

County of Kauaʻi, Hawaiʻi
Police Department

POLICE CHIEF

Annual Salary Up to: \$164,192*

**Salary is currently under review for increase*

This position provides health benefits, retirement, vacation, and sick leave
(see complete benefits package in attached link)

The County of Kauaʻi, Hawaiʻi, is seeking a new Chief of Police. The new Chief will be an experienced law enforcement professional capable of managing all facets of a full-service police agency. Individuals with proven leadership skills, the ability to motivate subordinates, and experience establishing positive working relationships with a wide spectrum of government entities, a diverse multi-cultural population, businesses, and labor groups, are invited to submit a comprehensive resume of their educational and professional qualifications for this position.

Known as “The Garden Island,” Kauaʻi is the westernmost of the main Hawaiian Islands with a resident population of 74,000, and a daily average of 27,000 visitors from around the world. From Mount Waialeale, the second wettest spot on earth, to Waimea Canyon, the Grand Canyon of the Pacific, Kauaʻi is one of the most stunningly beautiful locations on earth.

The Kauaʻi Police Department presents a unique opportunity to its next Police Chief who will lead a department of 236 full-time staff and nine (hourly positions), which includes two (appointed positions of the Deputy Chief and Private Secretary), 164 sworn officers and 70 non-sworn employees, utilizing a \$41.5 million budget to meet the challenges of law enforcement in a mid-sized community.

Minimum Qualifications / Requirements:

- A minimum of fifteen years of training and experience in law enforcement, of which at least ten years have been as a peace officer in a full-service, public sector, law enforcement agency, and at least three of those ten years have been in performing management-level duties at the rank of lieutenant or higher.
- Must be a citizen of the United States, must be willing to establish residence in the County of Kauaʻi and upon hire, reside and continue to reside in the County of Kauaʻi.
- Possess a valid Hawaiʻi motor vehicle operator’s license upon hire.
- Meet federal and state eligibility requirements to possess firearms.
- Bachelor’s degree in administration of justice, Business Administration, or similar administrative field.
- Pass a post-offer background check and medical and psychological examinations.

Application Process

To be considered for this exceptional career opportunity, submit resume to the below address - NO LATER THAN July 11, 2025, in accordance with the following instructions:

- A one (1) page cover letter stating, “Why you wish to become the next Kaua’i Chief of Police”.
- A maximum four (4) page resume detailing the experience, skills, knowledge, and ability you bring to this position.
- Your education.

DO NOT include:

- Attachments of any kind
- Certificates of training
- Educational transcripts
- Personal or Professional references

County of Kaua’i
Department of Human Resources
4444 Rice Street, Suite 140
Līhu’e, HI 96766
808-241-4956
or at
hrrecruitment@kauai.gov

An Equal Opportunity Employer

The Police Commission encourages all applicants to familiarize themselves with the island of Kaua’i, its people, their culture, the police department, and the cost of living as they continue into the selection process for Chief of Police. Please visit the attached links for additional information regarding the position of Police Chief, the Selection Process, Benefits Package, the cost of living, housing, weather, medical care, and schools.

Click here for: INFORMATION ON THE POLICE CHIEF’S SELECTION PROCESS

Click here for: INFORMATION REGARDING THE CHIEF’S POSITION and LIVING ON KAUA’I

INFORMATION ON THE POLICE CHIEF'S SELECTION AND HIRING PROCESS

NOTICE TO ALL APPLICANTS FOR CHIEF OF POLICE

Thank you for your interest in the Chief of Police position. The Kaua'i County Police Commission ("Commission") makes the following disclosures to all applicants:

DISCLOSURE

A former chair of the Police Commission resigned from the Police Commission to apply for the Chief of Police position.

