providing him with deep institutional knowledge and broad operational experience. He has built a reputation as a hands-on operator with a strong command presence and a focus on aligning resources, personnel, and enforcement strategies with community safety priorities.

ACCOMPLISHMENTS

Lynch’s record reflects strong operational execution and tactical innovation:

- Reduced crime by approximately 65% in targeted areas through Operation 16 hot-spot policing strategies using data-driven deployment
- Deployed mobile camera trailer programs, reducing targeted crime by up to 46% in high-risk areas
- Led large-scale operations, including inter-island deployments and sustained protest management (e.g., Kahuku windmill protests)
- Established Emergency Response Vehicles (ERVs) to enhance officer readiness and response to critical incidents
- Standardized training across Crime Reduction Units (CRU), improving consistency and increasing reporting compliance by 36%
- Rebuilt and coordinated multi-agency task forces, including federal partnerships (FBI PSN, Gang Task Force)
- Advanced Drone as First Responder (DFR) planning and other technology-driven policing tools
- Implemented community-based solutions (e.g., ATV deployment at Crane Park) that eliminated localized crime issues

These accomplishments demonstrate a leader focused on execution, deployment strategy, and measurable outcomes.

PROFESSIONAL ASSOCIATIONS / THOUGHT LEADERSHIP

- Member, International Association of Chiefs of Police (IACP)
- Member, Major Cities Chiefs Association

Lynch demonstrates awareness of national policing trends, particularly in technology deployment, training standardization, and operational modernization, though his thought leadership is more operational than policy-driven.

COMMUNITY INVOLVEMENT

Lynch has demonstrated practical, problem-solving community engagement:

- Direct collaboration with community stakeholders to resolve localized crime issues
- Use of targeted enforcement combined with visible deterrence strategies
- Engagement model focused on results and responsiveness, particularly in high-crime or high-demand areas

His approach is action-oriented, prioritizing immediate impact over long-term relationship frameworks.

INTEREST IN THE ROLE

Lynch frames the Chief role as an opportunity to fix systemic dysfunction, modernize operations, and restore internal effectiveness. He emphasizes:

- Improving officer wellness and safety
- Addressing recruitment and retention challenges
- Strengthening training and middle-management development
- Leveraging technology to offset staffing shortages

His motivation is rooted in a belief that the department requires strong, decisive leadership to correct operational and cultural deficiencies.

OVERALL ALIGNMENT ASSESSMENT

A highly experienced and operationally credible executive with strong capabilities in deployment, modernization, and workforce advocacy—but with notable gaps in executive-level communication, political acumen, and governance readiness.

ATTRIBUTE-BY-ATTRIBUTE EVALUATION

1. Principled, Ethical, Transparent Leadership

Alignment: Moderate

Lynch demonstrates a willingness to confront organizational issues and advocate for change. However, his approach lacks consistent executive restraint and message discipline, which may undermine stability at the chief level and should be explored further.

Strategic, Forward-Looking Leadership

Alignment: Moderate to High

He identifies systemic issues—training gaps, recruitment challenges, and structural inefficiencies—and advocates for modernization. However, his strategy is often framed through personal intervention and problem-solving, rather than scalable, institutional frameworks.

Operational Credibility

Alignment: High

This is a clear strength. Lynch brings deep, credible experience across patrol, investigations, and executive command. He demonstrates real-world command of complex operations and speaks with authority grounded in experience.

Data-Driven / Technology / Modern Policing

Alignment: High

Lynch strongly aligns with modernization priorities:

- Data-driven deployment (CRS analysis)
- Technology integration (DFR, camera trailers, ERVs)
- Tactical innovation to offset staffing constraints

He demonstrates practical understanding of how technology enhances field operations.

Organizational Alignment, Standards, and Accountability

Alignment: Moderate

He recognizes the importance of standards, training consistency, and accountability systems. However, his own communication style and critique of leadership raise questions about his ability to model the discipline he expects.

Recruitment, Retention, Succession Planning

Alignment: High

A strong area. Lynch consistently emphasizes:

- Leadership development
- Training standardization
- Succession planning
- Investment in personnel

He has demonstrated hands-on mentorship and workforce advocacy.

Officer Wellness as a Strategic Priority

Alignment: High

Lynch identifies officer wellness as a foundational issue and ties it directly to retention, performance, and organizational health—fully aligned with modern policing expectations.

Cultural Competence and Community Alignment

Alignment: Moderate

Lynch understands local dynamics and operational realities but does not clearly articulate a culturally grounded, community-centered leadership vision. His focus remains largely internal and operational rather than community-facing.

RECRUITERS' OVERALL ASSESSMENT

Assistant Chief Brian Lynch is a highly capable operational leader and internal reform advocate who would likely perform well in roles focused on execution, deployment, and organizational stabilization. He has credibility with line personnel and demonstrates strong alignment with modernization, wellness, and workforce priorities.

Based on current materials, Lynch presents as a department fixer and strong internal operator, with some executive presence. I recommend that Assistant Chief Lynch be included in the initial interviews.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

BRIAN LYNCH
47-316 IUIU ST, KANEOHE, HAWAII
LYNCHR003@HAWAII.RR.COM • 808-479-2708
Date: March 11, 2026

To the Honorable Members of the Honolulu Police Commission,
City and County of Honolulu
1060 Richards Street, Suite 170
Honolulu, Hawaii 96813
Subject: Application for Police Chief

Dear Members of the Police Commission,

I am writing to express my interest in the Police Chief position. With 35 years of leadership experience in law enforcement and public safety, I have developed a proven track record in strategic planning, community policing, and governance of use-of-force policy. I am committed to advancing public safety, transparency, and trust through ethical leadership, data-driven decision making, and collaborative oversight with the Commission.

In my current role as an Assistant Chief of Police at the Honolulu Police Department, I have led efforts to modernize policing practices, improve crisis response, and strengthen community engagement. My background in strategic planning, operations, budgeting, stakeholder engagement, and ethics aligns with the Commission's priorities, including oversight, policy development, and community trust.

I would welcome the opportunity to discuss my leadership approach, strategic priorities for the Department, and how I would collaborate with the Commission to advance public safety and community trust. Thank you for considering my application. I have enclosed my résumé and references.

Sincerely,

Brian Lynch

Enclosures: Résumé; References



BRIAN M. LYNCH

Honolulu Police Department (HPD) Assistant Chief, Regional Patrol Bureau

Honolulu, Hawai‘i | Phone: (808) 479-2708 | Email: lynchr003@hawaii.rr.com

PROFESSIONAL SUMMARY

Law enforcement executive with 35 years of progressive service with the Honolulu Police Department, currently serving as Assistant Chief, Regional Patrol Bureau, leading large-scale patrol operations and complex, high-visibility deployments across O‘ahu.

Proven record advancing a proactive, data-driven, research-informed community policing model, aligning enforcement and prevention strategies with community needs and public safety priorities.

Demonstrated ability to set clear performance expectations, strengthen accountability, and provide long-term strategic direction through policy review, training standardization, and modernization initiatives.

Experienced leveraging technology and innovative operational approaches to improve efficiency amid staffing constraints, while reinforcing workforce wellness, officer safety, and resilience.

Recognized for steady, transparent leadership in complex municipal governance and labor environments, prioritizing ethics, public trust, and effective stakeholder communication.

CORE COMPETENCIES

Executive Command & Patrol Operations

Community Policing / Problem-Oriented Policing

Data-Driven Deployment (CRS Trend Analysis)

Incident Command & Major Event Operations (ICS)

Budgeting, Staffing Strategy & Resource Allocation

Workforce Wellness, Safety & Operational Readiness

Recruitment/Retention Support & Succession Planning

Use-of-Force Risk Reduction & Training Oversight

Interagency Collaboration (Federal/State/City)

Policy Review / Administrative Review Board

Public Communication & Program Modernization

Technology Enablement (Camera Trailers, DFR Planning)

Talent Development, Coaching & Succession Planning

PROFESSIONAL EXPERIENCE

Honolulu Police Department (HPD) Honolulu, HI

Assistant Chief, Regional Patrol Bureau | 1991 – Present

- Executive Command & Resource Stewardship

Provide executive leadership for bureau-level patrol strategy, readiness, and performance expectations; managed major patrol commands including:

Regional Patrol Bureau (602 officers)

Central Patrol Bureau (715 officers)

Align staffing, visibility, enforcement priorities, and support resources to community needs while maintaining transparency, accountability, and operational standards.

- Proactive, Data-Driven Community Policing

Created Operation 16 hot-spot enforcement using CRS crime data to identify high-crime areas and trends and guide targeted deployments to reduce crime by 65%.

Directed island-wide CRU operations targeting repeat offenders and emerging patterns, including smash-and-grab suppression and coordinated enforcement initiatives.

- Major Operations / Incident Command

Planned, coordinated, and participated in inter-island deployment of 86 officers and 12 vehicles to the Big Island; managed logistics, staffing, and operational objectives.

Planned and coordinated 26 nights of Kahuku windmill protest operations, integrating Rapid Deployment Force (RDF), Traffic Division, and Special Duty resources for sustained readiness and safety.

Coordinated a peaceful resolution during the Sherwood Forest protest through relationship-based engagement and structured communication between stakeholders and City administration.

- Workforce Wellness, Officer Safety & Risk Mitigation

Created, equipped, trained, and deployed Emergency Response Vehicles (ERVs) across districts to enhance readiness for high-risk, rapidly evolving incidents.

Created and implemented a system to issue budgeted critical officer-safety equipment (ballistic protection and medical capability) with supporting training to improve survivability and confidence in dynamic events.

- Accountability, Training & Use-of-Force Risk Reduction

Standardized Crime Reduction Unit (CRU) training across all districts to elevate professionalism, strengthen consistency, reduce complaints, and address use-of-force risk.

Coordinated FLETC use-of-force instructor training for CRU Sergeants to strengthen instructor capacity and supervisory oversight increasing reporting by 36%.

- Interagency Collaboration & Government Liaison

Coordinated task force operations with the FBI Project Safe Neighborhoods (PSN) program to address violent crime and support federal prosecution pathways.

Reimplemented a multi-agency Gang Task Force consisting of state, federal, and city partners.

Collaborated with DLE to expand operational reach and force-multiply community safety initiatives.

- Community Engagement & Problem-Solving

Partnered with community and business stakeholders to establish an HPD ATV team presence at Crane Park, effectively eliminating crime issues in the park and surrounding areas.

- Strategic Planning, Policy & Technology Modernization

Serve as an Administrative Review Board Member, supporting policy review, development, and continuous improvement.

Advanced Drones as First Responder (DFR) planning to address staffing challenges, improve response efficiency, and enhance officer safety.

Deployed mobile security camera trailers as a cost-effective deterrence and investigative support capability in targeted high-crime areas, reducing crime statistics by 46%.

Leveraged federal grant funding to support HPD community programming (including D.A.R.E.) and improve service reach in underrepresented communities.

- Talent Development, Coaching & Succession Planning

Created and implemented leadership training and provided study and interview preparation for promotion

SELECTED PRIOR ASSIGNMENTS

Assistant Chief — Central Patrol Bureau

Major — Chief's Office; Special Assignment: CRU Reorganization / Use-of-Force Evaluation; District 7: RDF Commander / All CRU Commander

Captain — District 7: Rapid Deployment Force (RDF) Commander

Lieutenant — Special Assignment: RDF Commander; District 4: Day Watch Commander / Field Training Lieutenant; Community Affairs Division: D.A.R.E.

Sergeant — District 4 Patrol Sergeant / Field Training Sergeant

Detective — Criminal Investigative Division (CID)

Patrol Assignments — District 5 (Motor Patrol / FTO); District 6 (Foot Officer / FTO); Airport Police Detail; Central Receiving Division

EDUCATION & PROFESSIONAL DEVELOPMENT

Bachelor of Arts, Hawaii Loa College

Leadership Works (Professional Development)

Kalaheo High School — Class of 1986

PROFESSIONAL AFFILIATIONS

International Association of Chiefs of Police — Member

Major City Chiefs Association — Member

CERTIFICATIONS

ICS-100 | ICS-200 | ICS-300 | ICS-400

Cary Okimoto
Former Deputy Chief / Interim Chief
Honolulu Police Department
Former Supervisor
808-349-8959
cokimoto47@gmail.com
Best time to contact: Week days mid morning

Steve Logan
Major General
Adjutant General
Department of Defense
Former Supervisor / Community Stakeholder
808-672-1001
Stephen.f.logan3mil@army.mil
Best time to contact afternoons

Carrie Okinaga
Legal Affairs and University General Council
University of Hawaii
Former Police Commissioner
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Best time to contact late mornings

Parker Bode
Major
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Best time to contact mid morning

Claudette Springer
Communications Director
Subordinate
Honolulu Police Department
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C.Springer@honolulu.gov
Best time to contact mid morning

Andrew Black
Retired FBI
Current Chief of Security University of Hawaii
Community Stakeholder
808-375-5999
Ablack22@hawaii.edu
Best time to contact mid mornings

Tara Hirohata
East Honolulu District Manager
Department of Parks and Recreation
City and County of Honolulu
Community Stakeholder
808-226-0425
thirohata@honolulu.gov
Best time to contact early afternoon

Thomas Santos
Retired Major
Honolulu Police Department
Community Stakeholder
Current Security Manager
Kamehameha Schools, Kapalama Campus
808-376-5880
tsantos@honolulu.gov

BENJAMIN T. MOSZKOWICZ

BENJAMIN T. MOSZKOWICZ
Former Chief of Police, Hawai‘i Police Department
Former Major, Honolulu Police Department

CAREER OVERVIEW

Benjamin T. Moszkowicz is a principled, transparent, and community-focused law enforcement executive with more than 25 years of progressive leadership experience, including service as Chief of Police for the Hawai‘i Police Department. He brings deep operational credibility, having spent more than 14 years in frontline patrol and traffic enforcement roles, and has led large, complex organizations with over 500 sworn personnel and significant civilian staff.

Moszkowicz progressed through the ranks of the Honolulu Police Department to Major before being selected as Chief of Police in Hawai‘i County. As Chief, he led organizational transformation efforts focused on transparency, accountability, recruitment, officer wellness, and community trust.

