

JOSH GREEN, M.D.
GOVERNOR



DEPT. COMM. NO. 60

ANNE E. LOPEZ
ATTORNEY GENERAL

MATTHEW S. DVONCH
FIRST DEPUTY ATTORNEY GENERAL

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DEPARTMENT OF THE ATTORNEY GENERAL
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December 2, 2025

The Honorable Ronald D. Kouchi
President and Members of the Senate
Thirty-Third State Legislature
State Capitol, Room 409
Honolulu, Hawaii 96813

The Honorable Nadine K. Nakamura
Speaker and Members of the
House of Representatives
Thirty-Third State Legislature
State Capitol, Room 431
Honolulu, Hawaii 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, I am transmitting a copy of the Report on the Law Enforcement Standards Board, as required by section 139-9, Hawaii Revised Statutes (HRS). Pursuant to section 139-2, HRS, the Law Enforcement Standards Board is placed within the Department of the Attorney General for administrative purposes only. In accordance with section 93-16, HRS, I am also informing you that the report may be viewed electronically at <https://ag.hawaii.gov/publications/reports/reports-to-the-legislature/>.

If you have any questions or concerns, please feel free to call me at (808) 586-1500.

Sincerely,

Anne E. Lopez

Anne E. Lopez
Attorney General

c: Josh Green, M.D., Governor
Sylvia Luke, Lieutenant Governor
Legislative Reference Bureau (Attn: Karen Mau)
Leslie H. Kondo, State Auditor
Sabrina Nasir, Acting Director of Finance, Department of Budget and Finance
Stacey A. Aldrich, State Librarian, Hawaii State Public Library System
Wendy F. Hensel, President, University of Hawaii

Enclosure

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REPORT ON THE LAW ENFORCEMENT STANDARDS BOARD

Pursuant to Section 139-9, Hawaii Revised Statutes

Submitted to
The Thirty-Third Legislature
Regular Session of 2026

Section 139-9, Hawaii Revised Statutes (HRS), requires the Law Enforcement Standards Board (Board or LESB), established within the Department of the Attorney General for administrative purposes only, to submit a report to the Legislature that includes:

- (1) A description of the activities of the Board;
- (2) An accounting of the expenditures from the law enforcement standards board special fund in the previous fiscal year and the remaining balance of the fund; and
- (3) Recommended legislation, if any.

I. INTRODUCTION

Pursuant to section 139-9, HRS, this report provides an update on the activities, fund status, and legislative recommendations of the Board since the submission of its 2024 annual report to the Legislature on December 6, 2024. The Board was established by Act 220, Session Laws of Hawaii (SLH) 2018, and its statutory mandates include certifying all state and county law enforcement officers, establishing minimum training and employment standards, implementing a process for certification status changes, and maintaining a centralized certification database. The membership requirements and the duties of the Board were amended by Act 247, SLH 2024.

II. BOARD COMPOSITION

As of December 2025, the Board's membership, pursuant to section 139-2, HRS, is as follows. Three of the four county Chief of Police seats are currently filled by interim chiefs (Kaua'i, Honolulu, and Hawai'i Counties). There are currently four vacancies.