SELECTION and HIRING PROCESS

The Chief of Police is selected by a seven-member civilian Police Commission. The selection / hiring process consists of the following phases:

- **Submission of Application:** - Applications must include a one (1) page Cover Letter stating why the applicant wishes to become Kaua'i Police Chief, a maximum four (4) page resume detailing applicant's Skills, Knowledge and Abilities, and Education. No attachments of any kind permitted.
- **Preliminary Screening:** - The Department of Human Resources will independently review all applications to ensure they meet the evaluation criteria established by the Commission. The Commission WILL NOT be involved in the preliminary screening of applications.
- **Screening Criteria:** - Applications will be reviewed to ensure applicants meet the Kaua'i County Charter minimum qualifications for Chief of Police, as stated on the job vacancy announcement.
- **Full-Service Police Agency Defined:** - One of the Kauai County Charter Minimum Qualifications for Police Chief is ten (10) years of experience as a Peace Officer in a 'Full-Service' law enforcement agency. For purposes of the Kauai Police Chief position 'Full-Service law enforcement agency' is defined as an agency that provides a wide range of law enforcement services on a 24/7 basis. These services include Patrol, Investigation, Incarceration, traffic enforcement / collision investigation, response to calls for service, crime prevention and community outreach.
- **Essay Phase:** – Following the preliminary screening of applications certain applicants will be invited to respond to several essay questions covering contemporary law enforcement issues and hypothetical situations. None of the questions will be specific to the Kaua'i Police Department. Essays will be independently reviewed and rated by three members of the Police Commission. The applicant's names will be redacted prior to review. Essays will be rated based on criteria established by the Commission.
- **Finalists Selected for Interview:** - After the essay phase, certain applicants will be identified as a finalist and invited to participate in an in-person interview with the Police Commission. Finalists will be identified based on criteria to be adopted by the Police Commission.

- **Interview Process:** Finalists will be asked a set of questions that may address police management, hypothetical situations, issues specific to the Kaua'i Police Department, and interactions with a population made up of people from different backgrounds and experiences. Other elements of the interview process may include a virtual interview, and a pre-interview essay. Each interview will be approximately one (1) hour. Interviews will be scored based on criteria to be adopted by the Police Commission.
- **Conditional Offer:** Upon reaching consensus as to the best qualified applicant to become the next Kaua'i Chief of Police, the Police Commission will vote to extend that applicant a 'Conditional Offer' of employment.
- **Background Check, Psychological Evaluation, and Medical Exam:** - Upon acceptance of the 'Conditional Offer' the Kaua'i Office of Boards and Commissions will coordinate with the Chief of Police – Select, to conduct the required checks and examination.
- **FINAL OFFER:** - Once the above required checks and examinations are completed and reviewed by the entire Commission, the Commission will then vote whether or not to extend a final offer of employment. This would include a negotiated start date.
- **DESIRABLE TRAITS:** - As an initial step in the search for a new Chief of Police the Commission identified the following TRAITS as being essential for the new chief's success. The Commission will seek these TRAITS in selecting its' next chief.

Adaptable, Flexible, Open to Change	Forward Thinking / Has Vision for Future of the Department
Aware of and Utilizes Changing Trends in Technology	Engages with Community and Builds Community Trust
Open to and Encourages Feedback	Avoids Political Distractions
Takes Responsibility and Personal Accountability	Emotionally Stable
Ability to Balance Competing Interests	Demonstrates Humility
Develops Healthy Departmental Culture	Builds and Maintains Relationships
Creates Positive Work Environment	Self-Disciplined
Effective Listener	Demonstrates Compassion
Embraces Transparency	Encourages Training and Education
Ability to Effectively Lead, Communicate, and Work with People From all Communities and Backgrounds	Identifies and Develops the Next Generation of Leaders
Recognizes the Value of all Employees	Ethics – Integrity – Honesty

About the Chief's Position and Hiring Process

- Per the Kaua'i County Charter the Police Chief is selected and supervised by a seven-member volunteer civilian Police Commission. While the Police Chief has complete autonomy over police department operations, he / she will be expected to work with, and report to the Commission.
- The salary is non-negotiable. Department head salaries are set by the Salary Commission.
- The most qualified applicants will be invited to a mandatory 'in-person' interview. No travel expenses are provided.
- No relocation or temporary living expenses are provided.
- If you have a retirement income from a defined pension plan, that income is not taxable by the State of Hawai'i.