KEY ACCOMPLISHMENTS

- Led Hawai‘i Police Department as Chief, overseeing 500+ sworn personnel and 160+ civilian staff
- Reduced sworn vacancies from over 20% to under 9%
- Hired 113 officers in 30 months
- Increased transparency through rapid public communication
- Improved community trust through engagement and visibility
- Increased illegal drug seizures through operational improvements
- Implemented electronic warrant systems
- Managed $90M+ budget
- Established officer wellness programs
- Streamlined internal investigations

OPERATIONS EXPERIENCE

Hawai‘i Police Department – Chief of Police (2023–2025)
Directed operations, strategy, staffing, and reform initiatives.

Honolulu Police Department – Major through Officer (2000–2023)
Led patrol, investigations, HR, traffic, and specialized operations.

EDUCATION & CREDENTIALS

Master of Science – University of San Diego
Bachelor of Arts – University of Hawai‘i West O‘ahu
FBI National Academy Graduate
Senior Management Institute for Police (PERF)

INTEREST IN THE POSITION
Moszkowicz views the Honolulu Chief role as an opportunity to restore effectiveness, strengthen accountability, and rebuild trust. He emphasizes transparency, accessibility, and delivering results for the community.

ATTRIBUTE-BASED ASSESSMENT
Principled Leadership, Strategic Leadership, Operational Credibility, and Modern Policing expertise.

MANAGEMENT STYLE
Hands-on, transparent leader focused on communication, morale, and accountability.

CONTROVERSY
Benjamin Moszkowicz's tenure as Hawai'i Island police chief ended in July 2025 after weeks of controversy triggered by his attempt to leave for the interim Honolulu police chief role, then reverse course and stay on the Big Island. According to the accounts you shared, he had first submitted his resignation during leadership turmoil tied to Honolulu Police Chief Joe Logan's retirement, but after facing criticism from community members and the police union, he publicly apologized for what he called his "premature" decisions and tried to reaffirm his long-term commitment to Hawai'i Island. Despite that apology and his effort to withdraw the resignation, the Hawai'i County Police Commission ultimately rejected the retraction in a split vote, forcing him out and bringing the six-week leadership dispute to a dramatic close.

ATTRIBUTE ALIGNMENT (Based on Ideal Candidate Profile)

Principled, Ethical, Transparent Leadership

Alignment: HIGH

Evidence:

- Prioritized rapid release of information
- Expanded public access to records
- Emphasized fairness and accountability systems
- Streamlined internal investigations (90% within 45 days)

Assessment:

- Strong credibility here
- Operates with clear ethical framework and consistency
- Trusted, steady, and transparent leader

Strategic, Forward-Looking Leadership

Alignment: MODERATE

Evidence:

- Focus on:
  - Staffing stabilization
  - Internal efficiency
  - Community trust rebuilding

Gaps:

- Limited evidence of:
  - Enterprise-wide modernization vision
  - Long-term structural redesign

Assessment:

- Thinks operationally and practically, not transformative
- Solid strategist, but not sold on visionary change architect

Operational Credibility

Alignment: HIGH

Evidence:

- 14+ years frontline patrol/traffic
- Progressed through every rank
- Led:
  - Patrol
  - Investigations
  - Traffic
  - HR
- Chief of full-service agency

Assessment:

- Strong line-level credibility
- Understands both field and executive operations
- Should have credibility with rank-and-file and command staff

Data-Driven / Technology / Modern Policing

Alignment: MODERATE

Evidence:

- Implemented:
  - Electronic warrants
  - Data-informed enforcement
- Used analytics to guide operations

Gaps:

- No clear ownership of:
  - RTCC/RTIC
  - CompStat-style systems
  - Advanced tech integration at scale

Assessment:

- Uses data effectively, but not a technology-forward architect
- Competent, not cutting-edge

Community Engagement & Trust Building

Alignment: HIGH

Evidence:

- Expanded community policing visibility
- Increased foot/bike patrol presence
- Focused on public trust restoration
- Accessible leadership style

Assessment:

- Strong at relationship-based policing
- Emphasis on visibility and responsiveness
- Reliable community-facing leader

Organizational Culture & Workforce Development

Alignment: HIGH

Evidence:

- Improved morale and communication
- Built wellness programs:
    - Peer support
    - Chaplain expansion
    - Counseling
- Focused on fair systems and internal trust

Assessment:

- Understands people side of leadership
- Invests in workforce sustainability
- Presents as strong culture builder

RECRUITERS' ASSESSMENT

Moszkowicz presents as a credible executive with strong operational depth and some reform experience, capable of leading complex public safety organizations.

PSSC recommends former Chief Moszkowicz for the initial round of interviews.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

Benjamin T. Moszkowicz Chief of Police
808-368-0680 | bmosz@hotmail.com | Hilo, Hawai'i

March 28, 2026

Honolulu Police Commission
1060 Richards Street, Suite 170
Honolulu, HI 96813

Aloha Commission Members:

I am humbled and honored to submit my application to be the next Chief of Police for the Honolulu Police Department. In my resume, as well as the page below, I have taken time to highlight specific experiences that have prepared me to be the strong ethical leader the Honolulu Police Department needs.

Transparency	As Chief of Police in Hawai'i County, I implemented a transparency-first communication strategy, rapidly released critical incident information and BWC footage, expanded public access to records, and strengthened community partnerships through proactive engagements. These efforts contributed to increased public confidence and a stronger sense of safety among residents.
Accountability and Community Trust	My leadership approach is grounded in fairness, accountability, and a genuine commitment to both the community and the workforce. I believe that a successful Chief must be visible, accessible, and engaged – someone who understands frontline operations, supports officers and builds trust through consistent, principled action.
Officer Support, Morale, and Wellness	I have consistently focused on improving morale, fairness, and organizational culture, implemented unbiased hiring and promotion practices, expanded wellness and peer support programs and created new communication channels for employees.
Recruiting and Retention	By fostering collaborative partnerships with government and educational organizations, I reduced the number of sworn vacancies in the Hawai'i Police Department from over 20% to under 9% - the highest staffing level in department history.

I am excited by the opportunity to bring my passion and steadfast commitment for ethical leadership, community engagement, and officer support to the Honolulu Police Department as Chief. I feel confident that my experience and values align with your vision for the future, and I would be honored to lead the department forward.

Thank you for your consideration. I look forward to the opportunity to discuss how I can contribute to the department's continued success.

Sincerely,



Benjamin T. Moszkowicz

BENJAMIN T. MOSZKOWICZ

CHIEF OF POLICE

808-368-0680 | bmosz@hotmail.com | Hilo, Hawai'i

PROFESSIONAL SUMMARY

Principled, transparent, and community-focused law enforcement executive with 25 years of progressive leadership experience and 14+ years of frontline patrol and traffic enforcement credibility. Recognized for fostering public trust, elevating officer morale, and driving measurable improvements in recruitment, retention, accountability, and community safety. Leads with fairness, integrity, and an approach grounded in clear communication, data-driven decision making, and genuine engagement with both employees and the community. Proven track record of modernizing operations, implementing best practices, and building strong partnerships that achieve shared goals while enhancing safety, trust, and organizational culture.

CORE LEADERSHIP STRENGTHS

- Transparent accountable leadership
- Patrol credibility and frontline experience
- Employee support, morale and wellness
- Community trust-building and engagement
- Successful recruitment & retention strategy
- Organizational reform and cultural change
- Crisis leadership and clear communication
- Fair, ethical, and principled decision making

WORK EXPERIENCE

Owner | Safer Roads Hawai'i LLC | Hilo, Hawai'i September 1, 2025 - Present

- Partner with the Hawai'i Department of Transportation to provide Impaired Driving Coordination services and training to law enforcement, prosecutors, judges, and other community stakeholders.

Chief of Police | Hawai'i Police Department | Hilo, Hawai'i January 17, 2023 – August 31, 2025

- Shared important information quickly and proactively through social media and press briefings during fugitive manhunts, officer-involved use-of-force, and other critical incidents, including releasing body-worn camera footage within 48-72 hours, to increase public confidence.
- Increased public access to records exponentially by overhauling the public website and increasing accessibility by sharing booking logs, policies, strategic plans, and crime maps online for the first time.
- Increased department social media reach by over 400% by engineering a clear communication strategy based on transparency, including a series of posts to celebrate Women's History Month highlighting officers that received well over a million views.
- Partnered with the County Auditor to identify staffing opportunities and analyze resource allocation and response times to reduce crime, sharing the results to advocate publicly for officers and encourage public support.

Chief of Police | Hawai‘i Police Department | Hilo, Hawai‘i (Continued)

- Increased community policing efforts resulting in two out of three residents agreeing in 2025 that Hawai‘i County was a safe place by launching foot and bicycle patrols in high-traffic areas to increase visibility, reduce crime, and facilitate informal community interactions
- Grew and publicly promoted the Hawai‘i Police Activities League (HIPAL) to encourage positive youth engagement, deter criminal behavior, and foster trust with young community members and families.
- Achieved a thirty-fold annual increase (3014%) in illegal drug seizures by combining two previously isolated Vice units under one newly created Captain position to increase efficiency; in the first year of joint operations, the unit has become the highest performing in the state.
- Partnered with the Office of the Prosecuting Attorney and Hawai‘i Judiciary to direct the creation and implementation of a successful electronic search warrant that saves officers time and helps prosecute offenders.
- Responsibly spent over 99.5% of available budgeted funds in fiscal year 2024-25 while growing the department 3% to 507 sworn and 166 professional staff positions and planning and executing an over $90 million annual budget.
- Slashed vacancies from over 20% to under 9% and hired 113 new officers in thirty months by revolutionizing recruiting efforts and implementing unbiased hiring and promotion practices to ensure candidates were evaluated on merit, resulting in the highest number of sworn positions filled in the department’s history.
- Partnered with colleges and high schools to help create career pathways, putting staff in the classroom to foster transparency and build community trust, and providing internships for students interested in a career in policing to witness operations, contribute fresh perspectives, and build mutual respect.
- Created a 5-year program with the University of Hawai‘i Hilo for any interested department member to earn a bachelor’s degree in a statewide cohort while attending college courses online, part-time, and free of charge.
- Established the first-ever department-wide in-person annual recall training to update officers’ tactics and update training certifications while focusing on ethics, cultural sensitivity, and anti-discrimination.
- Implemented Crisis Intervention Training to equip officers with the skills to recognize and respond appropriately to crisis, foster empathy, and promote fair treatment for all community members.

Chief of Police | Hawai'i Police Department | Hilo, Hawai'i (Continued)

- Focused department efforts on officer wellness and morale by increasing peer support and chaplain resources, adding a wellness coordinator, creating a new-to-Hawai'i Public Safety Counselor position, and boosting internal and external officer recognition through collaboration with community groups.
- Created "Ask the Chief" function on the to encourage open communication and answer questions, while producing a monthly HPDtv vlog to share news directly.
- Promoted accountability by refining an efficient administrative investigations process by completing 90% of investigations in under 45 days and using collaborative outcomes and disciplinary agreements with union members when possible to foster trust and help avoid costly grievances and arbitrations.

Major, Captain | Honolulu Police Department | Hawai'i July 1, 2018 – January 16, 2023

- Modernized operations in Criminal Investigations, Human Resources, Information Technology, and Traffic Divisions by utilizing internationally recognized best practices and implementing emerging technologies.
- Built strong community and government partnerships promoting community safety and leading to a nearly 20% reduction in the number of traffic fatalities on Oahu (2018-2021).
- Demonstrated frontline leadership by leading the Mountain Bike Team from the field during major events and crowd-control operations.
- Honored with the inaugural Mothers Against Drunk Driving Hawai'i Lifetime Achievement Award (2019).

Lieutenant, Sergeant, Officer | Honolulu Police Department | Hawai'i August 2000– June 30, 2017

- 14+ years of cumulative frontline patrol and traffic enforcement experience, including service as a patrol officer, sergeant, and watch commander across multiple patrol districts and the Traffic Division.
- Strengthened operational readiness through assignments in Firearms and APEC Planning.
- Recognized for excellence, awarded Sergeant and HPD Employee of the Year (2011), Warrior Bronze Medal of Merit (2012), and Hawai'i State Law Enforcement Officer of the Year (2012).

EDUCATION

Police Executive Research Foundation Senior Management Institute for Police (Sess. 92) Boston, MA
Federal Bureau of Investigation National Academy (Sess. 282) Graduate Level Cert., Quantico, VA
Master of Science, Law Enforcement and Public Safety Leadership, University of San Diego, CA
Bachelor of Arts, Public Administration – Justice Administration, UH West Oahu, Kapolei, HI
Fellow, Daniel K. Inouye Asia-Pacific Center for Security Studies, Honolulu, HI

Benjamin T. Moszkowicz Chief of Police
808-368-0680 | bmosz@hotmail.com | Hilo, Hawai'i

March 28, 2026

I am proud to offer the following list of references to supplement my application for the Chief of Police position with the Honolulu Police Department.

John M. Bertsch
Previous Vice Chair, Hawai'i Police Commission
Johnmbertsch@gmail.com
808-960-5789

Edwin Sniffen
Director, Hawai'i Department of Transportation
Edwin.h.sniffen@hawaii.gov
808-285-8506

Mitchell Roth
Mayor (retired), County of Hawai'i
Mitchellroth@yahoo.com
808-989-0385

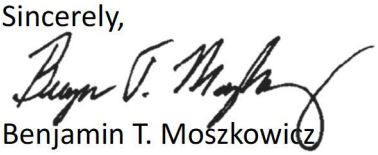
Kelden Waltjen
Prosecuting Attorney, County of Hawai'i
Kwaltjen@gmail.com
808-896-2613

Reed K. Mahuna
Chief of Police, Hawai'i Police Department
Reed.mahuna@hawaiipolice.gov
808-936-8517

John Pelletier
Chief of Police, Maui Police Department
John.pelletier@mpd.net
702-324-6433

Thank you again for your consideration. Please let me know if I can provide any additional information to help with your search.

Sincerely,



Benjamin T. Moszkowicz

DANIEL THOMPSON

Daniel Thompson, Chief of Police – City of Waukesha, Wisconsin
Inspector (ret.), Milwaukee Police Department, WI

CAREER OVERVIEW

Chief Daniel Thompson is a seasoned law enforcement executive with more than 35 years of experience, including service as Chief of Police for the City of Waukesha since 2020 and prior senior command roles with the Milwaukee Police Department, including Inspector and Captain in the Fusion Division.

He has led complex policing operations across intelligence, homicide, and counterterrorism functions, with extensive experience in intelligence-led policing, real-time information systems, and large-scale event management, including leadership during a National Special Security Event (2020 Democratic National Convention).

