

**From:** [Alan Distajo](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Gary Yamashiroya - Testimonial for Candidate for Administrator of the Hawaii Law Enforcement Standards Board (HLESB)  
**Date:** Tuesday, May 7, 2024 5:29:13 PM

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**DISCLAIMER: The information and recommendations I am providing in the above email are based upon my own personal knowledge and should not be construed as the official views of the FBI/DOJ.**

Aloha!

I suspect I may be very delinquent on this email and testimonial on behalf of applicant Gary Yamashiroya, but I did want to provide my testimonial to the board for consideration in Mr. Yamashiroya's application for the Administrator of the HLESB. My experience with Mr. Yamashiroya is not very extensive and vast as most of his former and current colleagues. However, I found his mo'olelo to be quite unique and inspiring to someone who was born and raised in Hawaii. I found his story to be fascinating and provided insight to his character and passion to provide his expertise and experiences back to the people of Hawaii. This is my testimony based on my initial limited interaction with Mr. Yamashiroya, and why I believe Mr. Yamashiroya's passion and character are incredible assets to his potential to act in the best interest of the state and people of Hawaii, the HLESB, and the brave brothers and sisters in blue doing their best to keep our communities safe.

I met Mr. Yamashiroya in May 2002 in San Diego, CA, at the National Association of Attorney General's (NAAG) Chief Deputies Meeting. He was there representing the Hawaii State Attorney General's Office. I was acting on behalf of my agency and was part of a panel discussion in which I provided an overview of my current division/unit and our capabilities. It was upon completing this panel discussion when I recognized the Aloha Shirt Mr. Yamashiroya was wearing. Why did I recognize the Aloha Shirt, you may ask? I was born and raised in Hawaii until I joined my current agency in 2003 and moved away from my home of Hawaii. Although I've been away for 21 yrs now, I am very much a local boy down to my soul, and my heart is always with my 'aina and people.

My initial impression of Mr. Yamashiroya and his story of returning home after being born and raised outside of Hawaii intrigued me and impressed me. It is not very often you find someone in Mr. Yamashiroya's professional career move (and return to his father's home state) to Hawaii because of a passion to return to his father's homeland and use his many years of law enforcement experiences, knowledge, and skill sets, in an attempt to assist Hawaii's law enforcement and judicial system in becoming a better agency with the ultimate goal of making Hawaii a better and safer community. I understand this because I have been away for many

years working with many different law enforcement communities throughout the United States, and I too have always asked myself "how can I find ways to give back to the place I call home and the community I call 'ohana?" So for Mr. Yamashiroya to take upon himself to move to a state he wasn't from and make a decision to work for the state of Hawaii, an unfamiliar community, says a lot about his character and conviction. I understand the depth of understanding needed to develop and effect law enforcement training standards, as I myself have been involved with law enforcement training standards, curriculum development, and accreditation, for over 11 years.

Based on Mr Yamashiroya's experience and resume, he appears to have the skills and experiences for this position. However, it's the intangible characteristics of a person that truly defines them.

Mahalo for your consideration of my email and for your time!

SSA Alan K. Distajo  
FBI, OTD, National Domestic Communication Assistance Center (NDCAC)  
Training, Law Enforcement Technical Forum (LETF), & LE Liaison Programs  
520-266-0128 (mobile)

**DISCLAIMER: The information and recommendations I am providing in the above email are based upon my own personal knowledge and should not be construed as the official views of the FBI/DOJ.**

**From:** [Our Hawaii Life](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Gary Yamashiroya State of Hawaii Law Enforcement Standards Board Administrator  
**Date:** Monday, March 18, 2024 2:27:04 PM

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Aloha,

I am writing on behalf of LESB Administrator applicant Gary Yamashiroya. I have known Mr. Yamashiroya (Gary) for the past 5 years. I began working with him while he was the Coordinator for the Sexual Assault Kit Initiative (SAKI) along with the Hawaii Sexual Assault Response Team (HSART) where he worked alongside law enforcement, civilians and legislators to standardize practices with response to sexual assault throughout the state. His former law enforcement experience allowed him to easily relate and connect with law enforcement and at the same time, his grace and tact allowed for a bridge with civilian personnel and legislators. He has a true empathy for victims of crime with an understanding of law enforcement which can only come from years of experience. His relatability and ability make him the optimal candidate for the position. He is well respected, admired and I believe that he would be more than up to the task of getting the Law Enforcement Standards Board up and running.

Mahalo,

Sandor Finkey  
2692 Waianuheia Way  
Hilo, Hawaii 96720  
808-430-1808

**From:** [Aiu CTR Thomas K](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Gary Yamashiroya  
**Date:** Thursday, April 4, 2024 11:44:37 AM

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Sir/Madam,

It is with great pleasure that I offer my highest recommendation on behalf of Gary Yamashiroya, for the office of Director for Law Enforcement Standards. Gary has an Outstanding and proven record of achievement. He has over 30 years of law enforcement experience, the majority of which, was with the Chicago Police Department. There, Gary received over 36 Civilian Compliments from the community he served. Additionally he retired as Commander, a highly respected rank within a 12,000-man department. Gary also possesses a Juris Doctorate degree which shall provide the Office an added, yet vital layer of legal expertise, so necessary to form policy and recommend rules and regulations.

Gary has been a leader in the community providing guidance with the Attorney General's Office, State of Hawaii. He was also a finalist for Chief of Police for both the Honolulu Police Department and the Bellevue Police Department. It is both a privilege and an honor to write on Gary Yamashiroya's behalf. His selection would benefit, not only the Office, but the communities in which our police officer's serve and protect us, each and every day.

Your consideration of this recommendation is greatly appreciated.

Tommy Aiu

Best Regards,

Thomas (Tommy) Aiu  
Physical Security Officer  
Force Protection (G34)  
U.S. Marine Corps Forces, Pacific  
Fleet Marine Forces, Pacific  
Comm: (808) 477-1846  
NIPR: Thomas.aiu.ctr@usmc.mil  
SIPR:

**From:** [Robert Baniewicz](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Gary Yamashiroya  
**Date:** Thursday, March 21, 2024 12:27:33 AM

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Hello Lawn Enforcement Standards Board.

The purpose of this email message is to relate my experiences with Mr. Gary Yamashiroya while together at the Education and Training Division of the Chicago Police Department. Mr. Yamashiroya was an excellent Commander during this timeframe and had a great experience with establishing law enforcement training programs that greatly exceeded the standards established in the State of Illinois for both recruits and in-service law enforcement programs. Mr. Yamashiroya has incredible leadership skills, impeccable attention to detail and incredible communication abilities. It is with utmost confidence that I would recommend him for the role of Administrator of the Hawaii Law Enforcement Standards Board.

Robert Baniewicz  
Baniewicz@u.northwestern.edu

Sent from my iPhone

**From:** [Ronald Sodini](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Gary Yamashiroya  
**Date:** Sunday, March 24, 2024 3:40:29 PM

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Dear Hawai'i Law Enforcement Standards Board:

I am writing to wholeheartedly endorse Gary Yamashiroya for the position of Board Administrator.

I have had the privilege of knowing Gary for decades, having first met him during our high school years. Since then, I have witnessed his remarkable journey and exemplary character firsthand. From the early revelation of his leadership skills as the captain of our high school wrestling team to being elected vice president of our graduating class, he has consistently demonstrated his ability to inspire and lead others.

Gary's dedication, integrity, and natural aptitude for leadership were evident even at a young age. What truly sets him apart is his exceptional career progression within the Chicago Police Department. He rose through the ranks from a dedicated patrol officer to serving in various capacities, including detective, sergeant, lieutenant, and command member. In these leadership roles, Gary successfully oversaw patrol, investigations, and training divisions, demonstrating his ability to effectively manage diverse teams and ensure the highest standards of performance and professionalism.

Additionally, Gary played a significant role as a leader in the Chicago Police Department's Asian American Association, where he worked tirelessly to advocate for the needs and concerns of the Asian American community within the department and beyond. His dedication to fostering inclusivity and diversity further showcases his strong leadership qualities and commitment to serving all members of the community.

Furthermore, Gary has gained invaluable international experience through his service overseas with the United Nations, where he worked on projects aimed at enhancing police professionalism and training. His dedication to improving law enforcement practices on a global scale underscores his passion for the field and his commitment to making a positive impact both locally and internationally.

Currently, as a campus administrator at a college overseeing safety and security, I understand the importance of having individuals like Gary who are not only highly skilled but also deeply committed to ensuring the safety and well-being of the community they serve. His extensive experience and expertise make him an ideal candidate for the role of Board Administrator.