Benefits Package

- Medical/Drug/Dental/Vision Coverage – Employer pays a portion of the premiums <https://eutf.hawaii.gov/>
- Group Life Insurance - No cost to employee
- Retirement – 14.2% employee contribution – vested in 10 years
- Vacation – Employees may earn 21 days a year
- Sick Leave – Employees may earn 21 days a year
- Holidays – 13 per year, 14 in an election year
- State of Hawai'i Deferred Compensation Plan – <https://islandsavings.empower-retirement.com/>
- Flexible Spending Program – <https://myameriflex.com/>
- Employee Assistance Program – www.worklifehawaii.org/

Living on Kaua'i

- **Housing**
As of December 2024, the median home price in Kaua'i County was \$922,500, the average price was \$1.4 million. However, home prices vary depending on location and other factors.

You may wish to visit the website for the Kaua'i Board of Realtors to learn more about housing on Kaua'i. <https://www.kauaiboard.com/>

Rental Homes and Apartments, furnished and unfurnished, are available through numerous property management companies. <https://www.zillow.com/kauai-county-hi/rentals/> as are Rental Homes by Owner. <https://hotpads.com/kauai-county-hi/for-rent-by-owner>
- **Cost of Living**
Kaua'i is one of the most expensive places to live in the United States. Use the attached link to see comparison of cost of living on Kaua'i vs the rest of the nation <https://www.areavibes.com/lihue-hi/cost-of-living/>
- **Fuel:**
Gasoline is over \$5.50 per gallon. On the positive side the town of Līhu'e, where police headquarters is located, is within 40 miles of the farthest location on the island.

- **Electricity:**

Kaua`i has one of the highest costs per kilowatt hour for electricity in the nation. On the positive side, most homes on Kaua`i are neither air-conditioned nor heated. Tradewinds provide natural cooling. Home rooftop solar systems are prevalent island wide.

- **Weather:**

Kaua`i has two different major weather zones. The north and east sides of the island are greener and more jungle like due to higher rain fall, while the west and south sides receive less rain making them drier and more deserted like.

Temperatures average 75 degrees during the day and low to mid 60s at night. Cool temperatures are experienced in the mountainous areas. Few people have heavy winter clothing. Rainfall averages 37 inches per year. <https://www.govisithawaii.com/2015/09/02/kauai-weather/>

- **Travel:**

Kaua`i is serviced by most major airlines. All travel on and off the island is by air. There are no bridges connecting the islands and no inter-island ferry service.

- **Shopping:**

Kaua`i has a Costco, Walmart, Home Depot, Target, two Safeway grocery stores, two Ross stores, and most fast-food establishments. There are large local grocery stores in numerous locations. Major specialty shopping is done on the island of Oahu www.kauaichamber.org/

- **Medical**

There are three hospitals on the island providing excellent medical care. Specialty medical procedures are usually referred to hospitals and physicians on O`ahu. Critical emergency cases are air flights to Honolulu. <https://www.hawaiiipacifichealth.org/wilcox/> There is a small VA Community Based Outpatient Clinic.

- **Newspaper**

Kaua`i has one daily newspaper. www.thegardenisland.com

- **Military**

Kaua`i has a small military presence, including: Navy's Pacific Missile Range Facility, Hawai'i Army National Guard Armory, small Space Control squadron within an Air National Guard unit, and a Coast Guard 'Small Boat' station. <https://kauaitravelblog.com/us-military-bases-in-kauai/>

- **Education**

Kaua`i has 3 Public High Schools, 3 Middle Schools and 12 Elementary Schools. There are numerous private K-12 schools. <https://www.hawaiipublicschools.org/>

Kaua`i Community College is part of the 10 campus University of Hawai'i system offering 34 degree and certificate programs. <https://www.kauai.hawaii.edu/>