Chief Thompson currently leads a department of approximately 165 personnel (124 sworn) with a budget exceeding $20 million. He is recognized for his operational credibility, commitment to officer wellness, and ability to guide organizations through critical incidents and recovery.

Accomplishments:

- Institutionalized intelligence-led, data-driven policing models in Waukesha
- Led department and community response to the 2021 Waukesha mass casualty incident
- Advanced real-time event center capabilities integrating CAD/RMS and analytics
- Developed regional technology strategies as Chair of the Wisconsin Chiefs Technology Committee
- Created co-responder mental health model at the county level
- Led planning and coordination for a National Special Security Event (DNC)
- Established and led fusion center and threat analysis operations across multi-agency environments

COMMUNITY INVOLVEMENT

Chief Thompson is actively engaged in community and service-oriented initiatives, including volunteer work with Special Olympics of Wisconsin and Hales Corners Lutheran Church. He demonstrates a commitment to community engagement and building trust through direct interaction and service.

EDUCATION / CREDENTIALS

Master of Science in Organizational Leadership and Administration
Bachelor of Science in Criminal Justice
Concordia University - Mequon, WI

Certified Professional Manager

INTEREST IN THE POSITION

Chief Thompson and his wife have visited Hawaii numerous times, but he is motivated by the opportunity to lead a department through modernization, operational alignment, and workforce development. He views the position as a significant professional opportunity.

ORGANIZATIONAL ALIGNMENT EVALUATION

Principled, Ethical, Transparent Leadership
Alignment: High

His leadership approach emphasizes direct communication, relationship-building, and fostering trust with both internal personnel and the community.

He highlights:

- Building trust through direct, sincere leadership engagement
- Strengthening organizational culture and accountability
- Leveraging technology as a force multiplier while prioritizing people
- Enhancing workforce wellness and resilience

Chief Thompson demonstrates a confident, personable style grounded in accountability and direct communication. He emphasizes ownership, decision-making, and creating an environment where leaders and peers hold one another accountable.

Employee wellness has been a major focus in light of the mass casualty event in the City. Major initiatives to heal, retain, and engage employees.

Strategic, Forward-Looking Leadership
Alignment: High

He shows strong awareness of system-level challenges and the need for external expertise, particularly in areas outside traditional policing skill sets. He demonstrates insight into organizational complexity and the importance of aligning strategy with operational realities.

Operational Credibility
Alignment: High

Chief Thompson brings extensive operational experience across intelligence, major incident response, and large-scale event coordination. His leadership during the DNC and other high-profile operations reinforces strong credibility across all levels of the organization.

Data-Driven / Technology / Modern Policing
Alignment: High

He demonstrates strong experience in leveraging technology as a force multiplier, including the implementation of CAD/RMS systems, real-time data integration, and targeted policing strategies. He emphasizes balancing technology investment with workforce development and organizational capacity.

ASSESSMENT OF MANAGEMENT STYLE AND SELF-AWARENESS

Chief Thompson is a confident, engaging, and operationally grounded leader who emphasizes accountability, empowerment, and workforce connection. He demonstrates strong executive presence, with the ability to connect effectively with personnel while maintaining organizational discipline and accountability.

Key characteristics:

- **Operationally Credible Leader:** Strong background in intelligence, major incidents, and field operations
- **People-Oriented:** Emphasizes officer wellness, engagement, and trust-building
- **Direct Communicator:** Values transparency and clear expectations
- **Empowering Leader:** Encourages decision-making while holding staff accountable
- **Visible Leadership Style:** Practices "walkable leadership" through direct engagement with personnel

CONTROVERSY

Chief Thompson disclosed an incident involving inadvertently bringing a firearm to an airport. While addressed transparently, it was identified as a lapse in judgment and resulted in a fine.

RECRUITERS' ASSESSMENT

Chief Daniel Thompson is an experienced, field-tested, and operationally credible law enforcement executive with demonstrated leadership in complex environments and critical incidents. His background reflects the ability to:

- Lead mid-sized police departments and complex operations effectively
- Manage high-profile incidents and large-scale events
- Implement data-driven and intelligence-led policing strategies
- Strengthen workforce engagement, wellness, and accountability
- Build trust through direct leadership and community engagement

Overall Assessment:
A confident, authentic, and operationally strong leader with high internal credibility and a demonstrated ability to lead through complex operational environments. Well-suited for organizations seeking a steady, experienced executive with strong workforce connection and practical leadership approach. PSSC recommends Chief Thompson to the next stage of the process.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

Daniel Thompson March 28, 2026

2707 Lavine Lane
Waukesha, WI 53189
414-430-0279
dthompson@waukesha-wi.gov

Gary Peterson
President/CEO (Chief of Police, Ret.)
(916)789- -9990 (office)
gary@publicsectorssearch.com

To Gay Peterson

I am writing to express my strong interest in the position of Chief of Police for the Honolulu Police Department. It is both an honor and a calling to be considered for an opportunity of this magnitude, one that requires principled leadership, a commitment to reform, and a vision that strengthens trust between law enforcement and the community. I currently serve as the Chief of Police for the City of Waukesha, Wisconsin, with over 35 years of law enforcement experience, including executive leadership roles in one of the nation's most complex urban environments.

Throughout my career, I have led with a focus on modernizing policing through intelligence-led strategies, real-time information sharing, and data-driven decision-making. My experience includes overseeing intelligence fusion operations and advancing real-time event center capabilities that integrate CAD, RMS, and analytics platforms to enhance officer safety, operational efficiency, and community outcomes. As Chair of the Wisconsin Chiefs of Police Technology Committee, I have worked collaboratively across jurisdictions to implement emerging technologies, improve information sharing, and guide agencies toward more proactive and research-informed policing models. This work aligns directly with Honolulu's vision to evolve into a fully integrated, data-driven, and community-centered police department.

Equally important to modernization is the health and resilience of the workforce and the community we serve. I have prioritized officer wellness and organizational resilience as mission-critical components of public safety. I have led initiatives that integrate mental, emotional, and physical wellness strategies into daily operations, recognizing that resilient officers are foundational to resilient communities. As a national instructor and coach with the International Association of Chiefs of Police, I have had the privilege of teaching leaders across the country how to support growth after tragedy, institutionalize resilience, and proactively prepare organizations for critical incidents. My approach emphasizes building a culture where wellness is not reactive but embedded into the fabric of the organization.
Honolulu presents a unique and meaningful opportunity to lead an agency through continued transformation, strengthening organizational culture, stabilizing the workforce, and reinforcing public

confidence. I am committed to establishing clear expectations, promoting ethical and transparent leadership, and fostering a culture where personnel feel valued, supported, and accountable. I believe that trust is built through consistency, engagement, and visibility, both within the department and throughout the community.

I fully understand the complexity of the governance environment in Honolulu and the importance of working collaboratively with the Honolulu Police Commission, elected officials, labor groups, and community stakeholders. My leadership philosophy centers on communication, integrity, and steady decision-making, especially during times of challenge and change.

I am energized by the opportunity to bring my experience, leadership, and commitment to service to the Honolulu Police Department. I would welcome the opportunity to further discuss how my background aligns with the Commission's priorities and how I can contribute to the future of policing in Honolulu. Thank you for your time and consideration.
Respectfully,

Respectfully,

Daniel P Thompson

Daniel Thompson
Chief of Police
Waukesha Police Department
dthompson@waukesha-wi.gov

Daniel Thompson

(262) 894-5578 1901 Delafield St., Waukesha, WI 53188, dthompson@waukesha-wi.gov

QUALIFICATIONS PROFILE

Strong career with impeccable record of effective, ethical leadership while assuming ever-increasing responsibility. Highly skilled in leveraging strategic partnerships and implementing innovative technology to enhance the quality of service to the community. Competent professional with experience creating and implementing strategies to address challenges and areas of improvement. Recognized as an authentic leader committed to personnel development and team building.

LEADERSHIP EXPERIENCE

Chief of Police May 4, 2020 – present

Waukesha Police Department

Responsible for providing executive leadership for the effective organization and supervision of all phases and operations of a progressive police department. As the chief, I manage and lead a department of 165 full and part-time personnel, including 124 sworn officers, and a budget of over $20 million. Institutionalized an intelligence-led, data-driven, neighborhood-focused engagement model in the department culture. Formalized a Mission and focused on a people-first mindset at all department levels. **Established the expectation of neighborhood engagement** by investing in relationships internally so officers can be engaged with the community externally. Led the department and the community through a mass casualty event on November 21, 2021. Also, I continue championing officer safety and wellness, including introducing certified law enforcement nutritionists into the department.

Executive Board Member, Wisconsin Chiefs of Police (WCPA)

President February 9, 2026 – present

- Serve on the executive board representing over 500 police chiefs across the State of Wisconsin, advancing the collective interests of law enforcement leadership.
- Provide strategic guidance, policy input, and organizational oversight to strengthen the mission and operational effectiveness of WCPA.
- Actively engage with state legislators and policymakers to advocate for legislation that enhances public safety, officer wellness, and community trust.
- Lead and support **initiatives focused on technology integration, officer resilience, recruitment and retention, and intelligence sharing across agencies.**
- Represent the association at statewide conferences, legislative hearings, and collaborative law enforcement forums to promote best practices and innovation in policing.

Daniel Thompson

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President, Waukesha County Chiefs of Police Association January 2021 – December 2023

- Represent police chiefs and law enforcement agencies across Waukesha County, fostering interagency collaboration and unified leadership on public safety initiatives.
- Spearheaded the development of a co-responder model that pairs officers with mental health clinicians, enhancing crisis response and reducing repeat encounters with individuals in mental health crisis.
- Strengthened partnerships with Waukesha County Public Health to improve coordination on substance use, suicide prevention, and community-based behavioral health interventions.
- Facilitated regular coordination meetings, training opportunities, and joint planning efforts to ensure consistent, effective, and compassionate public safety practices countywide.

Inspector of Police September 2019 – April 2020

Milwaukee Police Department

Member of the Executive Management team for the Milwaukee Police Department, which provided leadership to over 1800 sworn personnel and civilians. My duties included leadership, guidance, **executive-level police operational strategy development, management of all major incidents, and coaching mentorship from command staff officers to front-line** supervision. I ensured lines of communication from executive staff to District / Bureau Commanders and shift commanders are open and transparent. This reinforces department strategies that focus on execution and ensure compliance with procedures and policies. I also acted as the Public Information Officer throughout the execution of my command duties. I regularly hosted meetings with Federal, State, and Local Law Enforcement partners to foster interagency cooperation. Additionally, I interacted with social process partners and community leaders to build relationships, identify the root causes of problems, and integrate partnerships to accomplish the department's mission and vision and maintain trust in the community.

As an integral leader for the 2020 Democratic National Convention (DNC), I directed all patrol, intelligence, and budget planning. Since the DNC was designated a National Special Security Event (NSSE), I led and managed Law Enforcement personnel assigned to 28 subcommittees, ranging from civil disobedience to public outreach. I organized and ran regularly scheduled meetings with federal, local, and state law enforcement partners, using a holistic approach to develop a master operational plan that incorporated strategies for all 28 subcommittees.

Through the writing of grants, researching technology, and then utilizing the technology, I brought the Milwaukee Police Department into the future of policing. This technology has proven to be a force multiplier in assisting police personnel in focusing on enforcement and community engagement activities.

Captain June 2018 – September 2019

Milwaukee Police Department, Fusion Division

Fusion Division Commander, **leading multiple units** including NIBIN (National Integrated Ballistic Information Network), Real-Time-Event Center, Video Analytics Unit, Tactical Analysis Unit, and STAC (Southeastern WI Threat Analysis Center). An **innovator** within the agency devoted to the exchange of information and intelligence between federal, state, local, and tribal agencies toward the goal of improving detection, response, and crime reduction. **Led and managed a team** of officers, analysts, and detectives responsible for using sensitive technology to link individuals, cellular phone, open source, and records data to identify and apprehend suspects involved in serious felony offenses.

Daniel Thompson

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Key Accomplishments:

- **Reorganized** the Predictive Intelligence Center into the Tactical Analysis Unit with a focus on providing tactical, actionable intelligence to district stations, the Criminal Investigations Bureau, and the Special Investigations Division, which **provided more impactful intelligence** output to field agents.
- **Collaborated** with the District Attorney to develop procedures for operating technology in compliance with state and federal laws, and trained team members, investigators, and Assistant District Attorneys on procedures.
- **Champion** of integrating human intelligence with technology as a force multiplier for focused enforcement strategies and engaged community relations.

Director March 2018-Present, Feb 2015 - May 2017

Southeastern Threat Analysis Center (STAC)

Oversaw the development of goals, direction, and focus of STAC. Responsible for collaborating with federal, state, local, and tribal agencies and disciplines to exchange information and intelligence. Fostered public and private sector **partnerships** and liaised with federal, state, local, and private sector partners **across eight counties**. Possess full federal arrest powers and Top-Secret Clearance (TS).

Key Accomplishments:

- Managed multiple Presidential, Vice Presidential, and other dignitary protection details.
- **Managed and led outreach programs** focused on expanding law enforcement training and private sector partnerships on potential terrorist threats and reporting, and acted as Grant Coordinator.

Bomb Commander Feb. 2018 - Present

Assistant Bomb Commander 2015 - Feb. 2018

Bomb Technician 1999 - 2015

Milwaukee Police Department

Identified, diagnosed, and disrupted suspected or real explosive devices. Conducted post-blast crime scene investigations, collected and preserved bombing evidence, prepared and provided court testimony, and provided technical support for special events. Coordinate with the Hazardous Materials Team to provide support in the mitigation of chemical, biological, or nuclear incidents.

Key Accomplishments:

- Promoted to the **most senior** federally certified bomb technician in the Milwaukee Police Department.
- Provided education on prevention, awareness, and detection techniques to other agencies.
- Led and managed Bomb Squad teams from other agencies for special events, including the 2013 Governor's Conference, the 2016 Presidential elections, and sporting events.

Daniel Thompson

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Lieutenant May 2017 - March 2018

Milwaukee Police Department, Homicide Unit

Managed and mentored 38 detectives across three shifts as the Night Shift Commander responsible for high-profile critical incidents and homicide investigations. **Planned, directed, and coordinated** daily unit briefings and complex investigations. Prepared executive summary for all essential responses to the incident and reviewed and approved all reports written by unit detectives. Coordinated unit responses to critical incidents and established operating standards regarding the sharing of police reports.

