

FIRE AND PUBLIC SAFETY COMMISSION
COUNTY OF MAUI

REGULAR MEETING

Held at the ILWU Offices, 896 Lower Main Street,
Wailuku, Hawaii, commencing at 10:35 a.m., on Monday,
August 20, 2018.

REPORTED BY: DARCY J. BROKAW, Hawaii CSR #371
Registered Professional Reporter
Certified Realtime Reporter
Certified Realtime Captioner

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2 **ATTENDANCE**
3 **COMMISSION MEMBERS PRESENT:**
4 Charles Hirata, Chair
5 Edwin Misaki, Vice-Chair
6 Jack Freitas, Member
7 William Kennison, Member
8 Travis Tancayo, Member
9 Archie Kalepa, Member
10 Gregg Lundberg, Member
11 Kyle Ginoza, Member
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13 **STAFF:**
14 Jeffrey Ueoka, Deputy Corporation Counsel
15 Jill Matsui Peterson, Commission Secretary
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1 love my job, but I love retirement a whole lot more.
2 It's a tough position to be here because, as
3 firefighters, we're all brothers. But you've read
4 Lionel Montalvo's resume, and I'm here to add some
5 insight to the character and the kind of person that he
6 is.
7 We first met in 1991. We came into the same
8 recruit class. In 1992, he asked me to coach with him
9 in Lahainaluna. I moved back home in '94; I had a kid,
10 I had a daughter and a wife. In 2002, I moved back to
11 Maui.
12 In '05, I decided to apply for a coaching
13 position at St. Anthony. I would be taking over a
14 program where losing was accepted and the norm. I knew
15 if I was going to be successful, I needed to surround
16 myself with even better assistants.
17 My first call was to Chief Montalvo. I told
18 him that I need your help. I think of sports the same
19 way I think of business. As a head coach, CEO, a fire
20 chief, the most important thing is to keep everyone
21 functioning as a team. Your best asset as a leader are
22 those that you surround yourself with.
23 I'll be quick because I only got three
24 minutes.
25 You know, we were there coaching at

1 10:35 a.m., on Monday, August 20, 2018
2 -oOo-
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4 **CHAIR HIRATA:** Good morning. It's 10:35. We
5 will start this meeting of the Fire and Public Safety
6 Commission.
7 First thing we're going to do is we're going
8 to take public testimony. Public testimony is limited
9 to three minutes. We're going to ask that everybody
10 sign in; and then when they come forward, that they
11 stand in front of here and they give their three minutes
12 on the particular subject matter that's on the agenda.
13 So do we have the first testifier?
14 **COMMISSION SECRETARY PETERSON:** Shane Dudoit.
15 **CHAIR HIRATA:** Shane Dudoit?
16 **PUBLIC SPEAKER 1 - SHANE DUDOIT:** Real quick,
17 everybody, my name is Shane Dudoit. I'm a retired
18 firefighter.
19 I thank you all for your time and effort,
20 Commissioners, for volunteering to be on the Fire
21 Commission. I'm here for the same reason that you all
22 are, and that is to ensure the continued safety of our
23 community.
24 My disclaimer is no amount of money can bring
25 me back to the fire department. It's not that I didn't

1 St. Anthony. It was frustrating at times, especially in
2 the times because we were part of a losing program.
3 Chief Montalvo was able to keep me excited about the
4 process versus the outcome.
5 At times, when frustration started to set in,
6 he kept me excited about baseball, but more importantly,
7 he kept the students happy, wanting to come to practice
8 every day, even after getting slaughtered by the bigger
9 programs. Lo and behold, we became very successful.
10 In 2010, I moved on to Baldwin, and I still
11 coach there today.
12 What you have before you in Chief Montalvo as
13 a candidate for Fire 1 is a person who understands the
14 importance and value of teamwork. What's important as a
15 leader is to value the information your assistants
16 provide and make them feel that they are an integral
17 part of the team.
18 You see his credentials and see that he's
19 spent time in various aspects of the department; and why
20 that's important is because he can relate and understand
21 what it is that they do and what it might take for them
22 to improve.
23 Sometimes people think of Molokai and Lanai as
24 belonging to a different county. Chief Montalvo has
25 been a police officer on Molokai as well as a fire

