

Chad M. LeBlanc
38 Mehau Lane
Hilo, Hawai'i, 96720
704.578.8132

DEPARTMENT OF FINANCE
DATE REC'D: JUL 06 2021
ROUTE TO: _____
COPY TO: _____
AGREEMENT: Prof. Gove Meeting
FILE: _____

Investigative
Gove

July 6, 2021

VIA E-MAIL- Crystallene.Pacheco@hawaiicounty.gov

Ms. Deanna Sako
Director of Finance
County of Hawai'i
25 Aupuni Street, Suite 2103
Hilo, HI 96720

RE: Statement of Qualification/Interest

Dear Ms. Sako:

Please accept this statement of qualification/expression of interest for interview and investigative services to the County of Hawai'i.

As a military veteran and retired law enforcement officer, I understand the value of team work and I know the importance of getting to the heart of a matter and uncovering the truth. I've spent the duration of my career striving for excellence and developed skills necessary to gain the confidence of those around me even in an adversarial role. Upon my retirement, I obtained the Certified Forensic Interviewer distinction to enhance my non-confrontational interview techniques for utilization in the private/corporate sector.

To date, I have completed five (5) investigation assignments on behalf of The Department of Environmental Management, County Hawai'i and one (1) investigation assignment on behalf of The Department of Finance, County of Hawai'i. It is my desire to continue to provide investigative services to the County of Hawai'i and have attached my resume for your consideration.

I sincerely appreciate your time and attention.

Best regards,



C.M. LeBlanc, CFI

Enclosure

Chad M. LeBlanc

Certified Forensic Interviewer

704.578.8132

cmleblanc2020@gmail.com

<https://www.linkedin.com/in/chadmleblanc/>

Over twenty-five (25) years of law enforcement experience coupled with advanced certifications and training expertise. Skilled in interview and interrogation techniques to include non-confrontation methods. Confident in the successful use of the interview process to ascertain truth in the private sector.

Experienced in handling sensitive/confidential subject matters and understand the importance that professional decorum and confidentiality play in the interview process.

PROFESSIONAL EXPERIENCE

Independent Certified Forensic Interviewer

2021 to Present

- Conduct workplace interviews and investigations in the private/government sector.
- Skilled in conducting interviews that involve union representation.
- Experienced in a wide-variety of subject matters to include harassment, discrimination, sexual harassment, hostile work environment, violence in the workplace, corruption, whistle-blower, and general fact-finding investigations.

Retired Law Enforcement

Charlotte-Mecklenburg Police Department, Charlotte, NC, 2012–2020

Huntersville Police Department, Huntersville, NC, 1997 - 2012

During tenure accomplished the following:

- Conducted interviews re: victims, suspects, witnesses, citizen complaints, misappropriation claims, and internal HR complaints.
- Investigation of Drug Trafficking & Bulk Cash Smuggling with multiple Federal Agencies.
- Special task assignment to U.S. Army Special Forces Warrant Officer Institute, providing vital training in the development of counter-interrogation skills for future Special Forces Warrant Officers.

SKILLS

Communication & Interpersonal Skills

Interview & Interrogation (Non-confrontational)

Investigation

Crisis Intervention

Cultural competency & diversity

HIGHLIGHTS

- * Designed Certified Forensic Interviewer & Member of International Association of Interviewers (2020)
- * Honorable Discharge- United States Air Force (1993)
- * Chapel Hill Law Enforcement Executive Program (2005)
- * Accomplished over several hundred interviews (both informal & formal) ranging from various levels of complexity and severity.

EDUCATION

Wicklender-Zulawski & Associates, Inc.
Certified Forensic Interviewer Program, (2020)

Associate of Applied Science, Criminal Justice Technologies, CPCC, Charlotte, NC (2013)

North Carolina Basic Law Enforcement Training (1996)

See LinkedIn Profile referenced above for full work & law enforcement history.

Pacheco, Crystallene K.

From: Chad LeBlanc <cmleblanc2020@gmail.com>
Sent: Wednesday, July 14, 2021 1:32 PM
To: Pacheco, Crystallene K.
Subject: Re: Statement of Qualification/Interest

Ms. Pacheco:

Please see below list of recent projects- ALL for County of Hawaii:

1. Department of Environmental Management- Sexual Harassment
2. Department of Environmental Management- Investigative Notice Violation
3. Department of Environmental Management- Harassment, Retaliation, & Hostile Work Environment
4. Department of Environmental Management- Workplace Violence
5. Department of Environmental Management- Discrimination & Hostile Work Environment
6. Department of Finance- Fact Finding Investigation re: Server Crash
7. Department of Public Works- Hostile Work Environment (*Currently Ongoing*)

Please let me know if you need anything further.

Regards, Chad

On Wed, Jul 14, 2021 at 11:24 AM Pacheco, Crystallene K. <Crystallene.Pacheco@hawaiicounty.gov> wrote:

Good morning Mr. LeBlanc,

Our Qualification Review Committee is asking for a list of recent projects and clients. Could you please provide that to me?

Thank you!

Crystallene K. Pacheco

Secretary to the Director

Finance Department

25 Aupuni Street, Suite 2103

Hilo, HI 96720

Phone: (808) 961-8971

Fax: (808) 961-8569

From: Chad LeBlanc [mailto:cmleblanc2020@gmail.com]
Sent: Tuesday, July 06, 2021 1:57 PM
To: Pacheco, Crystallene K. <Crystallene.Pacheco@hawaiicounty.gov>
Subject: Re: Statement of Qualification/Interest

Ms. Pacheco,

Please find attached my statement of qualification/interest for investigative services for the fiscal year 2021-2022. I am also attaching an updated resume. I hope you will find everything in order and that I will be approved for this upcoming year to continue working with the County of Hawai'i.

Mahalo, Chad LeBlanc

On Tue, Feb 2, 2021 at 8:09 AM Pacheco, Crystallene K. <Crystallene.Pacheco@hawaiicounty.gov> wrote:

Aloha and Good Morning Mr. LeBlanc,

Please see attached. No hard copy to follow.

We look forward to working with you!

Mahalo,

Crystallene K. Pacheco

Secretary to the Director