Key Accomplishments:

- Increased Homicide Unit clearance rate to one of the highest rates nationwide by **improving communication** between shifts, ensuring accurate and thoughtful briefings, and **building a culture of teamwork.**
- Collaborated in developing a procedure for the Homicide Unit to assist State Victim Witness Advocates by determining whether a victim was involved in criminal activity and whether their family is entitled to state benefits.
- Attended town hall and district station-organized community meetings to **engage with the community** and solicit help on unsolved homicide investigations.

Lieutenant March 2018 – June 2018, Feb 2015 - May 2017

Milwaukee Police Department, Intelligence Fusion Center

Managed a team of nine police officers, three detectives, and a sergeant as Shift Commander across two shifts. Promoted **community-based policing programs** and supported the center's commitment to **multi-agency exchange** of information and intelligence. Coordinated with and served as **liaison** to other law enforcement agencies, departments, and community groups.

Key Accomplishments:

- **Established** Social Media Team and mission protocols.
- Managed and organized the Real Time Event Center Watch Desk in providing real-time tactical intelligence to field agents and establishing local and federal partner **information-sharing standards.**
- **Earned Secret Service "Certificate of Appreciation"** (2016) for leadership and support during presidential elections.
- Coached and mentored a team new to Fusion Center technological processes and mission concepts.
- **Established the nation's first** ShotSpotter Forensic Lab with a dedicated day and early shift team member, which organized ShotSpotter, social media, and watch desk tasks that earned recognition nationwide.
- **Established Pen-Link Unit** devoted to cellular and social media link analysis and responsible for collecting and analyzing data with Pen-Link software.
- Oversaw creation of call frequency reports, which improved deconfliction by identifying agency overlap.
- **Initiated cutting-edge mapping** of phone and social media data, which has significantly improved suspect identification.

Daniel Thompson

(262) 894-5578 1901 Delafield St., Waukesha, WI 53188, dthompson@waukesha-wi.gov

Detective / FBI Joint Terrorism Task Force Officer 2012 - 2015

Milwaukee Police Department

Successfully conducted **joint investigations** with FBI special agents and intelligence personnel as part of the FBI-managed multi-jurisdictional task force established to disrupt and dismantle domestic and international terrorist threats collaboratively.

Key Accomplishments:

- **Recognized for outreach training** (Terrorism and IED Awareness) to both the private and public sectors.
- **Received over 30 Letters of Commendation** for presenting and teaching public and private sector partners on suspicious package awareness, threat assessments, and proper mitigation protocols.

Detective 1999 - 2011

Milwaukee Police Department

Coordinated and supervised complex investigations in a range of divisions, including Homicide Unit, Violent Crimes, Arson Investigations, and Vice Control. Acted as Explosives Ordnance Disposal (EOD)/SWAT Integration Coordinator. Planned multiple improvised explosive device conferences for public and private sector groups of **100+ attendees.**

Key Accomplishments:

- **Recognized by the U.S. Attorney's office for investigation and arrest of a** high-profile homicide case involving explosives.
- Acted as **Team Leader** of Rapid Drug Enforcement Team in Vice Control Division, consisting of 3 undercover officers and four uniform officers.
- Acted as **lead case agent** in multiple long-term, wiretap narcotics investigations.
- **Recognized by DEA** for outstanding efforts leading to the 2010 indictment of a Mexican drug cartel leader.
- Earned Meritorious Unit Commendation for obtaining a 93% homicide clearance rate.

Police Officer 1991 - 1999

Milwaukee Police Department

Acted as a Patrol Officer in the Milwaukee Anti-Gang Crimes Unit (1994-1997) and the Metro Drug Unit (1997-1999).

Key Accomplishments:

- **Earned Meritorious Citation** for identifying and arresting violent gang members.
- Recognized for **outstanding leadership** and dedication while serving in the Metro Drug Unit.

Daniel Thompson

(262) 894-5578 1901 Delafield St., Waukesha, WI 53188, dthompson@waukesha-wi.gov

EDUCATION

Master of Science in Organizational Leadership and Administration | Concordia University |with High Honors 2017

Bachelor of Science in Criminal Justice | Concordia University | with Honors

Honors: Selected as Graduation Class Speaker; Student of the Term Certificate of demonstrated leadership 2015

CERTIFICATIONS

Certified Public Manager | Wisconsin Command College (WCPM) 2019

Certified Professional Manager | Certified Professional Managers (ICPM) 2016

FBI Hazardous Devices Certification | FBI 2001

Arson Investigation Certification | ATF 1999

Computer Programming Certificate | Milwaukee Business Training Institute 1989 – 1991

TRAINING

Law Enforcement Executive Development Seminar (80 hrs.) 2022

Valor Virtual Executive Leadership Matchbook (16hrs.) 2020

Social Network Analysis Law Enforcement| Naval Postgraduate School in Monterey, California (40 hrs.) 2017

Leadership Principles for Law Enforcement Personnel and Managers (16 hrs.) 2016

Community Oriented Policing and Counter-Terrorism Instructor Development (24 hrs.) 2014

Incident Command Training 100, 200, 800 | FBI (144 hrs.) 2014

Joint Terrorism Task Force Operations Training | FBI (64 hrs.) 2013

Indoctrination to Domestic and International Terrorism Culture Training | FBI (32 hrs.) 2012

Risk Management, Leadership and Development (16 hrs.) 2013

Terrorist Threat, Prevention and Response to Suicide Bomber Instructor Development (40 hrs.) 2010

Leadership in Police Organizations (8 hrs.)

Emotional Survival for Law Enforcement (8 hrs.) 2009

COMMUNITY INVOLVEMENT

Volunteer 2011 - Present

Special Olympics of Wisconsin

Volunteer 2011 - Present

Hales Corners Lutheran Church

Daniel P. Thompson

Chief of Police, City of Waukesha
262-894-5578 | dthompson@waukesha-wi.gov

Professional References

Mayor Shawn Reilly
Mayor
City of Waukesha
Direct appointing authority; I have worked under his leadership for the past six years, collaborating on citywide strategic priorities, public safety initiatives, and community engagement efforts.
Phone: 262-727-2275
Email: sreilly@waukesha-wi.gov

Chief Patrick Mitchell
Chief of Police
West Allis Police Department
Professional colleague; over 30 years of collaboration. Former supervisor who has directly observed my leadership and professional growth.
Phone: 414-416-8187
Email: pmitchell@westalliswi.gov

Doug Shoemaker
Retired Chief of Police
The Curve
Professional colleague; collaborated through the International Association of Chiefs of Police (IACP) in developing a national curriculum focused on Supporting Growth After Tragedy.
Phone: 573-230-1901
Email: doug@thecurve.org

Terrance Gordon
Retired Chief of Police
Thornton, Colorado
Professional colleague; worked together for over 25 years with the Milwaukee Police Department, with extensive shared operational and leadership experience.
Phone: 414-704-2585
Email: terrence.gordon@att.net

Michael Steffes
Retired Chief of Police, Sun Prairie Police Department
Professional Development Consultant, Montrose Police Department (Colorado)
Professional colleague; collaborated for over five years on the Wisconsin Chiefs of Police Association Executive Board, focusing on leadership development and statewide initiatives.
Phone: 715-590-2847
Email: msteffes@montrosepd.org

Pete Peters
Executive Director
Wisconsin Chiefs of Police Association
Professional colleague; worked closely on statewide law enforcement initiatives, legislative efforts, and advancing mission-critical technology for Wisconsin law enforcement.
Phone: 715-364-2367
Email: ppeters@wichiefs.org

RADE VANIC

RADE K. VANIC, Interim Chief of Police, Honolulu PD

CAREER OVERVIEW

Rade Vanic is a seasoned law enforcement executive with more than 26 years of progressive leadership experience within the Honolulu Police Department, currently serving as Interim Chief of Police. He has held every major rank in the organization, including Deputy Chief, Assistant Chief, Major, and Captain, and has twice served as Interim Chief, providing him with comprehensive command-level experience across both operational and administrative domains.

Vanic has led a full-service metropolitan police department of more than 2,000 personnel and managed a multi-hundred-million-dollar budget. His background includes oversight of critical functions such as human resources, training, information technology, communications, and fiscal operations. He is recognized for principled leadership, constitutional policing, and a disciplined, systems-oriented approach to organizational management.

ACCOMPLISHMENTS

Chief Vanic's career reflects strong executive-level governance and organizational leadership:

- Served as Interim Chief of Police (twice), leading the department through transition periods and maintaining operational continuity
- Managed multi-hundred-million-dollar budgets, ensuring fiscal accountability and strategic allocation of resources
- Directed department-wide modernization initiatives, including CAD/RMS systems and communications upgrades
- Reduced overtime expenditures through operational reforms
- Led body-worn camera program implementation, including policy, labor coordination, and rollout
- Oversaw enterprise-wide administrative operations, including HR, training, fleet, IT, and evidence management

These accomplishments demonstrate a leader focused on organizational stability, governance, and long-term systems management.

PROFESSIONAL ASSOCIATIONS / GOVERNANCE ENGAGEMENT

- Member, International Association of Chiefs of Police (IACP)
- Member, Major Cities Chiefs Association
- Executive roles in multiple statewide governance bodies (HIJIS, HIDTA, Law Enforcement Standards Board, Governor's Committee on Crime)
- FBI National Executive Institute (in progress)

COMMUNITY INVOLVEMENT

Vanic has direct experience in community-oriented policing and engagement:

- Oversaw Community Affairs Division, Police Activities League (PAL), and other youth programs
- Led crisis communication and media engagement as Captain in the Office of the Chief
- Emphasizes community trust, transparency, and culturally grounded policing

His approach reflects a measured, relationship-based engagement style, grounded in local understanding of O‘ahu’s diverse communities.

INTEREST IN THE ROLE

Vanic views the Chief role as an opportunity to continue advancing constitutional policing, transparency, and organizational modernization within a department he has served for his entire career.

He emphasizes:

- Strengthening public trust through accountability and ethical leadership
- Aligning departmental strategy with measurable public safety outcomes
- Investing in workforce development, morale, and succession planning
- Maintaining strong collaboration with the Police Commission, elected officials, and community stakeholders

His motivation is rooted in continuity, stability, and long-term stewardship of the organization.

CONTROVERSY

No formal misconduct issues identified in the materials.

Primary risks are not behavioral, but strategic:

- Perceived as incremental rather than transformational
- Unclear if he has a compelling “big vision” narrative for the future of policing in Honolulu
- Leadership style may be viewed as steady but not dynamic or inspirational

OVERALL ALIGNMENT ASSESSMENT

A highly disciplined, politically aware, and systems-oriented executive who aligns strongly with Honolulu’s governance structure and operational needs. Vanic represents a low-risk, commission-ready leader with some internal credibility and executive maturity.

ATTRIBUTE-BY-ATTRIBUTE EVALUATION

Principled, Ethical, Transparent Leadership

Alignment: High

Vanic consistently demonstrates disciplined, process-oriented leadership grounded in accountability and public trust. He respects due process, avoids speculation, and communicates with professionalism and restraint—key attributes for a commission-governed environment.

Strategic, Forward-Looking Leadership

Alignment: High

He demonstrates strong systems thinking and strategic sequencing:

- CAD/RMS modernization
- Workforce redesign strategies
- Civilian response models
- Phased, pilot-based implementation

He understands budget cycles, legislative constraints, and execution timelines, reflecting true executive-level planning.

Operational Credibility

Alignment: High

Vanic's career progression across all ranks—including patrol, investigations, IT, professional standards, and executive command—provides comprehensive operational credibility. He has direct experience leading complex urban policing operations and internal oversight functions.

Data-Driven / Technology / Modern Policing

Alignment: High

Strong alignment with modernization priorities:

- Body-worn camera implementation
- CAD/RMS system oversight and critique
- Technology lifecycle management strategies
- Integration of IT systems and operational tools

He demonstrates an understanding of systems-level integration, not just individual tools.

Organizational Alignment, Standards, and Accountability

Alignment: High

Vanic brings deep experience in professional standards and discipline systems:

- Led internal investigations and compliance programs

- Demonstrates understanding of labor relations and due process
- Maintains clear expectations for accountability and organizational alignment

He presents as a disciplined, governance-focused executive leader.

Workforce Development / Recruitment / Retention

Alignment: High

A major strength:

- Strong grasp of recruitment and retention challenges
- Advocates for structural solutions, including alternative workforce models
- Focused on leadership pipeline development and succession planning

He approaches workforce challenges with realistic, financially grounded strategies.

Officer Wellness

Alignment: Moderate

While not a central theme, Vanic acknowledges:

- Importance of morale and job satisfaction and has the current belief that morale is "really good."
- Relationship between staffing, burnout, and retention

This is an area where the candidate appears to be out of touch compared to other internal and external candidates, who are more focused on wellness.

Political Acumen and Governance Navigation

Alignment: High

One of his strongest differentiators:

- Deep understanding of budget, policy, and legislative processes
- Ability to navigate political environments with discipline and tact

Cultural Competence and Community Alignment

Alignment: Moderate to High

Vanic shows authentic local alignment:

- Deep understanding of O‘ahu’s cultural and community dynamics
- Experience in community programs and engagement initiatives
- Emphasizes respect, humility, and collaboration

However, his approach is steadier and more relational than visionary.

Communication Style and Executive Presence

Alignment: High

A key strength:

- Controlled, professional, and measured communication
- Clear, structured responses without emotional volatility
- Ability to diagnose issues without assigning blame

He presents as a commission-safe, executive-level communicator.

RECRUITERS’ OVERALL ASSESSMENT

Rade Vanic presents as a highly credible, disciplined, and governance-ready executive who aligns with the Honolulu Police Department’s current needs. He brings deep institutional knowledge, strong political awareness, and proven executive leadership within a complex, commission-governed environment. He is not a disruptive reformer or high-energy visionary, but he offers something equally valuable: **s**tability, control, and reliability at the chief level.

Overall assessment:
Low-risk candidate.
Fully capable of leading the department on day one.
A strong finalist for a commission seeking stability, governance alignment, and disciplined leadership over transformational disruption.