1 captain. He understands what they go through. He
 2 understands their needs.
 3 (Bell ringing.)
 4 PUBLIC SPEAKER 1 - SHANE DUDOIT: Okay. Can I
 5 finish?
 6 CHAIR HIRATA: Yes, you can.
 7 PUBLIC SPEAKER 1 - SHANE DUDOIT: In closing,
 8 you'll see Chief Montalvo in that zebra uniform every
 9 weekend during football season, running up and down the
 10 field; and for the most part, he is the head official in
 11 charge.
 12 If he is able to stay under control when his
 13 crew makes a questionable call and he needs to go to the
 14 sidelines and explain to a head coach, who is livid, and
 15 15 assistant coaches that are screaming in his ear of
 16 how terrible he's doing on the job that he's doing, he's
 17 more than able to be Fire 1.
 18 He has the ability to keep everyone in the
 19 game. Not that everyone is happy with the outcome but
 20 is willing to accept the outcome.
 21 I would rather have the acquaintance that
 22 tells me he doesn't like me versus the one that acts
 23 like a friend and behind closed doors is stabbing you in
 24 the back.
 25 What you have in Chief Montalvo is an honest,

1 That's pretty much all I have. Thank you.
 2 CHAIR HIRATA: Thank you.
 3 Next?
 4 COMMISSION ASSISTANT PETERSON: Rex Takushi.
 5 CHAIR HIRATA: Okay. Identify yourself.
 6 PUBLIC SPEAKER 3 - REX TAKUSHI: My name is
 7 Rex Takushi. I'm a retired captain with the Maui Fire
 8 Department. I'm retired from the department after 25
 9 years, three years with corrections.
 10 Good morning, Commissioners. I've already
 11 said my name. Thank you for the opportunity to speak to
 12 all of you regarding the most important and impactful
 13 position you are responsible for as Fire Commissioners
 14 of the promotion and selection of one of our
 15 firefighters to the rank of fire chief.
 16 There are a few items that your selection
 17 criteria should include. This is my feel feeling.
 18 First is the ranks, as well as time in ranks.
 19 If you've ever served in any kind of public
 20 safety job, we go through all the ranks, and we learn
 21 and learn our way up the ranks, and when higher
 22 promotions come up, these are usually the first people
 23 you look at, if they've checked all the boxes, did a
 24 good job, worked for other chiefs every step of the way,
 25 and that should be a criteria really looked at.

1 hard-working servant who believes that the protection
 2 and preservation of life, property and environment
 3 should be held to the highest of standards.
 4 Thank you.
 5 CHAIR HIRATA: Thank you.
 6 I find it admirable that, you know, you people
 7 are coming up here to testify on behalf of the person
 8 that you're supporting. It's difficult, I know. I know
 9 how close an organization like the fire department is,
 10 coming from the police department, and I appreciate, you
 11 know, that you guys have been able to come and express
 12 yourselves to the commission. We value your input.
 13 Can we have the second testifier, please.
 14 COMMISSION ASSISTANT PETERSON: Derrick
 15 Montalvo.
 16 PUBLIC SPEAKER 2 - DERRICK MONTALVO: My name
 17 is Derrick Montalvo. I'm Lionel's brother.
 18 First let me say thank you on behalf of our
 19 family for giving Lionel the opportunity to apply for
 20 this position.
 21 Everything Shane said is true. He coached for
 22 me. He's a stickler for fundamentals, which I think
 23 would carry over well with the fire department. His
 24 commitment to the community is obvious, with all his
 25 years of coaching and officiating. He's a good man.

1 Also if we promote someone with less than 24
 2 years -- and I have nothing against guys with 16 years.
 3 I was qualified at 16, I felt, but I never put in for
 4 it. But when you start promoting someone with less than
 5 that amount of years, you're sending a message to
 6 everybody with 15 years and less, and more, when that
 7 person gets promoted. They'll never request the
 8 opportunity to become Fire 1 ever, because this person
 9 can stay there 10 to 15 years.
 10 When the commission was first started, that
 11 was never our intention. I was against the commission,
 12 to be honest. I felt every four years, we'd get a new
 13 chief. And they've all been good; they've all
 14 contributed to the department.
 15 So the commission, I feel, should look the
 16 same way, not a long-term chief but somebody who's
 17 grooming people, not just as deputy but a whole group of
 18 people.
 19 So if this happens, when you promote that guy,
 20 everybody with 15 years will move to maybe lower-level
 21 chief, and then they'll start planning their retirement.
 22 If you look back at the six or seven years
 23 previous, maybe even ten, all our senior guys are gone.
 24 There's very few guys with more than 27 years. When I
 25 got in, we had guys with 30, 33, 35, 36.