One of Gary's most impressive feats is his determination to pursue higher education while working full-time. He completed his law degree at night, demonstrating exceptional discipline and commitment to his personal and professional development. Additionally, he took and passed the Hawai'i bar exam while residing in Illinois back in the 1990s, illustrating his long-term goal and determination to making a difference in your state.

I have no doubt that Gary is more than prepared to take on the challenges of this new role and make a significant impact on the future of police training. His leadership, expertise, and unwavering dedication to serving the public make him an invaluable asset to any

organization.

In conclusion, I wholeheartedly recommend Gary Yamashiroya for the position of Board Administrator. Please feel free to contact me if you require any further information.

Sincerely,

Ronald P. Sodini

**From:** [Ben Martinez](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Gary  
**Date:** Thursday, March 21, 2024 5:32:32 PM

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Gary was my first supervising Sergeant with the Chicago Police Department and was always my favorite. This was due to his knowledge, honesty and fairness. He would be nothing less than an asset if selected.

Thank you

Sent from my T-Mobile 4G LTE Device



**From:** [Jolyn Okimoto](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] in support of Gary Yamashiroya/LESB  
**Date:** Monday, March 25, 2024 2:24:24 PM

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Aloha Law Enforcement Standards Board,

My name is Jolyn Okimoto and I am writing as an individual in strong support of Gary Yamashiroya for the position of administrator of the Hawaii Law Enforcement Standards Board.

I have known former Commander Yamashiroya since the late 1990s when I was writing about the Chicago Police Department. Since then until the present (I ran into him last month), I know him to be insightful and clear-thinking.

His extensive law enforcement background and legal experience as Deputy Prosecuting Attorney at the Honolulu Office and in the State Attorney General's office make him uniquely qualified. Furthermore, his past service on this board would allow him to lead effectively from Day One. Once again, I strongly support candidate Yamashiroya. Please let me know if you have any questions.

Thank you,  
Jolyn Okimoto

**From:** [Michael Masters](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Cc:** [Robert Roman](#)  
**Subject:** [EXTERNAL] Letter of Recommendation: Gary Yamashiroya  
**Date:** Wednesday, March 20, 2024 4:45:05 AM

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To Whom It May Concern:

Please allow this correspondence to serve as a recommendation for Gary Yamashiroya for the position of administrator of the Hawaii Law Enforcement Standards Board.

I have known Mr. Yamashiroya for approximately twenty years and had the pleasure of working with him for close to a decade in a variety of capacities.

By way of background, I serve as the National Director and CEO of the Secure Community Network, a non-profit 501 (c)(3) that serves as the national safety and security organization for the Jewish community.

I previously served as the Senior Vice President of The Soufan Group, a strategic international security consultancy firm and as the CEO of CivicScape, an advanced predictive analytics company. Prior to that, I served as executive director of the Department of Homeland Security and Emergency Management for Cook County, Ill., as the Chief of Staff for the Chicago Police Department and as an assistant to the former mayor of the City of Chicago, the Honorable Richard M. Daley. It was in these roles, working with the City of Chicago and Cook County, that I worked most closely with Gary Yamashiroya, during his time as an Lieutenant, Commander of Education and Training, District Commander, and Commander in the Detective Division.

Through his time with the Chicago Police Department, Mr. Yamashiroya displayed a level of commitment, dedication, and integrity to serving both the men and women of the Chicago Police Department, as well as the residents of the City of Chicago. As a District Commander, he oversaw one of the most diverse and active districts in the City of Chicago; a district that combined major tourist attractions with great historic value, such as Wrigley Field, highly coveted residential areas, a vibrant business community with a highly active Chamber of Commerce, and the center of the City's LGBTQ+ community.

Gary was exceptionally adept at navigating the diverse needs and interests of the community he served, and was particularly effective at addressing perceived and real issues and conflicts; his collaborative, detail-oriented approach allowed parties to understand the issues, have an opportunity to discuss them and, more often than not, develop consensus oriented results that adhered to best practice.

Of note, Gary's time at the Education and Training Division saw the development and implementation of various new technologies, processes, and procedures in law enforcement that met newly developed and continually adapting standards. His background as an attorney made him particularly well equipped to navigate issues of risk management and liability while developing policies and practices that were practical and implementable – and all of which served the community and the residents of the City of Chicago.

Gary made the transition from a District Commander to a Commander in the Detective Division with ease, transitioning to overseeing and leading detectives charged with investigating, pursuing, and addressing a broad array of crimes and issues. His ability to understand the requirements of the criminal justice system, and prosecutors as well as judges in particular, allowed him to approach his

work – and lead his team – in a manner which worked towards specific, measurable outcomes in a manner which not merely upheld but elevated the most critical aspects of constitutional policing, all of which led to enhanced trust and legitimacy with the community.

Beyond the above, Gary's measured, pleasant demeanor and clear command of subject matter made him a relied upon member of the Department's senior executive staff; his ability to ingest information, analyze situations, and offer practical, well-reasoned arguments as well as solutions served the Department, the City of Chicago, and our residents as well as employees well.

I have no doubt that, should you select him as the administrator of the Hawaii Law Enforcement Standards Board he will bring these same qualities to bear, most notably his integrity and obvious respect for our constitution and the people whom we, in law enforcement, are sworn to serve and protect. I would add that I have not spoken to Gary in several years, and he did not ask me to write this letter. I saw that he was applying for position and felt compelled – out of a desire to see the highest caliber of individuals elevated in positions of trust – to write this letter. Gary is one of those individuals. I offer my complete endorsement of him for the position.

Very Truly Yours,  
Michael G. Masters  
National Director & CEO  
Secure Community Network

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**From:** [Daniel](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] RE: Gary Yamashiroya  
**Date:** Saturday, March 23, 2024 7:27:49 AM

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Aloha,

In the selection process of Gary Yamashiroya, the Board should review my civil rights complainant (submitted to Chair Karl Rhoads in 2022 upon his order) and my civil suit against Holly Shikada, Valerie Kato and the Department of the Attorney General, State of Hawaii (I am specifically stating that current Attorney Anne Lopez had no involvement) that included the unprofessional and criminal conduct of Gary Yamashiroya along with the AG Administration in 2022 committed against me. Yamashiroya also had conduct issues when he was an officer with the Chicago Police Department where a civil suit alleged he was involved in possible homicide cover up. The department settled with the family.

Yamashiroya is not qualified to be a part of any law enforcement agency. He is corrupt, unethical and has trouble telling the truth.

This board should also review the fraudulent PSD/IA investigation conducted against me that included a statement from your Board Member Adrian Dhakhwa (in his capacity as a Deputy Attorney General of the State of Hawaii). He lied about me violating the use of force policy of the Department of the Attorney General when I used pepper spray against a suspect assaulting me.. He stated that I violated the policy because I used pepper spray on an elderly. That was a lie. All one has to do is read the Hawaii Revised Statute and our use of force policy. Dhakhwa is to be considered a part of in the violation my 14th amendment due process rights; violation of employment just cause rights, among other violations.

The issue this State historically have is the continuing corruption among high government officials in place of authority. I spent the majority of my police career addressing this and was successful. You cannot have a board their with tainted with corrupt personnel.

Please consider this a formal statement that Gary Yamashiroya should not be considered as a candidate.

Mahalo,

Daniel Hanagami

**From:** [j.franklin](mailto:j.franklin)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Recommendation for appointment  
**Date:** Wednesday, March 20, 2024 10:10:53 AM

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To Whom It May Concern:

My name is John Franklin. Currently, I am the Chief of Police in the city of Streator Illinois. I have been previously employed as a Commander in the Chicago Police Department (retired after serving 28 years), Chief of the Dolton, Illinois Police Department (2013-2015), and the Jacksonville, Arkansas Police Department. I was also an adjunct college professor in Criminal Justice for 7.5 years. I was also a finalist for the position of Chief of the Honolulu Police Department several years ago.

I have had the pleasure of working with Gary Yamashiroya when we were both Sergeants in the Chicago Police Department; Gary retired as the Commander of the Area 3 Detective Division. Gary also holds a law degree, and I am aware that he has worked in several public sector jobs since his retirement from the Chicago Police Department and relocating to Hawaii.

Gary would be an excellent choice as your administrator for your Hawaii Law Enforcement Standards Board. Gary once represented me when I had an allegation filed against me. Due to his excellent defense, the allegation was quickly dismissed, with an apology from the Board of Inquiry to me. Gary is thorough, a hard worker and has a strong, analytical mind that is necessary for the position. Again, I would recommend to you that Gary Yamashiroya be given serious consideration to fill the position.