PSSC recommends Chief Vanic for the initial panel interviews.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

Rade K. Vanic

91-1103 Paaoloulu Way, Kapolei, Hawaii 96707 | (808) 358-7280 | vanics@hawaiiantel.net

March 26, 2026

Ms. Laurie Foster
Chair and Members
Honolulu Police Commission
1060 Richards Street
Honolulu, Hawaii 96813

Dear Ms. Foster:

It is with deep respect for our community and our department that I submit my application for the position of Chief of Police of the Honolulu Police Department. Having served this department for more than 26 years, beginning as a police officer and currently serving as Interim Chief of Police, I have dedicated my career to principled leadership and the advancement of public trust.

Throughout my tenure, I have had the honor of serving at almost every rank within the organization, including Assistant Chief, Deputy Chief of Police, and Interim Chief of Police (twice). These experiences have provided me with comprehensive operational, administrative, and executive command insight into the complexities of leading a full-service metropolitan police department.

As Interim Chief, I have focused on strengthening transparency, reinforcing accountability systems, and aligning departmental strategy with measurable public safety outcomes. I have prioritized fiscal responsibility, workforce development, and modernization initiatives designed to enhance efficiency while safeguarding civil rights and community confidence. My leadership philosophy centers on ethical decision-making, data-informed strategy, officer wellness, and meaningful community engagement.

In my previous role as Deputy Chief overseeing Administrative Operations, I managed a multi-hundred million dollar budget and directed divisions responsible for fiscal management, human resources, training, information technology, communications, and fleet and evidence management. This experience reinforced the importance of responsible stewardship of public resources, long-term planning, and maintaining compliance with evolving legal and accreditation standards.

Equally important to me is the human dimension of leadership. I believe that culture, morale, and professional development directly impact public service delivery. By investing in recruitment, retention, leadership succession, and training modernization, we ensure that our officers and civilian personnel are prepared to meet the evolving needs of our island community.

Honolulu is unique in its cultural diversity, geographic challenges, and strong community identity. The Chief of Police must lead with integrity, humility, and collaboration, working closely with the Commission, elected officials, community leaders, and our workforce to ensure that public safety strategies reflect the values of our residents.

If selected, I will continue to advance a strategic vision grounded in constitutional policing, transparency, innovation, and accountability. I am committed to ensuring that the Honolulu Police Department remains a trusted, professional, and community-focused law enforcement agency.

To assist you with evaluating my qualifications, I have included the following documents for your consideration: Resume, References, Work Assignments, Training History, Leadership Philosophy, and Strategic Plan.

Thank you for your time, consideration, and continued service to our community. I would be honored to discuss my qualifications and vision with you further.

Respectfully,



Rade K. Vanic

Rade K. Vanic

91-1103 Paaoloulu Way, Kapolei, Hawaii 96707 | (808) 358-7280 | vanics@hawaiiantel.net

EXECUTIVE PROFILE

Senior law enforcement executive with more than 26 years of progressive leadership experience with the Honolulu Police Department, including service as Interim Chief of Police (twice), Deputy Chief of Police, Assistant Chief, Major, Captain, Lieutenant, Sergeant, and Police Officer.

Extensive executive command experience overseeing a full-service metropolitan department of more than 2,000 sworn and civilian personnel and a multi-hundred million dollar budget. Recognized for principled leadership, constitutional policing, organizational modernization, fiscal stewardship, labor relations expertise, crisis command, and commitment to community trust and transparency.

EXECUTIVE LEADERSHIP EXPERIENCE

Interim Chief of Police (August 2025 to Present)

- Provides executive leadership, ensuring adherence to constitutional policing standards and all state and federal laws.
- Establishes and executes strategic vision focused on public safety, accountability, community trust, and officer wellness.
- Serves as chief liaison to the Honolulu Police Commission, Mayor, City Council, and community stakeholders.
- Directs fiscal planning and responsible stewardship of public resources.
- Leads organizational modernization initiatives, policy reform, and performance accountability systems.
- Provides executive command during critical incidents, major events, and emergencies.

Deputy Chief of Police - Administrative Operations (June 2022 to July 2025)

- Provided executive oversight of Fiscal Management, Human Resources, Training, Records and Identification, Communications, Information Technology, Fleet Management, and Evidence Management.
- Managed departmental budget involving hundreds of millions of dollars.
- Directed workforce planning for 2,000 plus employees, including recruitment, retention, succession planning, and labor relations.
- Led department-wide technology modernization including CAD, records management, cybersecurity, and data systems.
- Ensured compliance with accreditation standards and all federal, state, and local requirements.
- Secured and administered federal and state grant funding.
- Served as Acting Chief of Police when designated.

Interim Chief of Police (June 2021 to May 2022)

- Developed measurable Action Plan for the Honolulu Police Commission.
- Strengthened morale and internal culture during organizational transition.
- Advocated before the Legislature and City Council on public safety initiatives.
- Implemented operational reforms to improve efficiency and recruitment.
- Ensured fiscal accountability and transparent communication.

Metropolitan Assistant Chief (August 2020 to May 2021)

- Provided oversight of Administrative and Support Services Bureaus, including Finance, Human Resources, Training, Communications, Information Technology, Records, Fleet, and Telecommunications.
- Presented departmental budget to City Council.
- Reduced overtime expenditures through operational reforms.
- Oversaw implementation of CAD and records management systems.
- Directed encrypted radio system installation and Capital Improvement Projects.
- Collaborated with collective bargaining units (SHOPO, HGEA, UPW).

COMMAND AND OPERATIONAL LEADERSHIP

Metropolitan Police Major (2017 to 2020)

Commander - Professional Standards Office

- Directed internal investigations and inspections.
- Oversaw accreditation and compliance programs.
- Chaired Health and Safety Committee.

Commander - Patrol District 3 (Aiea/Pearl City/Waipahu)

- Directed patrol operations and crime reduction strategies.
- Managed personnel deployment and operational planning.

Commander - Information Technology Division

- Led enterprise information technology systems, statistical reporting, and policy directive management.
- Chaired Uniform and Equipment Committee.

Metropolitan Police Captain (2014 to 2017)

Office of the Chief of Police

- Supervised Executive Support Section, Media Liaison Office, and Virtual Unit.
- Directed media relations, public communications, and crisis messaging.
- Led implementation of department body-worn camera program.
- Managed Office of the Chief budget and fiscal operations.

Metropolitan Police Lieutenant (2011 to 2014)

- Oversaw Community Affairs Division, Police Activities League, and Law Enforcement Explorer Program.
- Supervised Robbery Detail and Polygraph Unit.
- Led Crisis Negotiation Team operations and training.

Metropolitan Police Sergeant and Police Officer (1999 to 2011)

- Supervised field operations and recruit field training program.
- Conducted criminal investigations, patrol operations, and community engagement.
- Directed crime prevention partnerships with business and neighborhood stakeholders.

EDUCATION & EXECUTIVE DEVELOPMENT

- **FBI National Executive Institute (NEI)** - In Progress (Concluding September 2026)
  Federal Bureau of Investigation - Quantico, VA
- **Certificate in Executive Leadership** - September 2018
  FBI Southeastern Law Enforcement Executive Development Institute
- **Graduate Studies (Partial Completion), S.T.E.M.S.2 Curriculum Studies**
  University of Hawaii at Manoa - 2021 to 2022
- **Bachelor of Architecture** - May 1998
  University of Hawaii at Manoa

PROFESSIONAL MEMBERSHIPS & GOVERNANCE ROLES

- FBI Criminal Justice Information Services (CJIS) - Western Working Group - Member
- FBI Law Enforcement Executive Development Association (LEEDA) - Member
- International Association of Chiefs of Police - Member
- Major Cities Chiefs Association - Member
- Hawaii Integrated Justice Information Sharing (HIJIS) - Executive Committee
- Hawaii High Intensity Drug Trafficking Area (HIDTA) - Executive Board
- Hawaii SAVIN Governance Committee - Member
- Governor's Committee on Crime - Member
- Hawaii Law Enforcement Standards Board - Member
- VAWA State Planning Committee - Member
- Hawaii State Law Enforcement Officials Association - Executive Board
- Police Chiefs of Hawaii Association - Member
- Hawaii Law Enforcement Coalition - Member
- State of Hawaii Organization of Police Officers - Associate Member
- Hawaii Police Relief Association - Member
- State of Hawaii Board of Private Detectives and Guards - Member
- Firearm Crisis Intervention Advisory Board - Member

CORE LEADERSHIP COMPETENCIES

- Executive Command and Governance
- Constitutional and Community-Oriented Policing
- Public Trust and Transparency
- Fiscal Stewardship and Budget Administration
- Organizational Modernization
- Crisis Leadership and Critical Incident Management
- Labor Relations and Collective Bargaining

- Technology and Systems Implementation
- Risk Management and Accreditation
- Strategic Planning and Performance Metrics
- Officer Wellness and Workforce Development

Rade K. Vanic

91-1103 Paaoloulu Way, Kapolei, Hawaii 96707 | (808) 358-7280 | vanics@hawaiiantel.net

REFERENCES

Mr. Steven Alm
Prosecuting Attorney
Department of the Prosecuting Attorney
Phone: (808) 741-2009
Email: steven.alm@honolulu.gov

Mr. John Pelletier
Chief of Police
Maui Police Department
Phone: (702) 324-6433
Email: john.pelletier@mpd.net

Mr. James Ireland
Director
Honolulu Emergency Services Department
Phone: (808) 351-4102
Email: james.ireland@honolulu.gov

Mr. Jerry Gibson
President
Hawaii Hospitality Group
Phone: (808) 954-9477
Email: jerry.gibson@hawaiihg.com

Ms. Carrie Okinaga
University General Counsel
University of Hawaii
Phone: (808) 228-8117
Email: carrieokinaga@gmail.com

Mr. Philip Camero
Investigator
United States Naval Criminal Investigative Service
Phone: (808) 284-5589
Email: philip.camero@ncis.navy.mil

Highly Confidential

City of Honolulu, HI
Chief of Police

Applicant Listing - Qualified
As of 4/17/26

Total Number of Applicants:3

Candidate	Current Position	Under Consideration	
		Yes	No
Hironaka, Ryan BS, Biological Sciences University of Southern California Los Angeles, CA FBI National Academy	Major Honolulu PD Honolulu, HI	☑	☐
Kang, Cheol MBA, Public Management TUI University Chandler, AZ BA, History Seattle University Seattle, WA FBI National Academy	Chief, Community Programs and Services Division King County Sheriff's Office Seattle, WA	☑	☐
McGill, David MPA, Public Administration California State University Long Beach, CA BS, Biological Sciences-Pre-Medicine University of California Irvine, CA California POST Command College FBI National Academy	Chief of Police (ret) Sedona PD Sedona, AZ	☑	☐

** Education and Certification Provided by Candidate, Subject to Verification*

RYAN HRONAKA

Ryan T. Hironaka

CAREER OVERVIEW

Ryan Hironaka is an experienced Honolulu Police Department leader with more than 28 years of public safety service, including progressive assignments across corrections, patrol, investigations, professional standards, and executive-level fiscal management.

He currently serves as Major of the Finance Division, where he oversees the department's fiscal operations, including budget planning, execution, procurement, and financial oversight of departmental programs. His leadership role includes managing budgets exceeding $350 million and coordinating complex, multi-year budget cycles with internal command staff and external stakeholders.

Previously, Hironaka held key leadership roles within the Professional Standards Office, where he supervised administrative investigations, managed misconduct cases, and ensured compliance with departmental policy and legal standards. His career foundation includes nine years in patrol and five years as a detective, providing a broad understanding of field operations and investigative processes.

He is recognized for his deep understanding of internal accountability systems, fiscal management, and organizational processes, with a leadership style grounded in professionalism, fairness, and operational discipline.

Accomplishments:

- Led development and execution of Honolulu Police Department's $366 million FY25 budget, reducing lapsed funds to 6.4% and improving fiscal efficiency
- Managed multi-year budget planning cycles (FY24–FY27), aligning departmental resources with operational priorities
- Oversaw administrative investigations and reduced case completion times within Professional Standards Office
- Supervised more than 120 personnel misconduct investigations and 40 critical incident reviews
- Implemented process improvements enhancing accountability and timeliness in disciplinary systems
- Served as command staff mentor to multiple police recruit classes
- Received numerous commendations with no sustained citizen complaints during patrol service Hironaka demonstrates consistent engagement with internal and external stakeholders, particularly in the areas of budgeting, compliance, and organizational accountability.

EDUCATION / CREDENTIALS

Bachelor of Science, Biological Sciences – University of Southern California
FBI National Academy – Session 287 (2023)

INTEREST IN THE POSITION

Hironaka is motivated by the opportunity to serve as Chief of Police for the Honolulu Police Department, where he has spent his career and developed deep institutional knowledge.

He emphasizes:

- Strengthening accountability and improving timeliness of internal investigations
- Enhancing fiscal responsibility and resource management
- Supporting organizational professionalism and ethical conduct
- Building a culture grounded in fairness, consistency, and service

His interest reflects a commitment to improving internal systems and aligning departmental operations with community expectations.

ORGANIZATIONAL ALIGNMENT EVALUATION

Principled, Ethical, Transparent Leadership
Alignment: High

Hironaka demonstrates strong grounding in accountability, fairness, and ethical decision-making. He shows a clear understanding of internal discipline systems and emphasizes the importance of timely, consistent investigations to maintain workforce morale and organizational trust.

Strategic, Forward-Looking Leadership
Alignment: Moderate

He demonstrates awareness of systemic inefficiencies and the need for process improvement, particularly within internal investigations and fiscal operations. However, his approach is more operational and problem-focused, with less emphasis on long-term strategic vision and organizational transformation.

Operational Credibility
Alignment: Moderate to High

Hironaka brings broad experience across patrol, investigations, and administrative leadership. While credible in multiple functional areas, his experience is more internally focused, with limited evidence of large-scale field command or major operational leadership.

Data-Driven / Technology / Modern Policing
Alignment: Low to Moderate

There is limited evidence of direct leadership in technology implementation or data-driven policing initiatives. His experience is more concentrated in fiscal management and internal accountability systems than in modernization or analytics-driven operations.

ASSESSMENT OF MANAGEMENT STYLE AND SELF-AWARENESS

Hironaka is a thoughtful, disciplined, and process-oriented leader who emphasizes fairness, consistency, and organizational accountability.

Key characteristics:

- **Analytical Leader:** Strong focus on systems, processes, and internal accountability
- **Grounded and Professional:** Demonstrates humility and a measured, thoughtful approach
- **Process-Oriented:** Focuses on improving timelines, efficiency, and compliance
- **Mentorship-Focused:** Values early career development and guidance
- **Ethical and Fair:** Emphasizes consistency and integrity in decision-making

He presents himself as a credible and steady leader with strong internal knowledge of the organization, though more operational and analytical than executive in style.

