

NOTICE TO REQUESTER

TO: Devi S. Chung, fellow@publicfirstlaw.org
FROM: Honolulu Police Commission, William Morgan Jr. Executive Officer
(william.morgan@honolulu.gov)
(Agency, and agency contact person's name, telephone number, mailing, & email address)

DATE THAT THE RECORD REQUEST WAS RECEIVED BY AGENCY: 5/7/2026

DATE OF THIS NOTICE: 5/18/2026

GOVERNMENT RECORDS YOU REQUESTED (attach copy of request or provide brief description below):

1. The Honolulu Police Department Chief of Police candidate application for finalist candidates Scott Ebner, Mike Lambert and David Lazar ("Finalists"), including any cover letter and attachments.
2. Records received from Finalists by the Police Commission or Public Sector Search & Consulting, Inc. since the candidate application.
3. Reports, summaries, candidate dossiers, stakeholder and survey summary outcomes, summary observations, or findings for the Police Commission, prepared by or received from Public Sector Search & Consulting, Inc., regarding Finalists, including but not limited to information regarding employment, education, certification, and disciplinary history.
4. Written or recorded statements made by Finalists, as maintained by the Police Commission, its members, or Public Sector Search & Consulting, Inc.
5. Minutes, meeting materials, screening report, records, and notes, including audio or video recordings or recorded transcripts, of the executive session held on April 20, 2026, regarding Finalists, as maintained by the Police Commission, its members, or Public Sector Search & Consulting, Inc.
6. Minutes, meeting materials, records, summary findings, and notes, including audio or video recordings or recorded transcripts, for the executive meeting held on May 6, 2026, regarding Finalists, as maintained by the Police Commission, its members, or Public Sector Search & Consulting, Inc.
7. Scoring sheets, rubrics, rating guides, ranking documents, and any other related assessment material used by the Police Commission, its members, or Public Sector Search & Consulting, Inc. to evaluate Finalists.

THIS NOTICE IS TO INFORM YOU THAT YOUR RECORD REQUEST:

- Will be granted in its entirety.
- Cannot be granted. Agency is unable to disclose the requested records for the following reason:
 - Agency does not maintain the records. (HRS § 92F-3)
Other agency that is believed to maintain records: [Enter agency believed to maintain records](#)
 - Agency needs further clarification or description of the records requested. Please contact the agency and provide the following information: [Enter information needing clarification](#)
 - Request requires agency to create a summary or compilation from records, but requested information is not readily retrievable. (HRS § 92F-11(c))
- Will be granted in part and denied in part, **SEE BELOW. OR**
- Is denied in its entirety
Although the agency maintains the requested records, it is not disclosing all or part of them based on the exemptions provided in HRS § 92F-13 and/or § 92F-22 or other laws cited below.
(Describe the portions of records that the agency will not disclose.)

1. The Honolulu Police Department Chief of Police candidate application for finalist candidates Scott Ebner, Mike Lambert and David Lazar ("Finalists"), including any cover letter and attachments.

Resumes and cover letters will be provided subject to redaction of private information.

2. Records received from Finalists by the Police Commission or Public Sector Search & Consulting, Inc. since the candidate application.

See above response to No. 1.

3. Reports, summaries, candidate dossiers, stakeholder and survey summary outcomes, summary observations, or findings for the Police Commission, prepared by or received from Public Sector Search & Consulting, Inc., regarding Finalists, including but not limited to information regarding employment, education, certification, and disciplinary history.

See above response to No. 1.

4. Written or recorded statements made by Finalists, as maintained by the Police Commission, its members, or Public Sector Search & Consulting, Inc.

Police Commission is not aware of any written or recorded statements.

5. Minutes, meeting materials, screening report, records, and notes, including audio or video recordings or recorded transcripts, of the executive session held on **April 20, 2026**, regarding Finalists, as maintained by the Police Commission, its members, or Public Sector Search & Consulting, Inc.

See HRS §92-4(b)(1) and (2); §92-9(b), HRS §92F-13(3).