Sincerely,

John C. Franklin  
Chief  
Streator Illinois Police Department

**From:** [Debra Kirby](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Support for Gary Yamashiroya for the Training Standards Board  
**Date:** Tuesday, March 26, 2024 4:37:46 PM

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Good afternoon

I whole heartedly support Gary Yamashiroya for the placement of the Hawai'i Law Enforcement Training Standards Board. I am a retired law enforcement executive who continues to work with law enforcement clients across the country and internationally. I am also a licensed attorney and private investigator in the State of Illinois.

Gary has demonstrated a lifelong commitment to improving policing and would continue to do so if appointed to this position.

I first met him at the Chicago Police Department (CPD). There, he advanced through the rank of Deputy Chief with increasing command responsibilities to include investigations, patrol and command over patrol investigative operations and the training of thousands of officers – in-service and recruit. While at CPD, Gary worked to establish the first supervisor's union in Chicago and he also worked as a lawyer for the CPD General Counsel. His range and depth of experience cuts across all roles within a law enforcement organization, with in-depth training experience and administrative responsibility as an executive of the department.

Importantly, Gary has committed to giving back to the profession. He worked and continues to work with officer wellness and established the first in-depth program focused on assisting officers who faced suicide decisions. His work here has saved lives.

He also deployed overseas and worked with the Bosnia War Crimes Tribunal – seeking to bring justice to so many who died and did not have a voice.

More recently, he has worked to advance law enforcement practices in Hawai'i in a range of roles.

Gary is also a lawyer with a keen analytical mind capable of assessing and engaging a range of stakeholders to achieve shared solutions.

His character is unimpeachable. He is a family man who has always sought to return to his parents homeland – Hawai'i. He is a resident and raising his children on the island. His demonstrated achievement and passion make him an excellent candidate.

My contact information is below.

Deb Kirby

773.239.3210

**From:** [David Van Acker](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Support for Gary Yamashiroya  
**Date:** Monday, March 25, 2024 10:15:01 AM

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Dear Hawaii Law Enforcement Standards Board:

I am writing in strong support for Gary Yamashiroya for the position of Administrator of the Hawaii Law Enforcement Standards Board. I have known Gary for several years but came to know him well over the last year and a half. He has dedicated his life to public service with a specific focus on high level law enforcement leadership.

In his role as Special Assistant to the Attorney General, Gary was instrumental in starting the Special Investigation and Prosecution Division as the Department of the Attorney General. He recognized the importance of investigating and prosecuting corruption, fraud, and economic crime and human trafficking and went to great lengths to help create a standalone division to focus on that type of criminal activity. He provided invaluable guidance and long term perspective in helping shape the Special Investigation and Prosecution Division and garnered sufficient resources for the Division to be successful in protecting the public's interests.. Those skills will no doubt provide him with the skills he needs to serve as Administrator.

Thank you for taking the time to review my letter. I am happy to provide any additional information that you need to assess Gary's candidacy.

Best,  
David Van Acker

P.S. This is written strictly within my personal capacity.



March 25, 2024

State of Hawaii  
Law Enforcement Standards Board  
c/o the Department of the Attorney General  
425 Queen Street  
Honolulu, HI 96813

Dear Members of the Board,

I strongly recommend that Gary Yamashiroya be selected as the Law Enforcement Standards Board Administrator. I am the Department of the Attorney General, Crime Prevention and Justice Assistance Division Administrator and I was Gary's supervisor from 2017 to 2020. I worked closely with Gary and know him to be competent, hard-working, a great communicator, and smart. He has a unique ability to facilitate tough discussions among a diverse group of professionals and build group consensus that move important issues forward. Gary was initially hired as the Hawaii Sexual Assault Kit Initiative (SAKI) Coordinator, a federal-funded position, and then as the state-funded Hawaii Sexual Assault Response and Training (HSART) Coordinator.

The U.S. Department of Justice, SAKI program provided funding, along with the state legislature, to conduct DNA tests on 1,512 untested sexual assault kits identified in police storage. Gary facilitated monthly and bi-monthly meetings with the SAKI/HSART members on a long list of issues that needed to be addressed that included the outsourcing of DNA testing of the kits and notifying sexual assault survivors. The SAKI/HSART members include:

- Department of the Attorney General
- Honolulu Police Department
- Hawaii Police Department
- Maui Police Department
- Kauai Police Department
- Department of the Prosecuting Attorney, City and County of Honolulu
- Office of the Prosecuting Attorney, Hawaii County
- Department of the Prosecuting Attorney, Maui County
- Office of the Prosecuting Attorney, Kauai County
- Kapiolani Medical Center for Women & Children, The Sex Abuse Treatment Center
- YWCA of Hawaii Island, Sexual Assault Support Services
- Child and Family Service, Maui Sexual Assault Center
- YWCA of Kauai, Sexual Assault Treatment Program

Gary assisted with procurement to outsource the DNA testing of the kits to a private laboratory and worked closely with Honolulu Police Department's Combined DNA Index

Law Enforcement Standards Board

March 25, 2024

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System (CODIS) administrator so that eligible DNA was uploaded to CODIS. He was responsible for meeting the SAKI grant fiscal and program requirements. Gary ensured that the statewide sexual assault forensic kit was updated and met the needs of the forensic examiners, police, prosecutors, and the state CODIS administrator. His accomplishments are long for the period he was the SAKI/HSART Coordinator. To view some of Gary's accomplishments that are not listed, go to the HSART website at [Crime Prevention and Justice Assistance Division | Hawaii Sexual Assault Response and Training \(HSART\) Program](#) and to the Project Malama Kakou: Hawaii's Solution for Sexual Assault Evidence Kits at [Hawaii Sexual Assault Kit Initiative](#). Gary worked with the SAKI/HSART members to create websites, and its content, for the public and survivors of sexual assault.

Gary is exceptional in his ability to set and meet deadlines. Many of the skills Gary demonstrated as the SAKI/HSART Coordinator are transferable; and I am confident that he can effectively build the Hawaii the Law Enforcement Standards Board program, as well as manage and lead the day-to-day activities going forward.

This is my personal letter of support for Gary Yamashiroya and is not the view or opinion of the Department of the Attorney General.

Sincerely,

A handwritten signature in black ink, appearing to read "Julie Y. Ebato", with a stylized flourish at the end.

Julie Y. Ebato



PRESENTED BY THE  
**HAWAII STATE  
FUSION CENTER**

## Letter of Support – Mr. Gary Yamashiroya

To the HLES B Selection Committee,

It is with great enthusiasm that I submit this written testimony in support of Mr. Gary Yamashiroya as a candidate for Administrator of the Hawaii Law Enforcement and Standards Board. Gary's nearly nine years of experience working in Hawaii includes positions with City and County of Honolulu Office of the Prosecuting Attorney's as a Deputy Prosecuting Attorney, the Hawaii Sexual Assault Response and Training Coordinator, and the Hawaii Department of Attorney General. This Hawaii experience coupled with his esteemed career with the Chicago Police Department, where he retired as a commander, uniquely qualifies him for this vital position.

Gary brings with him both frontline and executive law enforcement experience, which affords him a keen understanding of law enforcement officer responsibilities. In addition to his understanding of law enforcement operations, he has extensive experience with policy development and program management that would be vital for one to have success in this Administrator role and the subsequent development of the HLESB.

As the Hawaii State Fusion Center Director, I have known Gary professionally for the almost three years I have held this position and I have found him to be hard-working, dependable and his calm demeanor and interpersonal skills make him the type of team player that would make the Hawaii Law Enforcement Standards Board a well-run, efficient and successful organization. Gary is a proven leader and I strongly believe his selection would serve the State of Hawaii very well.

