

REPORT ON THE LAW ENFORCEMENT STANDARDS BOARD

Pursuant to Section 139-9, Hawaii Revised Statutes

Submitted to
The Thirty-Fourth Legislature
Regular Session of 2026

December __, 2025

I. INTRODUCTION

Pursuant to section 139-9, Hawaii Revised Statutes (HRS), this report provides an update on the activities, fund status, and legislative recommendations of the Law Enforcement Standards Board (Board) since the submission of its 2024 Annual Report on December 6, 2024. The Board was established by Act 220, Session Laws of Hawaii 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.

II. BOARD COMPOSITION

As of December 2025, the Board's membership is as follows, pursuant to Act 247 and section 139-2, HRS. 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	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 Sukanuma	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 as Chair and Chief Joe Logan as Vice Chair; approved the September 30, 2024 minutes; and received an Administrator update on training, staffing research, JTA planning, and draft rules.
3. April 9, 2025 meeting. The Board received the Administrator's report on draft rules and JTA preparation; discussed HB 277 (vehicular pursuit policy) and the importance of Board-led policy development; and deferred approval of the September 30, 2024 minutes to a later meeting.
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 Job Task Analysis 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 (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. Job Task Analysis (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 AG 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 (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, AG divisions, county 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.

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. A placeholder is included here should financial data need to be inserted if appropriations or fund activity occurs prior to submission.

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 HRS Chapter 139. 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, IT/LMS 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 recommends the following legislative actions:

1. Extension of the statutory 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. Adoption of a statewide model vehicular pursuit policy in place of HB277 CD1, consistent with Act 210 (2025) and national best practices.
3. Establishment of a post-pursuit vehicle impound law to enhance accountability and public safety across all counties.

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 respectfully requests approval of the phased staffing approach outlined in Section V and extension of the implementation deadline to July 1, 2028.

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