6. Minutes, meeting materials, records, summary findings, and notes, including audio or video recordings or recorded transcripts, of the stakeholder panels held on **May 5, 2026**, regarding Finalists, as maintained by the Police Commission, its members, or Public Sector Search & Consulting, Inc.

Police Commission is not aware of any audio or video recording relating to May 5, 2026. Stakeholders are not board members, discussions with applicants is not a meeting. No minutes are available.

7. Minutes, meeting materials, records, summary findings, and notes, including audio or video recordings or recorded transcripts, for the executive meeting held on **May 6, 2026**, regarding Finalists, as maintained by the Police Commission, its members, or Public Sector Search & Consulting, Inc.

See HRS §92-4(b)(1) and (2); §92-9(b), HRS §92F-13(3).

8. Scoring sheets, rubrics, rating guides, ranking documents, and any other related assessment material used by the Police Commission, its members, or Public Sector Search & Consulting, Inc. to evaluate Finalists.

Police Commission is not aware of any scoring sheets or other requested documents.

**RECORDS OR
INFORMATION WITHHELD**

Private, personal address
emails, and phone numbers.

Executive session minutes of
April 20 and May 6, 2026

**APPLICABLE
STATUTES**

HRS §92F-14(b)(4), 92F-13(3)
and HRS §§92-4(b)(1) and (2);
§92-9(b)

**AGENCY
JUSTIFICATION**

Private, personal address, emails,
phone numbers are considered private
and disclosure would constitute a
clearly unwarranted invasion of
personal privacy.

A. REQUESTER'S RESPONSIBILITIES:

You are required to (1) pay any lawful fees and costs assessed; (2) make any necessary arrangements with the agency to inspect, copy or receive copies as instructed below; and (3) provide the agency any additional information requested. If you have any **questions about this notice or the records being sought, contact the agency representative listed at the top of this form.** Send your payment, if any, to the agency at the address listed at the top of this form. **DO NOT SEND PAYMENT** to the Office of Information Practices (OIP) unless you are requesting records directly from OIP.

If you do not meet the requirements of this notice within **20 business days** after the postmark or email date of this notice or the date the agency makes the records available, your request will be **presumed abandoned**, and the agency shall have no further duty to process your request. Once the agency begins to process your request, you may be liable for any fees and costs incurred. If you wish to cancel or modify your request, you must notify the agency upon receipt of this notice.

OIP does not maintain the records of other agencies, and a requester must seek records directly from the agency it believes maintains the records. If the agency denies or fails to respond to your written request for records or if you have other questions regarding compliance with the UIPA, then you may contact OIP at (808) 586-1400, oiip@hawaii.gov, or 250 South Hotel Street, Suite 107, Honolulu, Hawai'i, 96813.

B. METHOD & TIMING OF DISCLOSURE:

Records available for public access in their entireties must be disclosed within a reasonable time, not to exceed 10 business days from the date the request was received, or after receipt of any prepayment required. Records not available in their entireties must be disclosed within 5 business days after this notice or after receipt of any prepayment required. HAR § 2-71-13(c). If incremental disclosure is authorized by HAR § 2-71-15, the first increment must be disclosed within 5 business days of this notice or after receipt of any prepayment required.

i. Method of Disclosure:

- Inspection at the following location: [Enter inspection location](#)
- As requested, a copy of the record(s) will be provided in the following manner:
 - Available for pick-up at the following location: [Enter pick-up information](#)
 - Will be mailed to you.
 - Will be transmitted to you by other means requested: [Enter how records will be disclosed](#)

ii. Timing of Disclosure: All records, or the first increment if applicable, will be made available or provided to you:

- On [Click or tap to enter a date](#).
- **After prepayment** of 50% of fees and 100% of costs, as estimated below.

For incremental disclosures, each subsequent increment will be disclosed within 20 business days after:

- The prior increment (if one prepayment of fees is required and received), or

- Receipt of each incremental prepayment, if prepayment for each increment is required.