Respectfully,

*Kevin Baggs*

**Kevin Baggs**, Director  
Hawaii State Fusion Center  
[Kevin.I.baggs@hawaii.gov](mailto:Kevin.I.baggs@hawaii.gov)  
(808)354-9346



**From:** [Eric Winstrom](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Comment re:Gary Yamashiroya  
**Date:** Wednesday, March 20, 2024 7:54:20 AM

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Just a note regarding Gary Yamashiroya, candidate for administrator of the Hawaii Law Enforcement Standards Board. I am currently the police chief in Grand Rapids, Michigan, however previously served under Gary in the Chicago Police Department. His leadership and mentorship are unmatched. He is a man of intelligence, integrity and has an inspiring work ethic. He will improve the culture and effectiveness of any organization he is a part of. You would be foolish not to hire him!  
Eric Winstrom

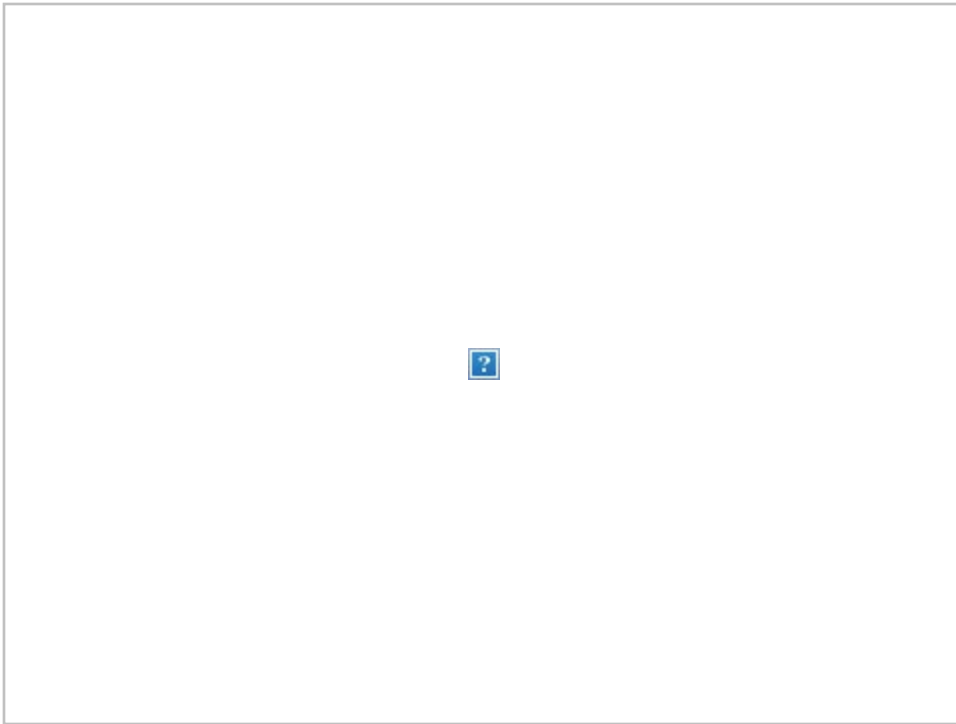
**From:** [Gary Yabuta](#)  
**To:** [ATG Law Enforcement Standards Board](#)  
**Subject:** [EXTERNAL] Endorsement of HLESB Administrator Candidate, Gary Yamashiroya  
**Date:** Wednesday, March 20, 2024 8:02:26 AM  
**Attachments:** [image001.png](#)

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Law Enforcement Standards Board  
c/o Department of the Attorney General

My name is Gary Yabuta, and I am the Executive Director of the Hawaii High Intensity Drug Trafficking Area (HIDTA)--a grant-funded program of the Office of National Drug Control Policy, Executive Office of the President. The Hawaii HIDTA supports drug interdiction and demand reduction strategies by developing collaborative federal, state, and local enforcement task forces and prevention programs throughout the Hawaii, including the City and County of Honolulu, Hawaii County, Maui County, and Kauai County. Prior to my current position, I was the Chief of Police for the Maui Police Department. In all, I have over 45 years of law enforcement experience, including my appointment as the Chair of the Hawaii Law Enforcement Incident Review (police deadly force) Board.

I strongly support Gary Yamashiroya for the position of HLESB Administrator, whom I have known since he served under the State of Hawaii, Department of the Attorney General. During his tenure with the State Attorney General, I interacted frequently with Mr. Yamashiroya--during my positions as the Hawaii HIDTA Executive Director and Chair of the Hawaii Law Enforcement Review Board. I believe I am qualified to describe Mr. Yamashiroya as an astute criminal justice leader with the intellect, analytical ability, and experience necessary to be an effective administrator and pioneer for the HLESB. His blend of law enforcement experience (he was a police administrator for the Chicago Police Department) and attorney skills will enable him to construct effective policies for the HLESB, which is designed to increase the professionalism and integrity of the Hawaii Law Enforcement Community.



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March 23, 2024

Law Enforcement Standards Board  
c/o Department of the Attorney General  
425 Queen Street  
Honolulu, Hawaii 96813

Re: Gary H. Yamashiroya, Applicant for Law Enforcement Standards Board  
Administrator

Chair and Members of the Board:

I submit this letter in strong support of Gary H. Yamashiroya for the position of the Law Enforcement Standards Board (LESB) Administrator.

I have known Gary for a little over five years. I worked with him on a daily basis for approximately two of those years while he was the Special Assistant to the Attorney General. Initially, Gary was the Special Assistant to Attorney General Clare E. Connors. I was Attorney General Connors' First Deputy Attorney General and Gary and I had daily discussions and meetings as we collaborated and worked together to assist the Attorney General. When Governor Ige appointed me to the Attorney General position in December 2021, when Clare became the United States Attorney General, there was no question that Gary was going to continue on as my Special Assistant. I had come to know Gary extremely well and relied heavily on his knowledge and experience, particularly in the area of criminal law. Gary and I continued to work together on a daily basis until I left the Attorney General position in December 2022.

During my time working closely with Gary, I learned a lot about him and I sincerely value him, his integrity, his intellect, his work ethic, and his people skills. Gary is someone who will think about a problem or an issue and come up with options on how to solve the situation. He takes into consideration the impact of the various options and the realities and practicalities of being able to implement each of the options. Gary is able to clearly articulate his thoughts, will provide the pros and cons to what he may be presenting, and provide a recommendation with a justification for his recommendation.

Gary assisted in reviewing and updating the various internal policies and procedures of the Department of the Attorney General (Department), including the standards of practice implemented and used by the Department's Investigations Division. Using his experience as a Commander in the Chicago Police Department and as a licensed attorney, Gary was able to assist with developing best practices for the legal criminal arm of the Department.

Gary worked very closely with other law enforcement entities, both within and outside of the State of Hawaii. He was the liaison and point person for our office on all criminal matters that required collaboration and consultation with other law enforcement entities. Gary established an excellent working relationship with those other law enforcement entities and was able to pick up the phone and consult with any of them on any matter.

I've observed and experienced Gary's ability to connect and work with people. Gary has excellent people skills and is one of the easiest people to get along with; he has a great sense of humor. He is humble, compassionate, kindhearted, and has empathy for others. At the same time, Gary is definitely not a push over. If he knows something is right, he will stand his ground and argue for what he believes in. He does, however, also understand that different people have different viewpoints and if the decision maker decides to go in a direction that differs from his recommendation, Gary will fully support the decision maker and work just as hard to implement the decision maker's decision as he would to implement his own recommendation. In other words, Gary has the ability to argue his point, but when a decision is made that differs from what he was advocating for, Gary can and will continue to work his hardest to implement the decision and do all he can to give the decision the best chance of succeeding.

While there is no question that Gary's experiences and prior jobs provide him with an excellent foundation to be the administrator for the LESB, I believe it is Gary's personality, intelligence, integrity, and work ethic that make him a perfect person for this position. Gary is able to work with people, he is very smart, he can think on his feet and he has great analytical skills. He is also practical in his decision making and will work hard every day to fulfill his obligations. Gary is someone I hold in the highest regard and his honesty and integrity is indisputable.

It is with absolutely no reservation that I say that the LESB would be extremely fortunate to have Gary Yamashiroya as its administrator. I can assure you that Gary will work hard every single day to fulfill his obligations and assist in making the LESB an outstanding Board. The duties and responsibilities of the LESB is extremely important for our community and our State. Having someone with Gary's experience, skills, and abilities taking care of the day-to-day functions of the LESB will allow the LESB to develop, revise, and implement the policies, procedures, and regulations necessary for the LESB to operate, run effectively and efficiently, and accomplish its statutory mandates.



Law Enforcement Standards Board

March 23, 2024

Page 3

Thank you for the opportunity to provide my support for Gary Yamashiroya's appointment to the position of the Administrator of the Law Enforcement Standards Board. If you have any questions, please do not hesitate to contact me at (808) 282-8736.

Sincerely,



Holly T. Shikada

Karen Rowan  
Attorney at Law  
1442 W Lexington St  
Chicago, IL 60607  
(970)769-2288

March 25, 2024

State of Hawaii Law Enforcement Standards Board  
c/o the Department of the Attorney General  
425 Queen Street  
Honolulu, HI 96813

Re: Letter of Recommendation for Gary Yamashiroya

Dear Law Enforcement Standards Board,

I am writing to express my strong support for Gary Yamashiroya's candidacy for the position of Board Administrator. I had the privilege of working closely with Gary during my tenure as General Counsel to the Superintendent at the Chicago Police Department, where he served as an attorney in the Office of Legal Affairs under my supervision.

During a challenging period marked by heightened scrutiny from the Department of Justice and local oversight bodies, Gary played a pivotal role in the creation of the Office of Risk Management. This office was instrumental in analyzing and mitigating police liability, particularly in cases involving the unfortunate deaths of law enforcement officers or civilians, as well as situations with high financial risk for the City of Chicago.