CONTROVERSY

No significant controversies were identified in the materials provided.

RECRUITERS' ASSESSMENT

Ryan Hironaka is a knowledgeable and experienced internal leader with deep expertise in organizational accountability, fiscal management, and administrative processes. His background reflects the ability to:

- Manage complex public safety budgets and fiscal operations
- Lead internal investigations and accountability systems
- Understand organizational challenges from an internal perspective
- Support workforce development and mentorship
- Maintain professionalism and ethical standards

Overall Assessment:
A capable, disciplined, and internally experienced leader with strong strengths in accountability and fiscal management. Brings valuable institutional knowledge and operational insight, with a leadership profile best aligned to structured environments requiring process improvement and organizational consistency. However, this candidate lacks depth and executive presence. PSSC believes he has potential but would not recommend Major Hironaka to the interview process at this time.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

RYAN T. HIRONAKA

(808) 389-2047 | ryanhpd@gmail.com

March 27, 2026

Chair Laurie Foster and Members
Honolulu Police Commission
1060 Richards Street, Suite 170
Honolulu, Hawai'i 96813

Dear Chair Foster and Members:

I am honored to submit my application for the position of Chief of Police with the Honolulu Police Department (HPD). With 28 years of public safety experience, I bring a proven record of leadership, accountability, and operational effectiveness aligned with the demands outlined in the recruitment materials. My career began in 1997 as an adult corrections officer and has advanced to senior leadership roles within the HPD, including command of both the Professional Standards Office and the Finance Division.

As Major of the Finance Division, I currently lead the department's fiscal operations that include strategic budget planning, execution, and fiscal oversight of departmental programs and initiatives. This role has provided me with a comprehensive understanding of municipal finance and the critical relationship between resource management and public safety outcomes.

One of my key accomplishments is that I led the department through the Fiscal Year 2025 (FY25) budget cycle, a multi-year effort requiring extensive coordination with command staff and external stakeholders. During execution, I navigated complex and unforeseen challenges, applying sound judgment, innovative problem-solving, and in-depth knowledge of City and departmental procurement policies. These efforts resulted in reducing lapsed funds to 6.4 percent of a $366 million budget—cutting the prior year's lapse rate by half and significantly improving fiscal efficiency.

In 2023, I completed the 287th Session of the FBI National Academy, where I strengthened my expertise in leadership, organizational strategy, recruitment, emotional intelligence, and officer wellness. This experience further reinforced my commitment to resilient leadership, accountability, and fostering a culture grounded in professionalism, empathy, and service.

I am confident that my leadership experience, integrity, and commitment to public service position me to effectively serve as Chief of Police. I welcome the opportunity to further discuss how my background and vision align with the department's mission and the community's expectations.

Thank you for your time and consideration.

Respectfully,



Ryan T. Hironaka

Ryan T. Hironaka

Police Major

Honolulu, Hawai'i

(808) 389-2047

ryanhpd@gmail.com

EXPERTISE

Planning and Organization

Budget and Procurement

Problem Solving

Adaptable

Misconduct Complaints

Flexible

Excellent Communicator

Quick Thinker

Emotional Intelligence

EDUCATION

Bachelor of Science (B.S.),
Biological Sciences
University of Southern California
1990 – 1994

Certificate of Completion
FBI National Academy
287th Session
2023

PROFILE

Accomplished Police Commander with 21 years of police service, recognized for leading both the Professional Standards Office and Finance Division. Proven expertise in organizational leadership, fiscal management, and accountability. Demonstrates strong communication skills, sound judgment under pressure, and a commitment to fostering effective partnerships with departmental personnel, external agencies, and the community.

PROFESSIONAL EXPERIENCE

MAJOR / CAPTAIN — MAY 2023 – PRESENT
Honolulu Police Department – Finance Division

The Finance Division oversees all financial operations within the department, including payroll, budgeting, purchasing, and grant management. The Major and Captain are the department's Fiscal Officers, ensuring proper oversight and accountability in these areas.

- Managed the department's $354 million Fiscal Year 2024 (FY24) budget as a Captain
- As a Major, managed the department's $366 million (FY25) and $375 million (FY26) budgets; led development of the proposed $396 million (FY27) budget
- Reduced lapsed funds by 50 percent in FY25 and FY26 year-over-year
- Served as a Command staff mentor to the 208th, 213th, and 220th Police Recruit classes

ACTING MAJOR / CAPTAIN / LIEUTENANT/ DETECTIVE — JULY 2014 – MAY 2023
Honolulu Police Department – Professional Standards Office

The Professional Standards Office is responsible for impartially investigating alleged misconduct and critical incidents involving departmental personnel, ensuring that departmental personnel comply with policies and procedures, and processing legal requests.

- As a Detective for five years, conducted 100 investigations of alleged personnel misconduct and 10 critical incident reviews
- As Lieutenant of the Administrative Investigation Section, led oversight of 120 personnel misconduct investigations and 40 critical incident reviews over two years, reducing average case completion times by 20 percent
- As Captain / Acting Major of the division for 18 months, oversaw all operations of the division, prepared monthly and annual reports, and submitted the division's annual budget request

CORPORAL / POLICE OFFICER — MAY 2005 – JULY 2014
Honolulu Police Department – Patrol

Patrol officers respond to emergencies, maintain order, render first aid, safeguard property, preserve evidence, and detain suspected violators of laws. Patrol officers conduct investigations of complaints, misdemeanors, felonies, traffic violations, and crimes of violence.

- Served as a patrol officer in the East Honolulu and Downtown Honolulu areas for eight years while also performing as a Field Training Officer in the Field Training Evaluation Program for four years
- Received numerous commendations and letters of appreciation with no sustained citizen complaints

Ryan T. Hironaka

Honolulu. Hawai'i
(808) 389-2047
ryanhpd@gmail.com

PROFESSIONAL REFERENCES

Aaron Takasaki-Young
Interim Deputy Chief
Honolulu Police Department
(808) 561-8902
wingsung_1999@yahoo.com

Aaron has served as my supervisor and mentor during my assignments in the Professional Standards Office and the Finance Division, and is well positioned to attest to my expertise in administrative investigative processes, budgetary planning, and procurement procedures.

Travis Kohatsu
Business Manager
State of Hawaii Organization of Police Officers (SHOPO)
(808) 554-9845
tk1612@gmail.com

Travis, representing the police officers' union, has worked closely with me since 2014 during my assignments in the Professional Standards Office and the Finance Division on matters pertaining to administrative investigations and collective bargaining.

Mark Inamasu
Assistant Budget Program Administrator
Department of Budget and Fiscal Services
(808) 768-3912
mark.inamasu@honolulu.gov

Over the past three years, I have coordinated with Mark in the planning, implementation, and management of the Honolulu Police Department's budgets for Fiscal Years 2024 through 2027. He is well positioned to attest to my comprehensive understanding of City budgetary and procurement processes, as well as applicable guidelines and regulations.

Michelle Yu
Information Specialist III (Retired – Honolulu Police Department)
(808) 227-4922
myu2011@gmail.com

Michelle, former Public Information Officer for the Honolulu Police Department, collaborated with me on public information requests arising from my assignments in the Professional Standards Office and the Finance Division.

Brandon Nakasato
Acting Deputy Chief
Honolulu Police Department
(808) 690-5320
bnakasato@honolulu.gov

Brandon, who has served as both my mentor and former direct supervisor in the Professional Standards Office, is well positioned to attest to my expertise in the administrative investigation process.

CHEOL KANG

Cheol Kang, Chief – Community Programs and Services Division, King County Sheriff's Department

Former Chief of Police - Mukilteo Police Department (2016-2023)

CAREER OVERVIEW

Cheol Kang is a strategic public safety executive with more than 20 years of leadership experience in municipal policing, regional law enforcement administration, and military service. He currently serves as Chief of the Community Programs and Services Division for the King County Sheriff's Office, overseeing strategic initiatives for an agency of more than 1,200 personnel serving over two million residents with a biennial budget of $637 million.

Previously, Kang served as Chief of Police for the Mukilteo Police Department (2016–2023), where he led organizational modernization, developed long-range strategic planning, and strengthened community engagement and accountability systems.

He brings a unique combination of municipal police leadership and military experience as a U.S. Navy Public Affairs Officer (Commander, O-5), including assignments supporting Naval Special Warfare and U.S. Third Fleet operations.

Chief Kang is recognized for his disciplined leadership approach, strong emotional intelligence, and ability to align organizational culture, technology, and performance within complex governance environments.

Accomplishments:

- Led development and implementation of Mukilteo Police Department's first comprehensive six-year strategic plan
- Reduced officer vacancy rates by 25% through innovative recruitment strategies
- Modernized operations through the implementation of body-worn cameras, UAS (drone) program, digital systems, and policy platforms
- Built and professionalized communications and community engagement functions at King County Sheriff's Office
- Manages 17 police service contracts across multiple jurisdictions, including transit, airport, and tribal partnerships
- Implemented co-response model pairing deputies with mental health professionals
- Advanced division-level budgeting processes improving transparency and accountability
- Led organizational digitization initiatives, transitioning from paper-based systems to modern platforms

PROFESSIONAL ASSOCIATIONS / COMMUNITY INVOLVEMENT

- Board Member (Re-elected), Washington Chapter – FBI National Academy Associates
- Vice President, Snohomish County Sheriffs and Police Chiefs Association
- Accomplished public speaker

- Active collaboration with elected officials, governing boards, labor organizations, and community stakeholders

Chief Kang demonstrates strong engagement in regional governance, community partnerships, and professional policing organizations, with a focus on collaborative problem-solving and public trust.

EDUCATION / CREDENTIALS

MBA, Public Management (Summa Cum Laude) – TUI University
Bachelor of Arts, History – Seattle University

Professional development:

- FBI National Academy (Session 273)
- Graduate Certificate in Criminal Justice Education – University of Virginia

INTEREST IN THE POSITION

Chief Kang is motivated by the opportunity to lead the Honolulu Police Department in a way that strengthens organizational culture, modernizes operations, and builds lasting trust with the community.

He emphasizes:

- Aligning policing strategies with community expectations and stakeholder priorities
- Strengthening recruitment, hiring, and workforce development
- Advancing technology and data-informed decision-making
- Enhancing transparency, accountability, and professional standards
- Building strong relationships with elected officials, labor groups, and community partners

He expresses a strong personal connection to Honolulu and a commitment to serving its diverse and culturally rich community.

ORGANIZATIONAL ALIGNMENT EVALUATION

Principled, Ethical, Transparent Leadership
Alignment: High

Chief Kang demonstrates a strong accountability mindset, emphasizing clear expectations, direct communication, and leadership responsibility in addressing performance issues. He rejects avoidance culture and promotes balanced decision-making grounded in fairness and organizational integrity.

Strategic, Forward-Looking Leadership
Alignment: High

He exhibits disciplined, systems-oriented strategic thinking, emphasizing sequencing of organizational change (culture → technology → efficiency) and alignment of internal and external stakeholders. His experience developing long-range strategic plans reflects a structured and executable approach to transformation.

Operational Credibility

Alignment: High

Chief Kang brings strong operational credibility through municipal chief experience, command-level leadership, and military service as a Navy Commander. His leadership in both policing and high-performance military environments reinforces trust and capability across organizational levels.

Data-Driven / Technology / Modern Policing

Alignment: High

He demonstrates strong experience implementing modern policing technologies and digital systems, including body cameras, RMS/CAD integration, policy management platforms, and data-informed operational strategies. He understands both implementation and change management challenges.

ASSESSMENT OF MANAGEMENT STYLE AND SELF-AWARENESS

Chief Kang is a disciplined, thoughtful, and emotionally intelligent leader who emphasizes systems alignment, accountability, and organizational culture.

Key characteristics:

- **Calm and Controlled Leader:** Maintains composure and clarity in complex environments
- **Systems-Oriented Thinker:** Focuses on aligning culture, operations, and performance
- **Accountability-Focused:** Sets clear expectations and enforces standards
- **Collaborative Executive:** Values stakeholder alignment and inclusive problem-solving
- **Strategic Communicator:** Communicates clearly, professionally, and at an executive level

He demonstrates strong executive presence, with a leadership style that is steady, credible, and aligned with governance expectations.

CONTROVERSY

No significant controversies were identified in the materials provided.

RECRUITERS' ASSESSMENT

Cheol Kang is a disciplined, strategically grounded, and operationally credible law enforcement executive with a demonstrated ability to lead organizations through modernization, cultural alignment, and performance improvement. His background reflects the ability to:

- Lead municipal and regional law enforcement operations within complex governance structures
- Implement strategic planning and long-term organizational alignment
- Advance technology-driven policing and modern operational systems
- Strengthen workforce recruitment, retention, and development
- Build trust through community engagement and transparent leadership
- Navigate political environments with professionalism and discipline

Overall Assessment:

A highly credible, composed, and strategically aligned executive leader with strong operational experience in a much smaller jurisdiction with governance awareness. Chief Kang is well-suited to lead a complex organization through structured improvement, modernization, and sustained organizational alignment. The question for this candidate is scaling and internal credibility. The candidate has been working in a leadership role at the King County Sheriff's Office (1200 personnel), but at the division head level. Otherwise, an excellent candidate.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

Dear Chair and Members of the Honolulu Police Commission,

I am writing to express my interest in serving as the next Chief of Police for the Honolulu Police Department. The opportunity to lead an agency entrusted with protecting one of the most vibrant and diverse communities in the country is both professionally compelling and personally meaningful to me.

I currently serve as Chief of the Community Programs and Services Division for the King County Sheriff's Office in Washington State, one of the largest regional law enforcement agencies in the country. In this role, I help guide strategic initiatives for an organization with more than 1,200 commissioned and professional staff, a biennial budget of $637 million, serving over two million residents. My responsibilities include executive oversight of recruitment and hiring, strategic communications, community engagement initiatives, and the administration of multiple municipal police service contracts across a complex regional governance environment.

Throughout my career, I have focused on strengthening police organizations by fostering positive culture, modernizing operations, and building lasting trust with the communities we serve. As Chief of Police for the Mukilteo Police Department, I led the development of the department's first comprehensive six-year strategic plan and implemented several technology initiatives that improved operational effectiveness and transparency, including the deployment of body-worn cameras, digital policy management systems, modern scheduling and reporting platforms, and an unmanned aircraft system program. These efforts helped modernize the department while reinforcing accountability and professional standards.