	Board Member Name	Expiration / Status	Seat Description	HRS §139-2 Reference
1	Anne E. Lopez	Ex officio	Attorney General	139-2(a)(1)(A)
2	Mike Lambert	Ex officio	Director of Law Enforcement (Vice Chair)	139-2(a)(1)(B)
3	Jason Redulla	Ex officio	Chairperson's designee, Board of Land and Natural Resources	139-2(a)(1)(C)
4	Gary Suganuma	Ex officio	Director of Taxation	139-2(a)(1)(D)
5	Rade Vanic (Interim)	Ex officio	Chief of Police, City & County of Honolulu	139-2(a)(1)(E)
6	Reed Mahuna (Interim)	Ex officio	Chief of Police, County of Hawai'i	139-2(a)(1)(E)
7	John Pelletier	Ex officio	Chief of Police, County of Maui	139-2(a)(1)(E)
8	Elliot Ke (Interim)	Ex officio	Chief of Police, County of Kaua'i	139-2(a)(1)(E)
9	Vacant	—	Honolulu County law enforcement officer	139-2(a)(2)(A)
10	Sherry Bird	Holdover (6/30/25 expiration)	Hawaii County law enforcement officer	139-2(a)(2)(A)
11	Vacant	—	Maui County law enforcement officer	139-2(a)(2)(A)
12	Vacant	—	Kauai County law enforcement officer	139-2(a)(2)(A)
13	Jared Redulla	Holdover (6/30/2024 expiration)	State law enforcement officer	139-2(a)(2)(B)
14	Nicholas Schlapak	Union-selected	SHOPO representative	139-2(a)
15	Adrian Dhakhwa	6/30/2028	Public member, Honolulu County (Chair)	139-2(a)(3)
16	Harry Kubojiri	Holdover (6/30/24 expiration)	Public member, Hawai'i County	139-2(a)(3)
17	Craig Tanaka	Holdover (6/30/25 expiration)	Public member, Maui County	139-2(a)(3)
18	Vacant	—	Public member, Kaua'i County	139-2(a)(3)

III. ACTIVITIES OF THE BOARD

- (1) Administrator onboarding and operations. The Administrator began service in October 2024, and established operating procedures, office setup, and a workplan connecting rulemaking, standards development, policy projects, and stakeholder engagement.
- (2) Board leadership elections (March 6, 2025). The Board elected Adrian Dhakhwa, Deputy Attorney General, as Chair, and Honolulu Police Chief Joe Logan as Vice Chair; approved the September 30, 2024 meeting minutes; and received an Administrator update on training, staffing research, Job Task Analysis (JTA) planning, and draft administrative rules.
- (3) April 9, 2025, meeting. The Board received the Administrator's report on draft administrative rules and JTA preparation; discussed House Bill No. 277 (Act 210, SLH 2025) (vehicular pursuit policy) and the importance of Board-led policy development.
- (4) July 10, 2025, meeting. The Board approved the April 9, 2025, meeting minutes, as amended; elected Mike Lambert as Vice Chair following Chief Logan's retirement; approved the JTA Request for Proposals (RFP) as amended; authorized technical non-substantive changes following Attorney General review; approved an alternate compressed procurement timeline (48 days) contingent on funding; directed the Administrator to draft a statewide model vehicular pursuit policy consistent with Act 210, SLH 2025; assigned permitted interaction groups to review the nine draft rule chapters; approved three exempt position descriptions (management assistant, confidential secretary, training and curriculum coordinator) for future budget requests; and deferred the Administrator's report when quorum was lost.
- (5) Administrative rules development. Drafted chapters XX-1 through XX-9, covering general provisions, officer certification, training standards, instructor standards, continuing education, professional standards and ethical conduct, certification action procedures, data management and transparency, and waivers or variances. Permitted interaction groups were assigned in July with reporting milestones set for September and October 2025.
- (6) JTA procurement. Prepared a comprehensive statewide JTA RFP to establish a validated foundation for minimum training and certification standards. The Board approved an expedited 48-day publication-to-execution timeline, subject to funding and Attorney General procurement review.
- (7) Policy development. Prepared a draft statewide model vehicular pursuit policy and a draft post-pursuit vehicle impound proposal for Board review and discussion, aligning with Act 210, SLH 2025 and national best practices.