Gary's contributions were instrumental in enhancing the Department's policies and procedures in critical areas such as the use of force, biased-based policing, pursuits, and multicultural awareness. His efforts were pivotal in transforming the Department into a national leader in training video creation and utilization. These training videos, which Gary helped develop, were showcased at national conferences and adopted by both local and federal law enforcement agencies. Several of the videos won the prestigious "Telly Award" for content and relevance. Remarkably, some of these videos are still utilized by law enforcement agencies and the Chicago Police Department Training Division today.

Additionally, Gary's involvement with the Chicago Police Asian American Police Association was invaluable. His work significantly contributed to the establishment of the Chicago Police Superintendent "Multi-Cultural Forums," which were conducted over a two-year period under the facilitation of the Police Executive Research Forum. Gary's strong work ethic and his ability to connect with his fellow officers and the Asian community residents proved to be crucial in the success of these forums.

Recently, I had the opportunity to consult on a project that provided me with unique insights into the challenges facing law enforcement standards boards in the administration of their oversight responsibilities. This work included a study of the Texas Commission on Law Enforcement along with five peer states and a deep data dive into Texas law enforcement data, available in the "Texas Law Enforcement Data Landscape" report by Texas 2036. <https://texas2036.org/tcole/> Based on my expanded

knowledge and deep insights into the challenges, successes, and failures of law enforcement boards around the country, I am confident that Gary will face these challenges with a fresh perspective and a deep understanding of law enforcement in a complicated and changing landscape.

In conclusion, Gary Yamashiroya's dedication, expertise, and exemplary work ethic will make him an outstanding candidate for the position of Board Administrator. I am confident that he will excel in this role and continue to make significant contributions to the field of law enforcement.

Very truly yours,

*Karen Rowan*

Karen Rowan

March 20, 2024

To the Law Enforcement Standards Board:

I write in strong support of Gary Yamashiroya being appointed as the administrator of the Hawaii Law Enforcement Standards Board. I first met Mr. Yamashiroya in 2015, on my first day as a Deputy Prosecuting Attorney at the Department of the Prosecuting Attorney in Honolulu. Mr. Yamashiroya and I started on the same day and became fast friends. I was a young attorney, fresh out of law school, Mr. Yamashiroya was an experienced police commander from Chicago, and I respected and admired him instantly. His experiences gave him insight into the criminal justice system that no other prosecutor had and made him a wonderful attorney that showed kindness and compassion to everyone he encountered. Rather than chasing guilty verdicts, Mr. Yamashiroya focused on seeking justice in whatever form it came in. Mr. Yamashiroya is well respected in the legal and law enforcement community. He is someone who commands respect, not because he is the loudest person in the room, but because he always does what is right, even when that is not an easy choice.

After moving on from the Department of the Prosecuting Attorney, Mr. Yamashiroya joined the Department of the Attorney General, and found success as the Special Assistant to the Attorney General, no doubt due to his sound reasoning and even temperament.

Mr. Yamashiroya has extensive experience both as a law enforcement officer as well as an administrator and would without a doubt, bring an immense amount of knowledge to the position as administrator of the Hawaii Law Enforcement Standards Board. Additionally, Mr. Yamashiroya's intelligence and experience as an attorney makes him uniquely qualified for this position, and he would be a valuable asset to the State of Hawaii.

I have known Mr. Yamashiroya for many years, as both a colleague and as a friend. Although Mr. Yamashiroya is without a doubt, well-qualified for this position, it is who he is as a person that makes him stand out. I am grateful to know Mr. Yamashiroya, and to be able to write this letter on his behalf, and I whole heartedly, and without reservation, support his appointment as the administrator of the Hawaii Law Enforcement Standards Board.

Respectfully,

Leigh M. Okimoto  
Bar# 10217

March 22, 2024

My name is Tim Flynn and I am the current Hawaii Sexual Assault Response and Training (HSART) Coordinator for the Crime Prevention & Justice Assistance Division under the Department for the Attorney General for the State of Hawai'i

I am testifying in my personal capacity and my opinions and comments do not reflect the Department that I work for. I would like this statement to serve as my written support for Gary Yamashiroya as the inaugural Hawai'i Law Enforcement Standards Board Administrator.

As the original HSART Coordinator, Gary was able to effectively administer state-wide program activities including bolster community response and quality of care for sexual assault victims, develop and maintain strategic guidelines, establish essential protocols, conduct data tracking and reporting, and organize valuable training for departments and agencies in all four counties.

The nature of the HSART Coordinator position is to assist all four counties to align their efforts to collaboratively work together to provide a cohesive response to sex assaults here in Hawai'i and Gary was able to lay the groundwork for the position and substantially set me up for success as his replacement. In addition, Gary was also an instrumental part of the dynamic team that established protocols and guidelines for the Sexual Assault Kit Initiative response here in Hawai'i after the legislature established the HSART program in 2018.

From reading the duties summary for the position scription, I believe that Gary's skill set and career experiences well equip him to commendably supervise, manage, and competently lead the operations of the Law Enforcement Standards board. I put my full support behind his candidacy for the position and wish the committee the best of luck as they fill this role in our state government.

Mahalo for taking the time to hear my testimony and considering my support for Gary Yamashiroya.

A handwritten signature in black ink, appearing to read 'Tim Flynn', with a long horizontal flourish extending to the right.

Tim Flynn  
HSART Coordinator

June 13, 2024

Todd Raybuck, Chair  
Adrian Dhakhwa, Vice-Chair  
Hawai'i Law Enforcement Standards Board  
425 Queen Street  
Honolulu, Hawai'i 96813

RE: In Support of Gary H. Yamashiroya for the Position of Law Enforcement  
Standards Board Administrator

Dear Chair Raybuck, Vice-Chair Dhakhwa, and Members of the Hawai'i Law  
Enforcement Standards Board:

I am writing to strongly support Gary H. Yamashiroya for the position of Administrator of  
the Law Enforcement Standards Board.

I currently work with Mr. Yamashiroya at the Department of Taxation where he serves as  
the Special Assistant to the Director. This is a unique position where no two days are  
the same. Mr. Yamashiroya must adapt to unexpected requests and shifting priorities as  
a matter of course. Despite these challenges, he consistently produces excellent  
results and remains calm under pressure.

In addition, Mr. Yamashiroya is a proactive professional who anticipates issues that may  
arise. This forward-thinking mindset is, in my opinion, a key characteristic of a  
successful leader and Mr. Yamashiroya has it.

Thank you for this opportunity to offer my support for Gary H. Yamashiroya as the  
Administrator of the Law Enforcement Standards Board.

Sincerely,

Natalie Wagatsuma

## TESTIMONY BY KELSON PAIVA

March 25, 2024

The Honorable KPD Chief Todd Raybuck, Chairperson  
The Honorable Adrian Dhakhwa, Vice-Chairperson  
Hawai'i Law Enforcement Standard Board  
425 Queen Street  
Honolulu, Hawai'i 96813

Re: **In Support of Gary H. Yamashiroya to the Position of  
Administrator of the Hawai'i Law Enforcement Standards  
Board**  
**Interview: March 27, 2024, at 1:00 p.m.**

Dear Chair Raybuck, Vice-Chair Dhakhwa, and Members of the Hawai'i Law  
Enforcement Standards Board:

I am writing in strong support of Gary H. Yamashiroya to the position of  
Administrator of the Hawai'i Law Enforcement Standards Board (LESB).

I've known Mr. Yamashiroya for the past five years while colleagues previously at  
the Department of the Attorney General and currently at the Department of Taxation.  
Over this period, he has proven to be an effective leader and somebody who is  
intelligent, perceptive, collaborative, innovative and competent. The qualifications of Mr.  
Yamashiroya as an attorney and his wealth of law enforcement expertise demonstrate  
his willingness and capacity to assume such a significant responsibility for the State of  
Hawai'i in order to guarantee the credibility and legitimacy of our state's law  
enforcement obligations. I can personally attest to his unwavering work ethic and  
practical expertise, which make him an exceptional candidate for this position. The  
State would be extremely fortunate to have Mr. Yamashiroya serve as the LESB  
Administrator as he will prioritize the needs and safety of our law enforcement officers in  
order to help protect the people of Hawai'i.

Mr. Yamashiroya is exceptionally qualified for this role, and I strongly urge this  
board to consider him for this position. Thank you for the opportunity to provide  
testimony.

Law Enforcement Standards Board  
425 Queen Street  
Honolulu, Hawaii 96813

Re: Gary H. Yamashiroya

To the Members of the Board:

I am writing to recommend the selection of Gary H. Yamashiroya as Administrator of the State of Hawaii Law Enforcement Standards Board (LESB).