Equally important has been my commitment to building strong relationships with the community and with the stakeholders who help shape public safety policy. I have worked closely with elected officials, governing bodies, labor organizations, and community leaders to ensure that policing strategies reflect the values and expectations of the communities we serve. In my current role, I helped professionalize the Sheriff's Office communications and community outreach functions and led the development of a co-response model that pairs deputies with mental health professionals to better serve community members experiencing behavioral health crises.

My leadership approach emphasizes collaboration, transparency, and organizational accountability. I believe the most effective public safety leaders bring together officers, community members, elected officials, and partner agencies to solve problems collectively while maintaining a clear commitment to public trust and professional excellence.

In addition to my municipal policing experience, I served for more than 20 years in the United States Navy as a Public Affairs Officer, supporting Naval Special Warfare and U.S. Third Fleet operations. Those assignments required advising senior leaders on strategic communications in complex and highly visible environments and reinforced the importance of clear leadership, disciplined decision-making, and strong public trust.

My family and I have long held a deep appreciation for the island of Oahu and its remarkable blend of cultures and traditions. Over the years, we have visited frequently and developed a genuine admiration for the strong sense of community that defines Honolulu. The opportunity to serve this community would be both an honor and a privilege.

Thank you for your time and consideration. I would welcome the opportunity to further discuss how my experience and leadership philosophy align with the priorities of the Honolulu Police Commission and the greater Honolulu community.

Respectfully,

Cheol Kang

Cheol Kang
Everett, WA
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Summary
Strategic public safety executive with more than 20 years of leadership experience in municipal policing, regional law enforcement administration, and military public affairs. Proven record of leading organizations through operational, cultural, and community-focused initiatives while managing complex governance environments and large stakeholder networks.

Graduate of the FBI National Academy with an MBA in Public Management and extensive experience collaborating with elected officials, governing boards, labor organizations, and community stakeholders.

PROFESSIONAL EXPERIENCE

KING COUNTY SHERIFF'S OFFICE (Seattle, WA)
Chief – Community Programs and Services Division | 2023-Present

Executive leader responsible for strategic initiatives that support a regional law enforcement agency of more than 1,200 commissioned and professional staff serving a population of over two million residents and a $637 million biennial operating budget. Provide executive guidance on workforce recruitment, community engagement strategies, public communications, and police service contracts across multiple jurisdictions.

Key Accomplishments:

- Provide executive oversight of recruitment, hiring, background investigations, and basic training for the Sheriff's Office workforce. Implemented innovative recruiting initiatives that increased applicant interest and expanded outreach to underrepresented candidate pools, decreasing the agency's commissioned officer vacancy rate by 25%.
- Built and professionalized the Sheriff's Office communications and community outreach team, improving responsiveness to community concerns and establishing a proactive public information strategy.
- Provide executive oversight of 17 police service contracts across 13 cities, two regional transit agencies, an international airport, and a tribal nation, requiring extensive collaboration with elected officials, governing boards, and community stakeholders. Led the proposal effort that resulted in the Sheriff's Office securing a new municipal policing contract.
- Designed and implemented a new co-response model that pairs deputies with mental health professionals to respond to behavioral health crises, improving service delivery for vulnerable community members.
- Served on the executive leadership team that implemented division-level budgeting processes, improving transparency and accountability in budget planning and resource allocation.
- Elected Board Member of the Washington Chapter of the FBI National Academy Associates and recently re-elected to a second term.

MUKILTEO POLICE DEPARTMENT (Mukilteo, WA)
Police Chief | 2016-2023

Chief executive of a municipal police department serving the City of Mukilteo, a diverse waterfront community in the Seattle metropolitan region with significant regional transportation, tourism, and public safety coordination responsibilities.

Key Accomplishments:

- Developed and implemented the department's first comprehensive six-year strategic plan, aligning organizational priorities with community expectations and long-term public safety goals.
- Expanded the department's regional partnerships and operational coordination through participation in regional SWAT, the U.S. Marshals Violent Offender Task Force, Civil Disturbance Unit, and Target Zero DUI enforcement initiatives.
- Modernized department operations through deployment of an Unmanned Aircraft Systems (drone) program, body-worn cameras, digital scheduling and timekeeping systems, digital (Lexipol) policy management platform, and electric vehicles in the police fleet.
- Launched a comprehensive employee wellness program addressing physical, mental, and emotional health. Secured state and local funding for the construction of a dedicated employee wellness center.
- Represented the City in collective bargaining negotiations and successfully helped negotiate two labor agreements covering both bargaining units within the department.
- Served as Deputy Emergency Manager and coordinated planning, communications, and interagency coordination to ensure safe and peaceful community demonstrations during the summer of 2020.
- Vice President, Snohomish County Sheriffs and Police Chiefs Association.

Police Commander / Assistant Police Chief | 2014-2016
Senior command staff leader responsible for operational oversight of patrol and special operations units.

Key Accomplishments:

- Served on the county technical advisory committee responsible for implementing a new countywide CAD/RMS and mobile field report writing system, ensuring interoperability across all law enforcement and fire agencies in the county.
- Implemented a digital waterfront parking payment system, replacing outdated coin-operated machines and improving efficiency and revenue collection.
- Built a partnership with the local school district that resulted in the creation of the city's first School Resource Officer program.
- Transitioned the department from paper-based training records to a digital learning management system, improving training tracking and compliance.
- Secured grant funding to purchase and implement a Live Scan AFIS fingerprint system, replacing the paper card and ink process.
- Implemented online reporting capabilities, allowing residents to submit reports for low-level crimes electronically.

Detective Sergeant/Special Operations Supervisor | 2012-2014
Supervised investigative units responsible for felony investigations and specialized policing functions.

Key Accomplishments:

- Oversaw the creation of the agency's park ranger program and implemented paid parking enforcement for the city's waterfront areas.
- Developed new community engagement initiatives, including school lunch programs with officers and park ranger-guided community events.

Earlier Career Roles | 2004-2012
- Patrol Sergeant
- Detective – Special Operations Division
- Crime Prevention Officer / Public Information Officer

These roles included leadership in patrol operations, criminal investigations, community outreach programs, and public information management.

UNITED STATES NAVY (Active Duty & Reserve)
Public Affairs Officer | 1999-2020

Naval Special Warfare Command
Senior public affairs leader responsible for strategic communications supporting Naval Special Warfare Reserve forces comprising more than 10,000 personnel worldwide.

Selected to serve as the acting Commanding Officer of Naval Special Warfare Group 11 Headquarters, a position typically held by a Navy SEAL O-6 Captain, while serving as an O-5 Public Affairs Officer.

- Led public affairs teams responsible for media engagement, crisis communications, and operational messaging.
- Advised senior leaders on strategic communications during complex operations and national-level initiatives.

Commander, U.S. Third Fleet – Reserve Public Affairs Officer

- Supported joint and coalition maritime operations and major military exercises.
- Led communications planning and execution for large-scale naval operations.

Additional Military Leadership Roles

- Navy Week Officer in Charge – National community outreach and public affairs program
- Aviation Maintenance Duty Officer – Managed operations and personnel supporting fleet aircraft maintenance programs.

TEACHING & PUBLIC SERVICE

Everett Community College
Associate Professor, Criminal Justice | 2015-Present

Shoreline Community College
Associate Professor, Criminal Justice | 2012-2014

EDUCATION

FBI National Academy | 2018
Session #273

University of Virginia | 2018
Graduate Certificate in Criminal Justice Education

TUI University | 2009
MBA - Public Management (Summa Cum Laude)

Seattle University | 1999
BA – History

CHEOL KANG
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PROFESSIONAL REFERENCES

Jesse Anderson
Retired Undersheriff
King County Sheriff's Office
Direct supervisor for the past three years while serving in an executive leadership role with the King County Sheriff's Office
Phone: 253-653-4241
Email: andersjj4@gmail.com

Jason Moon
City Council President
City of Mukilteo, Washington
Elected official and community leader who worked closely with the police department during my tenure as Mukilteo Police Chief
Phone: 425-298-5439
Email: jmoon@mukilteowa.gov

Michelle Meyer
Finance Director
City of Lynnwood, Washington
Former Finance Director, City of Mukilteo
Executive leadership team colleague during my tenure as Mukilteo Police Chief
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Ian Huri
Division Chief, Support Services Division
King County Sheriff's Office
Former Undersheriff, Snohomish County Sheriff's Office
Current executive colleague at the King County Sheriff's Office and former regional law enforcement partner during my tenure as Mukilteo Police Chief
Phone: 360-348-1753
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Tim Gately
Retired Police Chief
City of Des Moines, Washington
Peer police chief and regional law enforcement collaborator
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Email: timgately@live.com

Matt Martin
President
Mukilteo Chamber of Commerce
Community leader and partner on business outreach and community engagement initiatives during my tenure as Mukilteo Police Chief
Phone: 425-754-7418
Email: matt.martin.lozz@statefarm.com

DAVID MCGILL

David W. McGill, Chief of Police (ret.), Sedona, AZ
Former Deputy Chief, Newport Beach, CA
Police Lieutenant II (ret.), LAPD

CAREER OVERVIEW

Chief David McGill is a veteran law enforcement executive with more than 35 years of experience, including service as Chief of Police (Sedona, AZ), Deputy Chief (Newport Beach, CA), and senior leadership roles within the Los Angeles Police Department.

He was a leader in organizations ranging from small to mid-sized municipal departments to large, complex urban policing environments, with deep expertise in internal affairs, professional standards, and organizational accountability. He has also served as a national and international advisor through the U.S. Department of Justice (ICITAP) and as a senior instructor with FBI-LEEDA.

Chief McGill is recognized for his work in constitutional policing, leadership development, and reform-oriented initiatives, with a strong emphasis on ethics, transparency, and continuous organizational improvement.

In recent years, he has focused on consulting, training, and advising law enforcement agencies nationwide, while remaining engaged in advancing modern policing practices and professional standards.

Accomplishments:

- Led municipal police department as Chief, advancing community policing and organizational reform
- Directed Internal Affairs and Professional Standards operations during LAPD federal consent decree period
- Developed and delivered national training programs on internal investigations and leadership
- Served as DOJ international advisor supporting rule-of-law and policing reform initiatives
- Implemented department-wide policy modernization and accountability systems
- Managed large-scale budgets and complex operational environments (LAPD, Newport Beach)
- Recognized with LAPD Police Medal and multiple professional honors

PROFESSIONAL ASSOCIATIONS / COMMUNITY INVOLVEMENT

- Chair, IACP Retired Chiefs of Police Section
- Former President, California Peace Officers' Association
- Member, FBI National Academy Associates
- Member, National Association for Civilian Oversight of Law Enforcement (NACOLE)
- Former Vice President, National Internal Affairs Investigators Association

Chief McGill has demonstrated extensive engagement in national policing leadership, policy development, and professional standards organizations, contributing to reform and best practices across the profession.

EDUCATION / CREDENTIALS

Master of Public Administration – California State University, Long Beach
Bachelor of Science, Biological Sciences – University of California, Irvine

Professional development:

- FBI National Academy (Session 212)
- POST Executive Development Course
- West Point Leadership Program

INTEREST IN THE POSITION

Chief McGill is motivated by the opportunity to guide the Honolulu Police Department through cultural and operational transformation, with a focus on modernization, staffing stabilization, and rebuilding public trust.

He emphasizes:

- Transitioning to a data-driven, proactive policing model
- Strengthening recruitment, retention, and workforce development
- Advancing technology and real-time analytics capabilities
- Building an inclusive, transparent organizational culture
- Enhancing officer wellness and organizational resilience

He brings familiarity with Hawai‘i’s culture, having lived on Maui for 5 years, and expresses a commitment to aligning departmental outcomes with community expectations.

ORGANIZATIONAL ALIGNMENT EVALUATION

1. Principled, Ethical, Transparent Leadership
Alignment: High
Chief McGill demonstrates a strong foundation in ethical leadership, legitimacy, and procedural justice. He articulates a clear commitment to transparency, accountability, and trust-building, supported by extensive experience in internal affairs and professional standards.

2. Strategic, Forward-Looking Leadership
Alignment: High (Conceptual), Moderate (Execution)
He exhibits strong strategic thinking, with a focus on long-term transformation, modernization, and reform. However, recent experience is more heavily weighted toward advisory and consulting roles, with comparatively less recent large-scale operational execution.

3. Operational Credibility
Alignment: Moderate
Chief McGill has prior command experience in large agencies, including LAPD and Newport Beach, but his recent career trajectory has emphasized consulting, training, and advisory roles rather than direct operational leadership of large, active departments.

4. Data-Driven / Technology / Modern Policing
Alignment: High
He demonstrates strong understanding of evidence-based policing, analytics, and modern accountability systems, with a clear emphasis on integrating technology and performance management into policing strategy.

ASSESSMENT OF MANAGEMENT STYLE AND SELF-AWARENESS

Chief McGill is an articulate, thoughtful, and philosophically grounded leader with a strong emphasis on ethics, legitimacy, and organizational culture.

Key characteristics:

- **Conceptual and Strategic Leader:** Strong focus on reform, legitimacy, and long-term transformation
- **Professional Standards Expert:** Deep expertise in internal affairs, accountability, and compliance
- **Communicator:** Highly polished and effective in conveying complex ideas
- **People-Oriented:** Emphasizes trust, culture, and leadership development
- **Reflective Leader:** Demonstrates self-awareness and commitment to continuous improvement

His leadership style reflects a strong alignment with modern policing philosophy, though more conceptual than operational in recent roles.

CONTROVERSY

The candidate left Sedona after a little more 18 months, following a national search. McGill had been in another search for Peoria, AZ, which caused friction with the City Manager.

RECRUITERS' ASSESSMENT

Chief David McGill is a highly intelligent, articulate, and reform-oriented law enforcement executive with deep expertise in professional standards, accountability, and modern policing philosophy. His background reflects the ability to:

- Advance organizational reform and ethical policing practices
- Lead and develop professional standards and accountability systems
- Communicate effectively with diverse stakeholders and governing bodies
- Contribute to national and international policing initiatives

- Guide cultural and strategic transformation within law enforcement agencies

Overall Assessment:
A thoughtful, reform-oriented, and strategically aligned leader with strong conceptual strengths and national-level expertise. Brings significant value in advancing accountability, culture, and modernization, with a leadership profile that emphasizes strategy, communication, and professional standards.