- (8) Staffing and budget planning. Developed a comprehensive plan identifying fourteen positions, including the Administrator, with projected costs (salary ranges, a forty-five percent benefits rate, one-time setup, and annual support). Figures represent projected needs to be presented to the Board for refinement and approval prior to legislative submission.
- (9) Administrator professional development. Completed State of Hawaii procurement, ethics, and other compliance training necessary to manage Board operations.
- (10) Stakeholder engagement and transparency. Conducted outreach with legislators, divisions of the Department of the Attorney General, county police chiefs and police commissions, and community partners; posted meeting notices, packets, draft rules, and policy proposals on the Board's webpage; and initiated development of an independent LESB website, including requests for Board member biographies and photographs and work on mission, vision, and values.
- (11) November 6, 2025, meeting. The Board approved the July 10, 2025, meeting minutes, established a two-minute time limit for public testimony, received written testimony from the ACLU and the NYU Policing Project regarding the Board's draft vehicular pursuit policy, and received oral testimony from two individuals. The Board's draft policy will be revised. Due to Board membership turnover and the Sunshine Law, no discussion was had on the draft administrative rules. The Chair encouraged members to continue their review of their assigned chapters of the draft administrative rules and only report back if consensus was reached within the respective permitted interaction groups.

IV. ACCOUNTING OF EXPENDITURES AND FUND STATUS

The Board again reports that there was no appropriation to or activity in the law enforcement standards board special fund during the reporting period. The absence of dedicated funding continues to hinder the Board's ability to progress effectively toward statutory deadlines. Operating expenses were limited to essential administrative and logistical support. At the November 6, 2025, meeting, the Board approved a budget request of \$919,700. It was noted that while the RFP for the JTA is ready to put out for bid, the Board is still waiting for funding. \$125,000 was included in the Board's proposed budget for the RFP.

V. STAFFING AND BUDGET PLANNING

The Board has developed a comprehensive staffing and budget proposal to establish operational capacity for fulfilling its statutory mandates under chapter 139, HRS. The full organizational structure encompasses fourteen positions across five operational divisions, with estimated annual operating costs of approximately \$2.5 million once fully implemented.

Due to funding constraints and implementation timeline realities, the Board recommends a phased staffing approach:

Phase 1 (Fiscal Year 2026-2027): Priority implementation of six positions essential for establishing baseline operational capacity: Law Enforcement Training and Curriculum Coordinator, Lead Investigative Agent, Investigative Agent, LESB Administrative Manager, Training Standards Analyst, and Special Assistant to the Administrator. Estimated first-year cost: \$814,225.

Phase 2 (Fiscal Year 2027-2028): Implementation of remaining seven positions: Administrative Records Specialist, Internet Technology/Learning Management System Administrator, Certification Specialist, Lead LESB Liaison, two Regional LESB Liaisons, and second Investigative Agent. Estimated first-year cost: \$684,800 (ongoing annual cost: \$646,300).

This phased approach enables the Board to establish critical leadership and investigative capacity in Phase 1 while building toward full operational capability. The Board will request civil service exemptions for all positions to ensure recruitment flexibility and operational effectiveness. Complete position descriptions, salary justifications, and budget documentation have been prepared for legislative review.

VI. RECOMMENDED LEGISLATION

The Board approved a motion to request that the Hawaii Law Enforcement Coalition (HLEC) include two bills in the HLEC's legislative package that propose:

- (1) Extension of the statutory certification implementation deadline from July 1, 2026, to July 1, 2028, to ensure adequate time for phased funding, recruitment, hiring, and onboarding of specialized personnel.
- (2) Exemption from the civil service system the following newly created positions: Law Enforcement Training and Curriculum Coordinator, Lead Investigative Agent, Investigative Agent, LESB Administrative Manager, Training Standards Analyst, and Special Assistant to the Administrator.

Absent approval by the HLEC to include these bills in its package, the Board would seek a legislator's assistance to introduce the bills.

The Board also reviewed a draft bill proposing to allow law enforcement to impound vehicles in lieu of a vehicular pursuit. While there was support for the bill, it was suggested that such a bill come directly from the Department of Law Enforcement.

VII. CONCLUSION

In 2025, the Board advanced significantly in establishing the framework for certification, training, and professional standards for law enforcement officers in Hawai‘i. These accomplishments occurred despite the absence of special fund appropriations. The Board is seeking a Legislative appropriation through the budget process so that it can implement its plans of a phased staffing approach that will enable it to fulfill its statutory mandates. It is also seeking an extension of the implementation deadlines for certification of and employment of law enforcement officers from June 30, 2026, to July 1, 2028.