I have been an attorney in the State of Hawaii for over 40 years, and have spent most of my career working in the criminal justice area. Between April 2020 and December 2021, I had daily contact with Mr. Yamashiroya while we both worked at the State of Hawaii Attorney General's Office. We collaborated on a range of issues handled by the office, including providing legal advice to the executive and legislative branches, creating and administering office policies, and providing oversight in criminal and civil litigation.

I believe Mr. Yamashiroya is uniquely qualified to be the LESB administrator. He is retired law enforcement officer who appreciates the need to establish and maintain standards for peace officer training and certification. Mr. Yamashiroya had a decorated career with the Chicago Police Department, rising to the rank of detective commander, during which he oversaw 250 division personnel in criminal investigations. Mr. Yamashiroya held other leadership positions during which he trained other officers. He is intimately familiar with the critical services provided by law enforcement agencies – and how the development of hiring, training and disciplinary standards is necessary to assure the quality of those services and the respect of the community.

For the last nine years, Mr. Yamashiroya has held various other government positions requiring managerial skills. Among other things, he coordinated the Sexual Assault Kit Initiative grant, worked closely with county, state and federal law enforcement agencies, and handled pressing issues on an emergent basis. Mr. Yamashiroya is a consummate professional who has expertise in a range of law enforcement, legal and management issues. He consistently displays a thoughtful, unflappable demeanor and has outstanding interpersonal skills. I believe he will be exceptionally skilled at leading the LESB and assuring that it discharges its statutory mandates.

Thank you for considering this recommendation, which is written solely in my individual capacity and not on behalf of my present employer.

Very truly yours,

/s/ Lawrence L. Tong

Lawrence L. Tong





# Illinois Law Enforcement Training and Standards Board

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JB Pritzker, Governor  
Keith Calloway, Executive Director

Phone: 217/782-4540  
Fax: 217/524-5350  
TDD: 866-740-3933

Law Enforcement Standards Board  
State Of Hawaii

March 24, 2024

Dear Law Enforcement Standards Board,

I am writing this correspondence to endorse Gary Yamashiroya for the Board Administrator for the State of Hawaii Law Enforcement Standards Board. I have known Gary for over 30 years, as we both were formerly employed by the Chicago Police Department.

During his tenure with the Chicago Police Department, Gary held numerous leadership positions, including Department Legal Officer, Commander of the Education and Training Division, Patrol District Commander and Detective Division Commander. I have always known Gary to be the type of supervisor who leads by example. His excellent interpersonal and communication skills have allowed him to develop productive working relationships with both subordinates and well as officers of superior rank. Gary was also very successful with cultivating and maintaining strong relationships with community stakeholders. He was able to call upon these organizations for their input, suggestions, and collaboration to ensure everyone was given voice and had a seat at the table as decisions were being made that had a community impact.

Since relocating to Hawaii almost ten years ago, Gary has continued his work with law enforcement agencies statewide as the Coordinator for the SAKI/HSART Program and for the Department of the Attorney General. He also held positions working within state and county governments.

As the State of Hawaii moves forward with the expansion of the Hawaii Law Enforcement Standards Board, it will be important to have a well-rounded leader with not only law enforcement experience, but also an individual who is able to understand, possess and demonstrate the legal acumen to facilitate the development of the minimum standards, discipline and certifications aspects as delineated by the HLESB for Hawaii Law Enforcement. I can think of no better individual for the board administrator position than Gary Yamashiroya, and he has my full support. Please do not hesitate to contact me if you have any questions.

Respectfully,

Keith A. Calloway  
Executive Director

March 25, 2024

Chair Todd Raybuck  
Vice-Chair Adrian Dhakhwa  
Hawaii Law Enforcement Standards Board  
425 Queen Street  
Honolulu, Hawaii 96813

RE: In Support of Gary H. Yamashiroya for the Position of Law Enforcement Standards Board Administrator

Dear Chair Raybuck, Vice-Chair Dhakhwa, and Members of the Law Enforcement Standards Board:

I am writing to wholeheartedly endorse Gary H. Yamashiroya for the position of Administrator of the Law Enforcement Standards Board. I have the privilege of working closely with Mr. Yamashiroya at the Department of Taxation and can attest to his exceptional character, intellect, and strong work ethic.

In my opinion, Mr. Yamashiroya's most admirable quality is his commitment to fairness. He approaches issues with an open mind and ensures that all parties are treated equitably and with respect. In addition, he is an outstanding collaborator who actively seeks input from colleagues, values differing perspectives, and kindly navigates interpersonal dynamics to achieve results.

Mr. Yamashiroya's ability to quickly grasp complex issues and provide insightful recommendations is also impressive. He has the unique ability to look at issues from all angles and make effective decisions – no doubt the result of his many years as a police officer.

Thank you for this opportunity to offer my support for Gary H. Yamashiroya as the Administrator of the Law Enforcement Standards Board.

Sincerely,

Sharon Tangonan

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# A BILL FOR AN ACT

RELATING TO LAW ENFORCEMENT.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that section 139-2,  
2 Hawaii Revised Statutes, established a law enforcement standards  
3 board for the certification of law enforcement officers,  
4 including county police officers and law enforcement officers of  
5 the departments of law enforcement, land and natural resources,  
6 taxation, and attorney general.

7           The law enforcement standards board is responsible for  
8 establishing minimum standards for employment as a law  
9 enforcement officer and certifying persons qualified as law  
10 enforcement officers. It is also responsible for establishing  
11 minimum criminal justice curriculum requirements for basic,  
12 specialized, and in-service courses and programs for the  
13 training of law enforcement officers. It must consult and  
14 cooperate with the counties, state agencies, other governmental  
15 agencies, universities and colleges, and other institutions  
16 concerning the development of law enforcement officer training  
17 schools and programs. The board is also responsible for



1 regulating and enforcing the certification requirements of law  
2 enforcement officers.

3         These are important and substantial duties that require  
4 evaluation to ensure that existing legal obligations are not  
5 compromised. Before imposing new standards impacting the  
6 employment of law enforcement officers, the board must consider  
7 collective bargaining and other employment requirements. At a  
8 minimum, the board must evaluate how probationary periods;  
9 training requirements, including the types of training; the  
10 number of hours of training; the availability of training  
11 facilities; and the issuance, suspension, and revocation of  
12 certification, will impact obligations already established by  
13 law.

14         This evaluation should include consideration of the study  
15 conducted by the legislative reference bureau pursuant to Act  
16 124, Session Laws of Hawaii 2018, and any additional study  
17 necessary to determine the impact of uniform standards,  
18 certification, and training for all law enforcement officers.  
19 The board has determined that it will need significantly more  
20 time and resources to accomplish its mission.

21         The purpose of this Act is to:



- 1 (1) Exempt the administrator of the law enforcement  
2 standards board from civil service laws;
- 3 (2) Amend the membership requirements for the law  
4 enforcement standards board to facilitate more  
5 meaningful participation and representation;
- 6 (3) Require the board to consider studies relevant to its  
7 objectives and conduct its own study on how to satisfy  
8 its duties; and
- 9 (4) Establish new deadlines for the completion of the  
10 board's significant responsibilities.

11 SECTION 2. Section 76-16, Hawaii Revised Statutes, is  
12 amended by amending subsection (b) to read as follows:

13 "(b) The civil service to which this chapter applies shall  
14 comprise all positions in the State now existing or hereafter  
15 established and embrace all personal services performed for the  
16 State, except the following:

- 17 (1) Commissioned and enlisted personnel of the Hawaii  
18 National Guard [~~as such,~~] and positions in the Hawaii  
19 National Guard that are required by state or federal  
20 laws or regulations or orders of the National Guard to



- 1 be filled from those commissioned or enlisted  
2 personnel;
- 3 (2) Positions filled by persons employed by contract where  
4 the director of human resources development has  
5 certified that the service is special or unique or is  
6 essential to the public interest and that, because of  
7 circumstances surrounding its fulfillment, personnel  
8 to perform the service cannot be obtained through  
9 normal civil service recruitment procedures. Any  
10 [~~such~~] contract may be for any period not exceeding  
11 one year;
- 12 (3) Positions that must be filled without delay to comply  
13 with a court order or decree if the director  
14 determines that recruitment through normal recruitment  
15 civil service procedures would result in delay or  
16 noncompliance, such as the Felix-Cayetano consent  
17 decree;
- 18 (4) Positions filled by the legislature or by either house  
19 or any committee thereof;



1 (5) Employees in the office of the governor and office of  
2 the lieutenant governor, and household employees at  
3 Washington Place;

4 (6) Positions filled by popular vote;

5 (7) Department heads, officers, and members of any board,  
6 commission, or other state agency whose appointments  
7 are made by the governor or are required by law to be  
8 confirmed by the senate;

