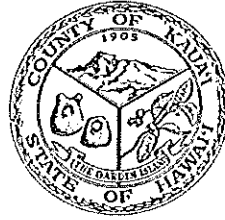


**Bernard P. Carvalho, Jr.**  
Mayor



**Janine M.Z. Rapozo**  
Director

**Nadine K. Nakamura**  
Managing Director

**DEPARTMENT OF HUMAN RESOURCES**

**County of Kaua'i, State of Hawai'i**

4444 Rice Street, Suite 140, Lihu'e, Hawai'i 96766  
TEL (808) 241-4956 FAX (808) 241-6593

October 27, 2015

Daniel Gluck, Legal Director  
ACLU of Hawai'i  
P.O. Box 3410  
Honolulu, HI 96801

RE: Response to Open Records Request

Dear Director Gluck:

We received your letter dated September 17, 2015 requesting "records relating to any changes in the County's policies or practices relating to pre-employment physical examinations" that may have occurred since December 2012. We appreciate your consideration in affording us additional time to respond to your request.

Following the receipt of the Rebekah Taylor-Failor v. County of Hawai'i - Stipulation and Order and Settlement Agreement, dated September 11, 2015, we began our review of our existing policies related to pre-employment physicals. At this time, we are currently revising our policies/rules and procedures to be consistent with the required changes as stipulated in the Settlement Agreement. Until the revised rules are finalized, the County of Kaua'i will not be requiring pre-employment physicals for non-safety sensitive, non-DOT regulated positions.

If you have any other questions or concerns, please feel free to contact me at (808) 241-4915.

Sincerely,

Janine M.Z. Rapozo  
Director of Human Resources

Cc: Office of the County Attorney

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