

POLICE COMMISSION
CITY AND COUNTY OF HONOLULU
ALI'I PLACE
1060 RICHARDS STREET, SUITE 170
HONOLULU, HAWAII 96813 • AREA CODE (808) 723-7580

XIRK CALDWELL
MAYOR



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Chair

CHA THOMPSON
Vice-Chair

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STEVEN H. LEVINSON
LORETTA A. SHEEHAN
MARC C. TILKER

OUR REFERENCE

January 18, 2017

HAND DELIVERY

Louis M. Kealoha, Chief of Police
Honolulu Police Department
c/o Kevin Sumida, Esq.
735 Bishop St., Ste 411
Honolulu, HI 96813

RE: RETIREMENT FROM HONOLULU POLICE DEPARTMENT EMPLOYMENT

Dear Chief Kealoha:

This letter agreement (this "Agreement") confirms your voluntary retirement from employment with the Honolulu Police Department, City and County of Honolulu, by and through its Honolulu Police Commission ("Commission"). The Honolulu Police Department is called "HPD". You, the Commission, and HPD are sometimes collectively called the "Parties."

1. Retirement Date. Your last day reporting to work at HPD was December 20, 2016; however, pursuant to the letter dated January 5, 2017, to you from the Commission, you have been on leave with pay since that date. You will continue to be on leave with pay until your last day of employment with HPD on February 28, 2017 (the "Last Day of Employment"), and you will retire effective as of March 1, 2017 (your "Retirement Date").

2. Compensation. Your total and final compensation, payments and benefits from HPD shall be as follows:

(a) You will receive payment in the lump sum amount of \$250,000.00, \$190,000.00 of which shall be a severance payment and \$60,000.00 of which shall be for fees, costs and expenses, less applicable taxes and deductions as required by law, payable to Louis M. Kealoha. Payment will be made within fifteen (15) days of the execution of this Agreement by the Commission and you. The payment described in this paragraph constitutes consideration for the waiver and release from you set forth in Paragraph 6 of this Agreement. Your net lump sum payment shall be delivered to the law offices of your attorney, Kevin Sumida, Esq.

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