9 (8) Judges, referees, receivers, masters, jurors, notaries  
10 public, land court examiners, court commissioners, and  
11 attorneys appointed by a state court for a special  
12 temporary service;

13 (9) One bailiff for the chief justice of the supreme court  
14 who shall have the powers and duties of a court  
15 officer and bailiff under section 606-14; one  
16 secretary or clerk for each justice of the supreme  
17 court, each judge of the intermediate appellate court,  
18 and each judge of the circuit court; one secretary for  
19 the judicial council; one deputy administrative  
20 director of the courts; three law clerks for the chief  
21 justice of the supreme court, two law clerks for each



1 associate justice of the supreme court and each judge  
2 of the intermediate appellate court, one law clerk for  
3 each judge of the circuit court, two additional law  
4 clerks for the civil administrative judge of the  
5 circuit court of the first circuit, two additional law  
6 clerks for the criminal administrative judge of the  
7 circuit court of the first circuit, one additional law  
8 clerk for the senior judge of the family court of the  
9 first circuit, two additional law clerks for the civil  
10 motions judge of the circuit court of the first  
11 circuit, two additional law clerks for the criminal  
12 motions judge of the circuit court of the first  
13 circuit, and two law clerks for the administrative  
14 judge of the district court of the first circuit; and  
15 one private secretary for the administrative director  
16 of the courts, the deputy administrative director of  
17 the courts, each department head, each deputy or first  
18 assistant, and each additional deputy, or assistant  
19 deputy, or assistant defined in paragraph (16);  
20 (10) First deputy and deputy attorneys general, the  
21 administrative services manager of the department of





1 the attorney general, one secretary for the  
2 administrative services manager, an administrator and  
3 any support staff for the criminal and juvenile  
4 justice resources coordination functions, and law  
5 clerks;

6 (11) (A) Teachers, principals, vice-principals, complex  
7 area superintendents, deputy and assistant  
8 superintendents, other certificated personnel, no  
9 more than twenty noncertificated administrative,  
10 professional, and technical personnel not engaged  
11 in instructional work;

12 (B) Effective July 1, 2003, teaching assistants,  
13 educational assistants, [~~bilingual/bicultural~~]  
14 bilingual or bicultural school-home assistants,  
15 school psychologists, psychological examiners,  
16 speech pathologists, athletic health care  
17 trainers, alternative school work study  
18 assistants, alternative school  
19 [~~educational/supportive~~] educational or  
20 supportive services specialists, alternative



- 1 school project coordinators, and communications  
2 aides in the department of education;
- 3 (C) The special assistant to the state librarian and  
4 one secretary for the special assistant to the  
5 state librarian; and
- 6 (D) Members of the faculty of the University of  
7 Hawaii, including research workers, extension  
8 agents, personnel engaged in instructional work,  
9 and administrative, professional, and technical  
10 personnel of the university;
- 11 (12) Employees engaged in special, research, or  
12 demonstration projects approved by the governor;
- 13 (13) (A) Positions filled by inmates, patients of state  
14 institutions, and persons with severe physical or  
15 mental disabilities participating in the work  
16 experience training programs;
- 17 (B) Positions filled with students in accordance with  
18 guidelines for established state employment  
19 programs; and
- 20 (C) Positions that provide work experience training  
21 or temporary public service employment that are



1 filled by persons entering the workforce or  
2 persons transitioning into other careers under  
3 programs such as the federal Workforce Investment  
4 Act of 1998, as amended, or the Senior Community  
5 Service Employment Program of the Employment and  
6 Training Administration of the United States  
7 Department of Labor, or under other similar state  
8 programs;

9 (14) A custodian or guide at Iolani Palace, the Royal  
10 Mausoleum, and Hulihee Palace;

11 (15) Positions filled by persons employed on a fee,  
12 contract, or piecework basis, who may lawfully perform  
13 their duties concurrently with their private business  
14 or profession or other private employment and whose  
15 duties require only a portion of their time, if it is  
16 impracticable to ascertain or anticipate the portion  
17 of time to be devoted to the service of the State;

18 (16) Positions of first deputies or first assistants of  
19 each department head appointed under or in the manner  
20 provided in section 6, article V, of the Hawaii State  
21 Constitution; three additional deputies or assistants



1           either in charge of the highways, harbors, and  
2           airports divisions or other functions within the  
3           department of transportation as may be assigned by the  
4           director of transportation, with the approval of the  
5           governor; one additional deputy in the department of  
6           human services either in charge of welfare or other  
7           functions within the department as may be assigned by  
8           the director of human services; four additional  
9           deputies in the department of health, each in charge  
10          of one of the following: behavioral health,  
11          environmental health, hospitals, and health resources  
12          administration, including other functions within the  
13          department as may be assigned by the director of  
14          health, with the approval of the governor; two  
15          additional deputies in charge of the law enforcement  
16          programs, administration, or other functions within  
17          the department of law enforcement as may be assigned  
18          by the director of law enforcement, with the approval  
19          of the governor; three additional deputies each in  
20          charge of the correctional institutions,  
21          rehabilitation services and programs, and



1 administration or other functions within the  
2 department of corrections and rehabilitation as may be  
3 assigned by the director [~~of~~] of corrections and  
4 rehabilitation, with the approval of the governor; an  
5 administrative assistant to the state librarian; and  
6 an administrative assistant to the superintendent of  
7 education;

8 (17) Positions specifically exempted from this part by any  
9 other law; provided that:

10 (A) Any exemption created after July 1, 2014, shall  
11 expire three years after its enactment unless  
12 affirmatively extended by an act of the  
13 legislature; and

14 (B) All of the positions defined by paragraph (9)  
15 shall be included in the position classification  
16 plan;

17 (18) Positions in the state foster grandparent program and  
18 positions for temporary employment of senior citizens  
19 in occupations in which there is a severe personnel  
20 shortage or in special projects;



- 1 (19) Household employees at the official residence of the  
2 president of the University of Hawaii;
- 3 (20) Employees in the department of education engaged in  
4 the supervision of students during meal periods in the  
5 distribution, collection, and counting of meal  
6 tickets, and in the cleaning of classrooms after  
7 school hours on a less than half-time basis;
- 8 (21) Employees hired under the tenant hire program of the  
9 Hawaii public housing authority; provided that [~~not~~]  
10 no more than twenty-six per cent of the authority's  
11 workforce in any housing project maintained or  
12 operated by the authority shall be hired under the  
13 tenant hire program;
- 14 (22) Positions of the federally funded expanded food and  
15 nutrition program of the University of Hawaii that  
16 require the hiring of nutrition program assistants who  
17 live in the areas they serve;
- 18 (23) Positions filled by persons with severe disabilities  
19 who are certified by the state vocational  
20 rehabilitation office that they are able to perform  
21 safely the duties of the positions;



- 1 (24) The sheriff;
- 2 (25) A gender and other fairness coordinator hired by the
- 3 judiciary;
- 4 (26) Positions in the Hawaii National Guard youth and adult
- 5 education programs;
- 6 (27) In the Hawaii state energy office in the department of
- 7 business, economic development, and tourism, all
- 8 energy program managers, energy program specialists,
- 9 energy program assistants, and energy analysts;
- 10 (28) Administrative appeals hearing officers in the
- 11 department of human services;
- 12 (29) In the Med-QUEST division of the department of human
- 13 services, the division administrator, finance officer,
- 14 health care services branch administrator, medical
- 15 director, and clinical standards administrator;
- 16 (30) In the director's office of the department of human
- 17 services, the enterprise officer, information security
- 18 and privacy compliance officer, security and privacy
- 19 compliance engineer, security and privacy compliance
- 20 analyst, information technology implementation
- 21 manager, assistant information technology



- 1 implementation manager, resource manager,  
2 [~~community/project~~] community or project development  
3 director, policy director, special assistant to the  
4 director, and limited English proficiency project  
5 [~~manager/coordinator;~~] manager or coordinator;
- 6 (31) The Alzheimer's disease and related dementia services  
7 coordinator in the executive office on aging;
- 8 (32) In the Hawaii emergency management agency, the  
9 executive officer, public information officer, civil  
10 defense administrative officer, branch chiefs, and  
11 emergency operations center state warning point  
12 personnel; provided that for state warning point  
13 personnel, the director shall determine that  
14 recruitment through normal civil service recruitment  
15 procedures would result in delay or noncompliance;
- 16 (33) The executive director and seven full-time  
17 administrative positions of the school facilities  
18 authority;
- 19 (34) Positions in the Mauna Kea stewardship and oversight  
20 authority;





1 (35) In the office of homeland security of the department  
2 of law enforcement, the statewide interoperable  
3 communications coordinator; [~~and~~]

4 (36) In the social services division of the department of  
5 human services, the business technology analyst[~~-~~];  
6 and

7 (37) The administrator for the law enforcement standards  
8 board.