The candidate has significant experience to consider, but in my view, is not as competitive as the other candidates. He has also been out of actual policing for several years.

Public Sector Search & Consulting, Inc.

Rocklin, CA



Strengthening Communities with Next Generation Leadership

Honorable Laurie Foster
Chair, Honolulu Police Commission

March 20, 2025

Honorable Chair and Members of the Honolulu Police Commission:

I am respectfully writing to express my sincere interest in serving the community of the City and County of Honolulu and the Honolulu Police Department as its Police Chief.

I have dedicated my adult life to serving others in a profession I deeply love and respect. My demonstrated history reflects that I am a highly qualified and principled law enforcement leader with over 30 years of experience obtained in various-sized and very different municipal governments in two states. Throughout my career and beyond, I have instilled a philosophy of quality through continuous improvement in actions and thoughts. In the most recent five years, I have remained intimately engaged in the profession by continuing to lead and mentor thousands of other police professionals throughout the United States through teaching and consulting. I am passionately committed to policing reform, simply meaning I am committed to instilling a culture of openness, engagement and authentic leadership to enhance the quality and professionalism of those of us who serve others through policing.

Being an effective and an adaptable communicator is essential in the police chief role, and this is an attribute that I have developed and enhanced over a long career. I believe it is imperative to listen more than speak, with humility and mutual respect. Being adaptable to my audience is my strength, as I am comfortable and engaging with elected officials, police commissioners, labor representatives, rank and file employees, and the broader community. I possess and exhibit a steady, transparent leadership style that builds credibility, positively impacts the organizational culture, and strengthens relationships with all who I encounter. I pride myself on being physically present, to strengthen morale and institutional confidence in our vision, values and mission.

I am fully committed to guiding and leading the Honolulu Police Department through its current leadership challenges to achieve its proper status as the most well-run, modern, efficient and effective municipal law enforcement agency in the United States. Unfortunately, the Department continually suffers from unacceptable staffing vacancies, low morale, tepid public trust, and a dearth of modern policing technology to aid its employees in fulfilling their mission. I am steadfast in my primary mission to sustain cultural and operational transformation while upholding the highest standards of professionalism in everything we do.

My leadership will provide an avenue to transition from traditionally reactive policing to a fully integrated, data-driven and proactive community-policing model. The 21st Century policing model calls for a focus on actionable data, derived from honest assessments of key indicators to drive our efforts. Capitalizing on modernization techniques and intelligence platforms and applications will create the efficiencies so desperately needed, to allow us to redirect precious resources to traditional, fundamental policing missions to decrease the fear and incidents of crime, improve criminal solve rates, and align outcomes with community expectations.

My initial operational priorities will be focused on workforce staffing issues, technology and modernization of equipment and software, and internal morale and wellness of all members of our team. I will lead a renewed effort in implementing innovative recruitment and retention strategies to address ongoing staffing challenges. I will prioritize succession planning, leadership development and training, and mentorship to our workforce to prepare them for the future. I will lead the effort to

develop wellness strategies addressing mental, emotional and physical health to improve organizational resilience and operational readiness. When our employees feel supported and valued, and they understand the broader mission to serve all with dignity and respect, their interactions with the public and each other naturally improves. A department with high morale delivers better service, and its people build stronger community relationships.

While a healthy focus on the internal well-being of the organization is certainly important, we cannot lose sight of our core policing mission – diminishing the fear and incidents of crime in our communities. An effective crime reduction strategy is paramount to any policing agency success, and incorporating evidence-based solutions to combat crime, coupled with modern technology improvements, will be a top priority of my administration. We will capitalize on the use of real-time analytics, performance management systems, and modernization of our equipment, with full transparency and accountability. Equally important is assuring we have the necessary resources, training and mindset to handle any emergency response to man-made and natural disasters. I will ensure we build toward effective interoperability, coordinated emergency response and a unified approach to public safety.

The Honolulu Police Department is at a fundamental crossroads in its search for effective leadership that incorporates both the technical and the human dimensions of policing. Having recently lived and worked on Maui for several years, I have learned a great deal about the culture and ethos of Hawaiian residents and their visitors, which will serve me well as I navigate the challenges ahead. From the first day of my tenure, our team will create an inclusive culture that embraces the necessary changes to practices and procedures in a modern, progressive law enforcement agency.

Difficult challenges produce wonderful opportunities. My diverse experiences and demonstrated leadership across multiple policing agencies have provided me with the balanced perspective necessary to guide the Honolulu Police Department through this pivotal moment in time. Under my leadership, the Honolulu Police Department will become a national model for 21st century policing.

I welcome the opportunity to discuss my qualifications and vision for the Honolulu Police Department in greater detail. Mahalo nui loa for your consideration.

Respectfully yours,

David W. McGill
Chief of Police (ret)

DAVID W. McGILL

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714-814-0075 | McGillDW@gmail.com | linkedin.com/in/david-mcgill-49225955

Decorated law enforcement executive with 35+ years of experience across patrol, investigations, professional standards, and executive command — including service as Deputy Chief and Chief of Police. Nationally recognized expert in internal affairs, leadership development, and organizational accountability. Contracted DOJ/ICITAP international advisor, FBI-LEEDA Senior Instructor, and founder of a consulting firm serving agencies across the U.S. and abroad. FBI National Academy graduate; Summa cum laude Master's in Public Administration; recipient of the LAPD Police Medal. Current Secret Clearance.

CORE COMPETENCIES

Internal Affairs & Investigations	Executive Leadership	Use-of-Force Policy & Reform
DOJ / Federal Compliance	Leadership Development & Training	Community & Constitutional Policing
Professional Standards	Counter-UAS / Airborne Intelligence	Budget & Resource Management

PROFESSIONAL EXPERIENCE

SPS Aerial Remote Sensing (SPS-ARS) — March 2023 – Present

Director of Law Enforcement Solutions

- Provide government agencies with airborne intelligence for low-altitude, crewed and uncrewed flight operations.
- Represent SPS-ARS — a leading integrator of UAS detection, classification, and counter-security solutions — to law enforcement agencies, airports, and private enterprises nationwide.
- Coordinate and lead strategic meetings between senior law enforcement leaders and SPS-ARS executives to advance adoption of public-safety solutions.

Pacific Leadership Solutions, Inc. — May 2020 – Present

Founder & Principal Consultant

- Operate an independent consulting firm providing contracted consulting and personnel investigative services for law enforcement agencies, businesses, and associations throughout the United States.
- Conduct thorough reviews of law enforcement agencies' Professional Standards and Internal Affairs systems, processes, and investigations.
- Facilitate and instruct nationally delivered law enforcement courses, including:
  - 80-Hour Leadership Development Course
  - 40- and 24-Hour Internal Affairs Investigation Course
  - 8-Hour "Suicide by Cop" De-escalation Course
- Instruct and present law enforcement topics at public and private universities and professional organizations — a practice spanning 30+ years.

Amentum (ICITAP) — U.S. Department of Justice — July 2019 – Present

Contracted Law Enforcement Advisor

- Serve as an advisor for the DOJ Criminal Investigative Training and Assistance Program (ICITAP), supporting international policing missions on an as-needed basis.

- Advise host-nation agencies on professional standards frameworks, leadership development, and internal affairs best practices in support of combating transnational crime, counter-trafficking, rule-of-law establishment, and human rights enhancement.
- Maintain active Secret Clearance in support of sensitive international advisory assignments.

FBI – Law Enforcement Executive Development Assn. (FBI-LEEDA) August 2019 – Present

Senior Instructor

- Deliver FBI-LEEDA's intensive one-week course, "Managing and Conducting Internal Affairs Investigations," to sworn and civilian law enforcement professionals and executives throughout the United States.
- Maintain current expertise in case law, policy, and procedural best practices relevant to contemporary policing professional standards.

LAW ENFORCEMENT EXPERIENCE

Sedona (AZ) Police Department January 2017 – November 2018

Chief of Police

- Led a municipal agency of 27 sworn and 16 civilian professionals with an annual budget of nearly $7 million, serving 11,000 permanent residents and nearly 4 million annual visitors.
- Established a clear organizational vision upon hire, elevating standards for professional, progressive, and constitutional policing department-wide.
- Collaborated closely with elected officials, community leaders, and department heads to address community challenges and plan for the future.
- Key accomplishments included:
  - Procured and implemented a new Computer Aided Dispatch / Records Management System (CAD/RMS)
  - First Chief in the state to issue policy allowing exposed tattoos to pubic view
  - Conducted comprehensive review and reissuance of the department policy manual
  - Strengthened relationships with local, state, and federal law enforcement and fire agencies
  - Established a robust community policing philosophy department-wide
  - Updated the City's emergency operations training and protocols

Newport Beach (CA) Police Department April 2012 – January 2017

Deputy Chief of Police

- Supervised, managed, and led over 100 sworn and civilian professionals with a departmental budget of approximately $200 million.
- As second in command, held line command of all field operations including patrol, jail, animal control, and parking control.
- Oversaw all criminal investigations, forensic crime scene investigations, ABC-related matters, School Resource Officers, and Vice and Narcotics undercover operations.
- Developed and commanded pre-planned and spontaneous major field incidents, including the annual multi-agency July 4th deployment, dignitary visits, and civil demonstrations.
- Established protocols for the department's first-ever participation in the Orange County Regional Mounted Unit (Equine).
- Reorganized the Professional Standards Unit (Internal Affairs) to align with industry best practices.

Los Angeles (CA) Police Department (LAPD) January 1987 – April 2012

Harbor Area & West Los Angeles – Detective Divisions | October 2008 – April 2012
Lieutenant / Commanding Officer

- Supervised, managed, and led over 40-60 detective and administrative professionals.
- Led and improved the CompStat Inspection process to focus limited resources on combating crime and fear of crime city-wide.
- Maintained 24/7 call-out responsibility to respond to critical incidents and assume Incident Command.
- Managed all criminal investigations and prosecutions of defendants in court, working closely with the local, state, and federal agencies.

Office of the Chief of Staff | May 2007 – October 2008
Lieutenant / Adjutant to the First Assistant Chief

- Supervised and led the staff of the First Assistant Chief — second in command of the LAPD.
- Reviewed all Chief of Police correspondences, reports, and documents prior to final Chief of Staff review.
- Briefed the Chief of Staff on all internal and external reports and served as final reviewer of all Department orders, memorandums, and official documents.

Internal Affairs Group (IAG) – Professional Standards Bureau | September 2002 – May 2007
Lieutenant / Officer in Charge

- Led 55 employees — including 32 sworn sergeants and detectives and 23 civilian professionals — in all aspects of personnel complaint investigations.
- During the federal Consent Decree period, built critical relationships with the DOJ, the Federal Consent Decree Monitor, the Office of Inspector General, the City Council, the Police Commission, and outside agencies.
- Developed the "Internal Affairs for the Investigator" training course, distinguished for its practical applications and real-world case study methodology.

Fiscal and Support Bureau | October 2000 – September 2002
Lieutenant / Adjutant to the Bureau Chief

- Supervised and led office staff supporting the Chief of Fiscal and Support Bureau.
- Provided concise summaries of complex projects and operational information, requiring mastery of the department's budget in excess of $1 billion.
- Maintained operational knowledge of decentralized jails, records, fleet operations, property/evidence units, and the Scientific Investigation Section (crime lab).

Various Patrol, Detective, and Specialized Divisions | January 1987 – October 2000
Police Lieutenant; Sergeant; Detective; Police Officer

- Rose through the ranks from Police Officer to Lieutenant across multiple LAPD divisions, including patrol, investigations, Professional Standards, and Intelligence.
- Trained, supervised, managed, and led patrol officers, detectives, and specialized units throughout a distinguished 13-year tenure.

EDUCATION

California State University, Long Beach — Long Beach, California
Master of Public Administration (2000) | Summa cum laude

University of California, Irvine — Irvine, California
Bachelor of Science, Biological Sciences – Pre-Medicine (1985)

PROFESSIONAL DEVELOPMENT

FBI National Academy Quantico, Virginia — Session 212

CA Commission on Peace Officer Standards and Training (POST) Executive Development Course, Pismo Beach, CA (2008)

West Point Leadership Program Los Angeles, California (2002)

AWARDS, COMMENDATIONS & CREDENTIALS

Police Medal Los Angeles Police Department's second highest award for valor

Award for Law Enforcement Professional Achievement California Peace Officers' Association (2014)

Distinguished Leader in Experiential Education University of Phoenix (2011)

LAPD Inter-Departmental Athlete of the Year (2011)

Honor Graduate, LAPD Police Academy Ranked #1 overall recruit in Academy Class (1987)

CA POST Certificates Basic | Intermediate | Advanced | Supervisory | Management

Arizona POST Certificate

U.S. Coast Guard 200-Ton Merchant Mariner Credential With sailing endorsement; 45+ years maritime experience

FBI Secret Clearance Active / Current

PROFESSIONAL AFFILIATIONS & COMMUNITY SERVICE

International Association of Chiefs of Police (IACP) *Member (2012–Present)*

IACP Retired Chiefs of Police Section *Current Chair (2020–Present)*

California Peace Officers' Assoc. (CPOA) *President (2016–2017); State Board of Directors (2010–2016); Member (1995–2017)*

California Police Chiefs Association (CPCA) *Member (2012–2017)*

FBI-LEEDA (Law Enforcement Executive Development Association) *Member (2017–Present)*

FBINAA (FBI National Academy Associates) *Member, Arizona Chapter (2003–2017); Former Member, California Chapter*

National Assn. for Civilian Oversight of Law Enforcement (NACOLE) *Member (2018–2022)*

National Internal Affairs Investigators' Association (NIAIA) *Former Vice President*

California Governor's Public Safety Officer Medal of Valor Review Board *Former Vice Chair*

California Attorney General's 21st Century Policing Working Group *Participant*

University of Phoenix *Former Faculty*

Special Olympics Arizona – Law Enforcement Torch Run *Former Executive Committee Board Member*

Bigs in Blue / Big Brothers Big Sisters of Yavapai County *Former Big Brother*

Yavapai County Unified Emergency Management Advisory Committee *Former Member*

Arizona Crisis Team (ACT) *Former Advisory Board Member*

MATFORCE Anti-Drug/Alcohol Program – Verde Valley Steering Committee *Former Member*

Greater Sedona Substance Abuse Committee (GSSAC) *Former Member*

Sedona Red Rock High School Site Council *Former Member*