Records will be disclosed in increments because the records are voluminous and the following extenuating circumstances exist:

- Agency must consult with another person to determine whether the record is exempt from disclosure under HRS chapter 92F.
- Request requires extensive agency efforts to search, review, or segregate the records or otherwise prepare the records for inspection or copying.
- Agency requires additional time to respond to the request in order to avoid an unreasonable interference with its other statutory duties and functions.
- A natural disaster or other situation beyond agency's control prevents agency from responding to the request within 10 business days.

c. **ESTIMATED FEES & COSTS AND PAYMENT:**

FEES: For personal record requests under Part III of chapter 92F, HRS, the agency may charge you for its costs only, and fee waivers do not apply.

For public record requests under Part II of chapter 92F, HRS, the agency is authorized to charge you fees to search for, review, and segregate your request (even if a record is subsequently found to not exist or will not be disclosed in its entirety). The agency must waive the first \$30 in fees assessed for general requesters, OR in the alternative, the first \$60 in fees when the agency finds that the request is made in the public interest. Only one waiver is provided for each request. See HAR §§ 2-71-19, -31, -32.

COSTS: For either personal or public record requests, the agency may charge you for the costs of copying and delivering records in response to your request, and other lawful fees and costs.

PREPAYMENT: The agency may require prepayment of 50% of the total estimated fees and 100% of the total estimated costs prior to processing your request. If a prepayment is required, the agency may wait to start any search for or review of the records until the prepayment is received by the agency. Additionally, if you have outstanding fees or costs from previous requests, including abandoned requests, the agency may require prepayment of 100% of the unpaid balance from prior requests before it begins any search or review for the records you are now seeking.

The following is an itemization of what you must pay, based on the estimated fees and costs that the agency will charge you and the applicable waiver amount that will be deducted:

For public record requests only:

Fees:

Category	Explanation	Amount
Search	Estimate of time to be spent: <u>enter # of hours</u> hours (\$2.50 for each 15-minute period)	\$ <u>Enter search fee amount</u>
Review & segregation	Estimate of time to be spent: <u>enter # of hours</u> hours (\$5.00 for each 15-minute period)	\$ <u>Enter review & segregation fee amount</u>
Fees waived	<input type="checkbox"/> general (\$30), OR <input type="checkbox"/> public interest (\$60) (Only one waiver per request)	(\$ <u>Enter fee waiver amount</u>)
Other	<u>Enter justification for other fees if applicable</u> (Pursuant to HAR §§ 2-71-19 & 2-71-31)	\$ <u>Enter other fee amount</u>
Total Estimated Fees:	Sum of applicable fees	\$ <u>Enter total fee estimate</u>

For public or personal record requests:

Costs:

Category	Explanation	Amount
Copying	Estimate of # of pages to be copied: enter # of pages (@ \$ rate per page per page, pursuant to HRS § 92-21)	\$ Enter copy cost amount
Delivery	Postage	\$ Enter delivery cost amount
Other	Enter other costs if applicable	\$ Enter other cost amount
Total Estimated Costs:	Sum of applicable costs	\$ Enter total cost estimate

TOTAL ESTIMATED FEES AND COSTS from above:

\$ [Total Fees and Costs](#)

PREPAYMENT IS REQUIRED (50% of fees + 100% of costs, as estimated above)

\$ [Prepayment amount](#)

UNPAID BALANCE FROM PRIOR REQUESTS (100% must be paid before work begins)

\$ [Prior balance amount](#)

TOTAL AMOUNT DUE AT THIS TIME

\$ [total amount due](#)

The estimated fees and costs above are for the first incremental disclosure only. Additional fees and costs, and no further fee waivers, will apply to future incremental disclosures.

Payment may be made by:

- cash
- personal check payable to: [Enter check payee information](#)
- other: [Enter other means of payment](#)

Submit your payment to the agency at the address listed at the beginning of this form, including the name of the agency's contact person.

