

Honolulu Police Chief Selection

Honolulu Police Commission
Working with Public Sector Search and Consulting,
Inc.

Following best practices in less than a year

- Summer 2025—Start Procurement Process
- October 2025—Release RFP
- November 13, 2025—Deadline to Submit Proposals
- December 31, 2025—Contract Awarded to Public Sector Search and Consulting, Inc.
- **January to May 2026—Project Phases 1-3**
 - **Chief Lazar hired on May 20th**
 - **Swearing in on July 2nd**
- June to December 2026—Project Phase 4

PROJECT PHASE 1

1: PROJECT MGT MEETING: K.O.

2: DEPARTMENT & COMMUNITY SURVEYS

3: DISCOVERY & ENGAGEMENT

4: DEVELOP POSITION PROFILE

5: POST ADS/BROCHURE

6: SOURCING AND RECRUITING

7: FIRST CANDIDATE REVIEW AND PRESENTATION

- FirstCheck Background Screening (PSSC)
- FAMA – Social Media (PSSC)

PROJECT PHASE 2

8: IN DEPTH APPLICANT SCREENING (PHASE 2)

- 3-5 Stakeholder Groups (Paper Screening or Interviews? TBD)
- Prep Materials, rating guides, best practices
- Summary of Findings

9: IN DEPTH CHECKS

- Public Search Records (HPD)
- Reference Checks (HPD)

10: FINALIST SELECTION AND PRESENTATION

- Consultant Presents 3-5 finalists to HPC for final consideration (consultant provides all docs)

PROJECT PHASE 3

11: HPC COMMUNITY ASSESSMENT

- Community Assessment (several community meetings?) TBD
- HPC Final Interviews
- Selection – HPC final decision -contingent of psychological exam, negotiation and appointment.

PROJECT PHASE 4

12: PROJECT DOCUMENTATION

- Consultant generates a final report summarizing the project steps and outcomes

13: TRANSITION SUCCESS

- Transition Plan
- Consultant available to the Chief of Police for any consultation

Community Engagement – Honolulu, HI

Chief of Police Search

Honolulu Police Commission
Stakeholder Engagement Briefing

Core Themes
Key Opportunities & Challenges



Presented by Gary Peterson, Chief of Police (ret.)

Purpose of Community Engagement

Context of a Search Process

Search Firms Engage Internal & External Stakeholders

- Define Real Leadership Needs
- Understand Alignment & Clarify Expectations
- Build the Search and Selection Criteria
- Strengthens Legitimacy of the Process
- Anticipates Political & Structural Constraints
- Improves Executive Success & Transition

Who we engaged?

**Both Internal & External Stakeholders Supplemented by Nearly
600 Survey Responses**

- Current & Former Members of the Honolulu Police Commission
- Prosecutors Office
- Former Police Personnel
- Business District Leader
- NAACP and ACLU Representatives
- Fire Chief and Executive Staff
- Interim Police Chief and Executive Staff
- Mayor's Office and Several Councilmembers
- State Homeless Coordinator

The logo for Public Sector Search & Consulting is located inside a white circle on the right side of the slide. It features three vertical green bars of varying heights to the left of the text "Public Sector" in a bold, sans-serif font, with "SEARCH & CONSULTING" in a smaller, all-caps font below it.

Public Sector
SEARCH & CONSULTING

Key Challenges for the Next Honolulu - Chief of Police

- Entrenched Culture and Internal Resistance
- Limited Structural Authority
- For Internal or External Candidate - High Expectations and Low Patience
- Staffing Crisis and Operational Strain
- Political and Governance Complexity

Key Opportunities for the Next Honolulu - Chief of Police

- There is a strong recognition for a Cultural Reset at HPD
- Ability to Rebuild Internal Trust Quickly
- Retention Gains Through Leadership, Not Just Money
- Community Trust Is Recoverable
- Opportunity to Modernize Leadership Practices
- Modernization and Data-Drive Policing
- Strategic Leadership and Organizational Alignment
- Recruitment, Retention, and Workforce Stability
- Comprehensive Officer Wellness
- Governance, Labor, and Community Trust Environment