9 The director shall determine the applicability of this  
10 section to specific positions.

11 Nothing in this section shall be deemed to affect the civil  
12 service status of any incumbent as it existed on July 1, 1955."

13 SECTION 3. Section 139-2, Hawaii Revised Statutes, is  
14 amended by amending subsections (a) and (b) to read as follows:

15 "(a) There [~~is~~] shall be established the law enforcement  
16 standards board within the department of the attorney general  
17 for administrative purposes only. The purpose of the board  
18 shall be to provide programs and standards for training and  
19 certification of law enforcement officers. The law enforcement  
20 standards board shall consist of the following voting members:  
21 eight ex officio individuals[~~, two~~] or their designees, five law



1 enforcement officers, [~~and~~] four members of the public[+], and  
2 one member selected by the union representing police officers in  
3 the State; provided that:

4 (1) The eight ex officio members of the board shall  
5 consist of the:

6 (A) Attorney general[+] or the attorney general's  
7 designee;

8 (B) Director of law enforcement[+] or the director's  
9 designee;

10 (C) Chairperson of the board of land and natural  
11 resources or the chairperson's designee;

12 (D) Director of taxation or the director's designee;  
13 and

14 (E) Chiefs of police of the four counties[+] or the  
15 designees of each of the chiefs of police;

16 (2) The [~~two~~] five law enforcement officers shall [~~each~~]  
17 be persons other than the chiefs of police or  
18 designees described in paragraph (1)(E) and shall  
19 consist of:

20 (A) One county law enforcement officer from each of  
21 the four counties; and



1           (B) One state law enforcement officer.  
2           Each law enforcement officer described in this  
3           paragraph shall have at least ten years of experience  
4           as a law enforcement officer [~~and~~], shall be appointed  
5           by the governor[~~+~~], and, notwithstanding section 26-  
6           34, shall be appointed without the advice and consent  
7           of the senate; and

8           (3) The [~~four members of the~~] public members shall consist  
9           of one member [~~of the public~~] from each of the four  
10           counties [~~and~~], each of whom shall be appointed by the  
11           governor[~~-~~], and, notwithstanding section 26-34, shall  
12           be appointed without the advice and consent of the  
13           senate. At least two of the four members of the  
14           public holding a position on the board at any given  
15           time shall:

16           (A) Possess a master's or doctorate degree related to  
17           criminal justice;

18           (B) Possess a law degree and have experience:  
19           (i) Practicing in Hawaii as a deputy attorney  
20           general, deputy prosecutor, deputy public



1 defender, or private criminal defense  
2 attorney; or

3 (ii) Litigating constitutional law issues in  
4 Hawaii;

5 (C) Be a recognized expert in the field of criminal  
6 justice, policing, or security; or

7 (D) Have work experience in a law enforcement  
8 capacity[~~; provided that experience in a county~~  
9 ~~police department shall not itself be sufficient~~  
10 ~~to qualify under this paragraph~~].

11 (b) The law enforcement officers, member selected by the  
12 union representing police officers in the State, and the members  
13 of the public on the board shall serve for a term of [~~three~~  
14 four years[~~7~~]; provided that the initial terms for the law  
15 enforcement officers and the public members shall be staggered,  
16 as determined by the governor."

17 SECTION 4. Section 139-3, Hawaii Revised Statutes, is  
18 amended to read as follows:

19 "**§139-3 Powers and duties of the board.** The board shall:

20 (1) Adopt rules in accordance with chapter 91 to implement  
21 this chapter;



- 1 (2) Establish minimum standards for employment as a law  
2 enforcement officer and to certify persons to be  
3 qualified as law enforcement officers;
- 4 (3) Establish criteria and standards in which a person who  
5 has been denied certification, whose certification has  
6 been revoked by the board, or whose certification has  
7 lapsed may reapply for certification;
- 8 (4) Establish minimum criminal justice curriculum  
9 requirements for basic, specialized, and in-service  
10 courses and programs for schools operated by or for  
11 the State or a county for the specific purpose of  
12 training law enforcement officers;
- 13 (5) Consult and cooperate with the counties, agencies of  
14 the State, other governmental agencies, universities,  
15 colleges, and other institutions concerning the  
16 development of law enforcement officer training  
17 schools and programs of criminal justice instruction;
- 18 (6) Employ [~~subject to chapter 76,~~] an administrator,  
19 without regard to chapter 76, and other persons  
20 necessary to carry out its duties under this chapter;



- 1 (7) Investigate when there is reason to believe that a law  
2 enforcement officer does not meet the minimum  
3 standards for employment, and in so doing, may:
- 4 (A) Subpoena persons, books, records, or documents;  
5 (B) Require answers in writing under oath to  
6 questions asked by the board; and  
7 (C) Take or cause to be taken depositions as needed  
8 in investigations, hearings, and other  
9 proceedings,  
10 related to the investigation;
- 11 (8) Establish and require participation in continuing  
12 education programs for law enforcement officers;
- 13 (9) Have the authority to charge and collect fees for  
14 applications for certification as a law enforcement  
15 officer;
- 16 (10) Establish procedures and criteria for the revocation  
17 of certification issued by the board;
- 18 (11) Have the authority to revoke certifications; ~~and~~
- 19 (12) Review and recommend statewide policies and procedures  
20 relating to law enforcement, including the use of  
21 force[-];



- 1        (13) Consider studies relevant to the board's objectives,  
2            including the study that examines consolidating the  
3            law enforcement activities and responsibilities of  
4            various state divisions and agencies under a single,  
5            centralized state enforcement division or agency,  
6            conducted pursuant to Act 124, Session Laws of Hawaii  
7            2018; and
- 8        (14) Conduct its own study to evaluate how to efficiently  
9            and effectively satisfy its duties in accordance with  
10           the law."

11        SECTION 5. Section 139-6, Hawaii Revised Statutes, is  
12 amended by amending subsections (a) and (b) to read as follows:

13        "(a) No person may be appointed or employed as a law  
14 enforcement officer after June 30, 2026, unless the person:

15        (1) Has satisfactorily completed a basic program of law  
16 enforcement training approved by the board;

17        (2) Has received training designed to minimize the use of  
18 excessive force, including legal standards, de-  
19 escalation techniques, crisis intervention tactics,  
20 mental health response, implicit bias, and first aid;  
21 and



1 (3) Possesses other qualifications as prescribed by the  
2 board for the employment of law enforcement officers,  
3 including minimum age, education, physical and mental  
4 standards, citizenship, good conduct, moral character,  
5 and experience.

6 (b) [~~The~~] Beginning on July 1, 2026, the board shall issue  
7 a certification to an applicant or law enforcement officer who  
8 meets the requirements of subsection (a) or who has  
9 satisfactorily completed a program or course of instruction in  
10 another jurisdiction that the board deems to be equivalent in  
11 content and quality to the requirements of subsection (a)."

12 SECTION 6. Section 139-7, Hawaii Revised Statutes, is  
13 amended by amending subsection (a) to read as follows:

14 "(a) No person shall be appointed or employed as a law  
15 enforcement officer by any county police department, the  
16 department of law enforcement, the department of land and  
17 natural resources, the department of taxation, or the department  
18 of the attorney general[7] after June 30, 2026, unless the  
19 person possesses a valid certification issued by the board  
20 pursuant to section 139-6(b)."





1 SECTION 7. Act 220, Session Laws of Hawaii 2018, as  
2 amended by section 5 of Act 47, Session Laws of Hawaii 2020, is  
3 amended by amending section 6 to read as follows:

4 "SECTION 6. This Act shall take effect on July 1, 2018[~~7~~  
5 ~~provided that the law enforcement standards board established~~  
6 ~~under this Act shall finalize its standards and certification~~  
7 ~~process by December 31, 2021]."~~

8 SECTION 8. This Act does not affect rights and duties that  
9 matured, penalties that were incurred, and proceedings that were  
10 begun before the effective date of this Act.

11 SECTION 9. Statutory material to be repealed is bracketed  
12 and stricken. New statutory material is underscored.

13 SECTION 10. This Act shall take effect upon its approval.



**Report Title:**

Law Enforcement Standards Board; Civil Service; Exemption;  
Membership; Powers and Duties; Deadline

**Description:**

Exempts the administrator of the Law Enforcement Standards Board from civil service laws. Clarifies membership and certain powers and duties of the Law Enforcement Standards Board and establishes new deadlines for the completion of board responsibilities. Adds to the membership of the Law Enforcement Standards Board a member selected by the union representing police officers in the State. (SD2)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