SCOTT M. EBNER

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

Dear Honolulu Police Commission Members,

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

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

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

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

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

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

Sincerely,

Scott M. Ebner

SCOTT M. EBNER

EXECUTIVE SUMMARY

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

CORE COMPETENCIES

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

DEVELOPMENT & EDUCATION

University of Georgia
Certified Public Manager's Program

State of Georgia Executive Law Enforcement Certification

Georgia Association of Chiefs of Police
Chief Executive Training

Federal Bureau of Investigation
Executive Development Training

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

FBI National Academy
238th Session Graduate

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

B.A., Criminal Justice

PROFESSIONAL EXPERIENCE



Glynn County Board of Commissioners
Public Safety Director

03/2023 - 01/2026



Glynn County Police Department
Chief of Police

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

- Supervises and coordinates activities of multifaceted operational departments, including Police, Fire, Animal Control, and Emergency Management Services, ensuring legal, efficient, and responsive operations while fostering community trust.
 - Plans, organizes, and provides strategic management direction, directing the preparation of strategic goals and work objectives to meet community public safety needs while ensuring consistent and efficient service delivery in a high-tourism environment.
 - Leads the operational management and all functions of the Police Department, which includes Uniformed Patrol, Criminal Investigations, Support Services, Administration, and the Office of Professional Standards, ensuring the administration of duties and adherence to departmental integrity, goals, policies, and procedures.
 - Develops and administers both operating and capital budgets (48.7 million) for various departments, offering recommendations, reviewing budget requests, overseeing adherence to financial parameters, and prioritizing resource allocation to meet operational needs while exploring alternative funding sources including state and federal grants to maintain and improve services.
 - Fosters positive communications and transparency and maintains relationships between elected officials, county staff, other law enforcement leaders, and community stakeholders, enhancing trust and collaborative decision-making while exchanging critical information and coordinating activities.
 - Formulates and amends departmental policies and procedures to improve operational efficiency and ensure adherence to professional and legal standards.
 - Evaluates departmental performance and develops contingency plans for potential disasters, ensuring readiness and effective response.
 - Represents the county at various civic engagements, addressing community concerns and promoting goodwill through presentations and speeches.
 - Prepares and presents agenda items to the Board of Commissioners, ensuring transparency and informed decision-making.
 - Conducts personnel management, including hiring, training, personnel allocations and assignments, performance evaluations, personnel transfers and promotions, and discipline while supervising command level employees and addressing departmental concerns.
 - Regularly consults with County Commissioners, County Manager, other senior management, and stakeholders to report on key issues and progress toward public safety goals.
 - Upholds personnel standards through equal accountability, fair and equitable corrective measures and discipline, training, setting expectations, and communicating a shared vision, missions, values.
- Accomplishments:
- Developed, negotiated, and implemented a tiered structure for pay raises that aligns with the duties and responsibilities of police, fire, and emergency medical services (EMS) personnel.
 - Led and managed comprehensive recruitment campaigns that successfully increased the number of sworn police personnel by 25% and achieved full staffing capacity for fire and EMS.
 - Established a public information initiative for the police department to ensure the consistent dissemination of information regarding both positive and negative incidents. This initiative significantly enhanced community trust in the agency through effective engagement with media outlets and social media platforms.
 - Improved existing police hiring standards by raising the criteria and instituting a rigorous comprehensive background check process to eliminate unsuitable candidates.
 - Established the Office of Professional Standards and Accountability to promote a culture of accountability, professionalism, and procedural justice within the police department to ensure fairness and accountability.
 - Procured new firearms to replace outdated equipment and acquired a much-needed armored rescue vehicle through astute resource management and strategic allocation.

SCOTT M. EBNER



PROFESSIONAL EXPERIENCE (continued)



New Jersey (NJ) State Police

1995 - 03/2022

Lieutenant Colonel, Administration Branch

2019 - 03/2022

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

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

Lieutenant Colonel, Investigations Branch

2018 - 2019

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

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

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

2017 - 2018

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

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

SCOTT M. EBNER



PROFESSIONAL EXPERIENCE (continued)