1 So that's what we're trying to get, is like
 2 these people all earned there way up there, and these
 3 younger fire personnel will have an opportunity in the
 4 longer run.
 5 You know, the department is losing so many
 6 experienced people we put money into. And if you look
 7 back at all of our VCs, a lot of them in the last few
 8 years have been getting the promotion, and two or three
 9 years later, they're gone. They're not here.
 10 Moving on, I will nominate who I think should
 11 be the chief. My recommendation from your list of
 12 finalists, my support goes to Assistant Chief David
 13 Thyne. Chief Thyne has held the rank of chief officer
 14 for ten years. He's performed duties as an assistant
 15 chief, a battalion chief, everything but -- he's come up
 16 to every step that he can make, and he's earned the
 17 right to be the chief -- I'm sorry, not the right but
 18 the opportunity.
 19 He's checked every box, he's qualified. You
 20 know, I think that's somebody you should be looking at,
 21 because he can groom people, not just his deputy but all
 22 the senior personnel taking over these kind of
 23 positions. But if you hire a young guy, all the younger
 24 guys I've seen, they all start bailing out.
 25 Thank you very much.

1 CHAIR HIRATA: Thank you.
 2 COMMISSION ASSISTANT PETERSON: Brian Millar.
 3 PUBLIC SPEAKER 4 - BRIAN MILLAR: Millar,
 4 M-i-l-l-a-r.
 5 Commission, I am here to speak on behalf of
 6 Lionel Montalvo. My name is Brian Millar. I'm the
 7 current athletic director and dean of students at
 8 St. Anthony's school. I also work part time during the
 9 summer months for Los Angeles County Fire Department as
 10 an ocean lifeguard.
 11 I have known Lionel for the past four years
 12 and can speak on his character and his integrity, having
 13 watched and worked with his own kids, as well as the
 14 young men he has coached at St. Anthony.
 15 I've found Lionel to be approachable, have a
 16 strong desire to teach, to do every task that he is
 17 assigned to do with excellence. He's very patient and
 18 knows how to apply the right pressure when time requires
 19 him to do so.
 20 We have several students at St. Anthony that
 21 have grown up without their fathers being around, and
 22 I've seen Lionel on more than one occasion come
 23 alongside them and teach them what it means to be
 24 accountable and develop a strong work ethic.
 25 When I think of the qualities and skills that

1 are necessary for strong leadership, I think of Lionel
 2 Montalvo. He has demonstrated these to me consistently.
 3 Thank you.
 4 CHAIR HIRATA: Thank you.
 5 Are there any other persons who want to
 6 testify?
 7 COMMISSION ASSISTANT PETERSON: Richard
 8 Kawasaki.
 9 PUBLIC SPEAKER 5 - RICHARD KAWASAKI: Good
 10 morning. Rick Kawasaki.
 11 I just have a quick comment or question, if
 12 you will. I think that the process should include the
 13 candidates disclosing who their possible Fire 2 would
 14 be, the deputy chief position, because I think that
 15 those two positions are a very integral part of our
 16 department, and the selection as to the deputy should be
 17 known to you guys to make an informed decision of a
 18 selection.
 19 That's all I have. Thank you.
 20 CHAIR HIRATA: Thank you.
 21 Okay. Thank you very much.
 22 MR. UEOKA: Ask if there's anybody else.
 23 CHAIR HIRATA: Anybody else who would like to
 24 testify?
 25 Okay. Seeing none, moving on, New Business.

1 Do I have a motion to accept the four
 2 candidates, which include Guy Danley, Kaulana Kino,
 3 Lionel Montalvo and David Thyne?
 4 COMMISSIONER FREITAS: So moved.
 5 COMMISSIONER LUNDBERG: Second.
 6 CHAIR HIRATA: Okay. Moved by Jack Freitas;
 7 seconded by Gregg Lundberg.
 8 All in favor, aye.
 9 (Responses.)
 10 CHAIR HIRATA: Thank you.
 11 MR. UEOKA: Is there any discussion?
 12 CHAIR HIRATA: I think everybody wants to move
 13 on.
 14 Okay. Any discussion on those? On that?
 15 Seeing none --
 16 VICE CHAIR MISAKI: I'm sorry, discussion on?
 17 CHAIR HIRATA: The candidates.
 18 Any discussion?
 19 Motion carried.
 20 MR. UEOKA: You have to take the vote.
 21 CHAIR HIRATA: All in favor, aye.
 22 (Responses.)
 23 CHAIR HIRATA: Any opposed?
 24 Seeing none, motion carried.
 25 Okay. Second portion of this is the interview