Lieutenant Colonel/Chief of Staff	2016 - 2017
<p>Appointed as the chief of staff to the Superintendent of the NJ State Police to serve as a liaison, managing approximately 3K sworn members, 1K+ civilian employees, and coordinating daily operations with Operations, Homeland Security, Investigations, Administrative Branches, and Office of the Regional Operations & Intelligence Center. Oversaw the community engagement the NJ State Police provided to the 89 municipalities who rely on the NJ State Police for sole police services.</p> <ul style="list-style-type: none">• Partnered with the Attorney General's Office, the Governor's Office, and the NJ Division of Law on civil litigation matters.• Managed complex issues impacting the operational, administrative, and support mission of the NJ State Police with all levels of leadership, bargaining units, external law enforcement agencies, and government officials. Ensured operational continuity, fiscal oversight, public accountability, and effective response.• Facilitated instruction in leadership, supervision, ethics, and criminal/internal affairs investigations at the NJ State Police Academy to recruits and sworn law enforcement members.• Led the Office of Public Information and Community Outreach Engagement initiatives for the NJ State Police.	
Major/Troop Commander – Central Region	2015 - 2016
Captain/Internal Affairs Bureau Chief	2013 - 2015
Lieutenant/Assistant Bureau Chief/Unit Head	2012 - 2013
Detective Sergeant First Class/Internal Affairs Investigations Unit	2010 - 2012
Detective Sergeant/Internal Affairs Investigations Unit	2006 - 2010
Detective, Criminal Investigations Office	2002 - 2006
Uniformed Trooper	1995 - 2002
Cape Coral Police Department, Police Officer	1991 - 1995

EXECUTIVE BOARDS & PROFESSIONAL MEMBERSHIPS

Police Executive Research Forum, Associate Member
Georgia Association of Chiefs of Police, Associate Member
FBI National Academy Associates/Georgia Chapter, Associate Member
FBI National Academy Associates/New Jersey Chapter, Associate Member
International Association of Chiefs of Police (IACP), Associate Member
Middle Atlantic – Great Lakes Organized Crime Law Enforcement Network (MAGLOCLLEN), Regional Information Sharing Systems (RISS) Policy Board Member
New Jersey Department of Law and Public Safety/New Jersey State Police, Agency Ethics Officer and Privacy Officer
Chiefs of County Detectives Association of New Jersey, Associate Member
Association of State Criminal Investigative Agencies, Past Associate Member Officers Use of Force Investigations Committee

AWARDS

Chamber of Commerce Merit Award	05/16/2025
Elk's Lodge Citizen of the Year Award	04/25/2025

MIKE KEONI LAMBERT

CHIEF OF POLICE – HONOLULU POLICE DEPARTMENT



March 21, 2026

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

Aloha Mr. Gary Peterson,

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

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

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

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

Mahalo,



Mike Keoni Lambert



MIKE KEONI LAMBERT




Resume

SKILLS SUMMARY

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

EDUCATION

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

EMPLOYMENT

Hawai'i Department of Law Enforcement

Director, February 2025 – Present

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

Guardian Response Solutions LLC

Principal Consultant, 2024 – Present

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



Honolulu Police Department

Officer to Major, December 2002 – January 2025

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

BOARDS

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

AWARDS & ACKNOWLEDGEMENTS

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

NATIONAL CONFERENCE PRESENTATIONS & THOUGHT LEADERSHIP

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

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

February 25, 2026

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

Dear Honolulu Police Commission,

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

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

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

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

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

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

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

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

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

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

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

Respectfully,

A solid black rectangular box used to redact the signature of David Lazar.

David Lazar

DAVID S. LAZAR

Email: [REDACTED] LinkedIn: [linkedin.com/in/lazar971](https://www.linkedin.com/in/lazar971) Phone number [REDACTED]

Leadership Profile

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

Education

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

Executive Development

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

QUALIFICATIONS AND EXPERIENCE

San Francisco Police Department, City and County of San Francisco

06/01/22-07/01/25

Assistant Chief of Operations, San Francisco Police Department

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

- **Acting Chief of Police Experience:** Repeatedly appointed as Acting Chief of Police between 2022 and 2024, entrusted with leading the department during critical operational periods.
- **Violence Reduction Strategies:** Developed a comprehensive strategy resulting in reduced crime, including a 60-year low in homicides and a 22-year low in auto burglaries.
- **Technology Innovation:** Implemented a first-ever Real Time Investigations Center (RTIC), including new policing technology such as drones, automated license plate readers, and public safety cameras.
- **Department of Justice Collaborative Review Initiative:** Resulting in 94 findings and implementation of 272 recommendations related to accountability, bias, use of force, community policing, recruitment, hiring and personnel practices with 95% success over a 7-year period.