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1 process, where the selection committee has come up with
 2 recommendations and findings which has come up with a
 3 list of questions and also allowing each candidate to
 4 present ten minutes prior to their -- prior to the
 5 questions, which includes remarks by them, introduction
 6 and/or any presentation. And we shall establish
 7 interview and time slots which we will coordinate with
 8 the candidates for interview times.
 9 Any discussion on this?
 10 MR. UEOKA: Motion to adopt.
 11 CHAIR HIRATA: Motion to adopt?
 12 COMMISSIONER FREITAS: So moved.
 13 CHAIR HIRATA: Jack.
 14 VICE CHAIR MISAKI: Second.
 15 CHAIR HIRATA: Seconded by Ed.
 16 Any discussion?
 17 COMMISSIONER LUNDBERG: One question. The
 18 time slots, are we going to coordinate those with each
 19 candidate at their convenience, or how are we going to
 20 handle that?
 21 MR. UEOKA: I believe at the last meeting, it
 22 was discussed where -- it was asked of all the
 23 candidates; they're all available all day on the 27th.
 24 At some point, staff will just pull names,
 25 assign a slot, and they'll be set up.

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1 COMMISSIONER LUNDBERG: Thank you.
 2 COMMISSIONER TANCAYO: Another point. So
 3 should the motion also say the 27th is the interview
 4 date?
 5 MR. UEOKA: No, that wasn't one of your
 6 findings or recommendations.
 7 CHAIR HIRATA: Okay. I believe Jill set up
 8 something to pull names.
 9 COMMISSIONER TANCAYO: And it's going to be
 10 here?
 11 CHAIR HIRATA: We're going to do that after.
 12 MR. UEOKA: That's the next part of the
 13 agenda. You're in a motion, you're in discussion on a
 14 motion.
 15 CHAIR HIRATA: Okay. So no further
 16 discussion?
 17 COMMISSIONER TANCAYO: As far as the actual
 18 who's going to be conducting, asking questions of the
 19 interviewees, is that going to be determined later by
 20 the subcommittee or --
 21 CHAIR HIRATA: I believe we decided that each
 22 commissioner is going to ask two questions.
 23 MR. UEOKA: I believe the questions will be
 24 just distributed to the member who's in charge of asking
 25 them at the meeting.

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1 COMMISSIONER TANCAYO: Okay. Thank you.
 2 CHAIR HIRATA: Any other questions?
 3 Discussion --
 4 Should we move to accept?
 5 COMMISSIONER KENNISON: -- so moved.
 6 MR. UEOKA: Wait. You already have a motion
 7 on the floor. You need to vote at this point.
 8 CHAIR HIRATA: Oh, sorry.
 9 All in favor of the motion?
 10 (Responses.)
 11 CHAIR HIRATA: Any opposed?
 12 (No response.)
 13 CHAIR HIRATA: Motion carried.
 14 Okay. Next item, interviews are scheduled for
 15 Monday, August 27th, at 8:30.
 16 COMMISSION ASSISTANT PETERSON: 8:00.
 17 CHAIR HIRATA: 8:00, at this office here in
 18 Wailuku.
 19 COMMISSIONER TANCAYO: Are we going to pull
 20 the names now or later?
 21 MR. UEOKA: Staff can do that.
 22 CHAIR HIRATA: All right. Motion to adjourn?
 23 COMMISSIONER FREITAS: So moved.
 24 CHAIR HIRATA: Jack, motion.
 25 Any second?

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1 COMMISSIONER KENNISON: Second.
 2 CHAIR HIRATA: Seconded by Bill.
 3 All in favor?
 4 (Responses.)
 5 CHAIR HIRATA: Okay. Motion carried.
 6 Meeting adjourned. Thank you very much,
 7 everybody.
 8 (Meeting adjourned at 10:54 a.m.)
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CERTIFICATE

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STATE OF HAWAII)
) SS.
COUNTY OF MAUI)
I, Darcy J. Brokaw, CSR for the State of Hawaii,
do hereby certify:

That on August 20, 2018, beginning at 10:35 a.m.,
the proceedings were taken down by me in machine
shorthand and were thereafter reduced to typewritten
form under my supervision; that the foregoing
represents, to the best of my ability, a true and
correct transcript of the proceedings had in the
foregoing matter.

DATED this 3rd day of September 2018.

Darcy J. Brokaw, RPR, CRR, CRC, CSR #371

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