- **Homelessness, Drug Usage and Drug Sales:** Led implementation of the Drug Market Agency Coordination Center, Healthy Streets Operations Center, the City's Homeward Bound Program, and the Department's Operation Outreach Program.
- **Participatory Leadership:** Championed a participatory approach rooted in inclusivity, mentorship, and professional development. Earned a reputation as a supportive, knowledgeable, innovative, and results driven leader who embraced innovation and collaboration. Actively engaged department members at all ranks in the decision-making process to develop the next generation of leaders.
- **Major City Event & Safety Preparedness:** Pre-planned and served as the Event Commander on numerous occasions for some of San Francisco's largest, globally significant, historic, and high-profile notable events, involving over 1,000 officers and tens of thousands of attendees.
- **Implemented the Crime Community Strategies Meeting:** Modeled after CompStat, a monthly collaboration with Operations leadership to develop and implement plans to address crime and monitor organizational efficiency. Developed various iterations over the last 20 years.
- **Organization & Leadership:** Developed a committee of over 30 officers throughout the Department, for over two years, to identify issues in the organization and encouraged creating solutions in an inclusive and collaborative way.
- **Community Engagement:** Created and implemented plans, projects, programs, and events aimed at building trust, fostering relationships, and establishing long-term partnerships. Recognized for being accessible and engaged around the clock, maintaining regular interaction with residents, merchants, businesses, community groups, faith-based organizations, and local officials.
- **Budget Management:** Managed large and complex budget of \$800 million including \$100 million for personnel deployment.
- **Labor Relations:** Experience in representing the department in comprehensive policing contract negotiations, contributing to labor-management dialog around policy and working conditions. Established excellent working relationships with the police union and their representatives.

04/03/21-06/01/22

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

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

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

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

09/03/19-04/03/21

Deputy Chief of the Investigations Bureau, San Francisco Police Department

Led 370 department members across specialized investigative units, including Homicide, Robbery, Narcotics, Special Victims, and Crime Scene Investigations. Directed Bureau operations, policy development, and sensitive tasks. Implemented the first Shooting Review and Major Incident Response Team to enhance accountability and inter-agency coordination.

02/25/17-09/03/19

Commander of the Community Engagement Division, San Francisco Police Department

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

- **Year-Round Community Engagement:** Actively participated in high-impact community events such as the Special Olympics Torch Run, Polar Plunges, and fundraisers such as the pool toss event that raised \$20,000 for the unhoused community.
- **Department of Justice Reform Implementation Leader:** Appointed Executive Sponsor to develop, implement, and manage 60 of the 272 recommendations by the Department of Justice Collaborative Review Team. Supervised 30 project managers, driving meaningful reform in recruitment, community policing, bias, accountability, and use of force over a 7-year period.
- **Developed and implemented the Department's Ambassador Program: 175 retired officers on foot patrol throughout the city and at the San Francisco International Airport, promoting safety and community engagement.**

01/12/08-02/25/17

Captain-Commanding Officer, San Francisco Police Department

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

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

- **Founded the Department's Auxiliary Law Enforcement Response Team:** Built a corps of 150 trained civilian volunteers to support community engagement and disaster response.
- **Police Reform Pilot Implementation:** Selected by the Chief of Police and the President of Police Commission to implement 47 Police Executive Research Forum recommendations. Achieved full implementation of most recommendations within 11 months, serving as a model for department-wide adoption.
- **Mentorship, Succession Planning, and Talent Development:** Dedicated over two decades to mentoring the next generation of leaders through promotional workshops and exam preparation. Served as a subject matter expert in the development of Sergeant, Lieutenant, and Captain promotional examinations.

12/02/91-01/12/08

Additional roles: Police Officer, Sergeant, Inspector, and Lieutenant

PUBLICATION

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

VOLUNTEER ACTIVITY

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

AWARDS AND RECOGNITION

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

PROFESSIONAL AFFILIATIONS

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

REFERENCES LISTED SEPARATELY