

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA



J.N. MUSTO, PhD
CHIEF NEGOTIATOR
KE PO'O KŪKĀKŪKA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
OFFICE OF COLLECTIVE BARGAINING
KE KE'ENA MĀLAMA LIMAHANA AUPUNI
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAII 96813-2437

Statement of
J.N. Musto, PhD
Chief Negotiator, Office of Collective Bargaining

Before the
SENATE COMMITTEE ON PUBLIC SAFETY AND MILITARY AFFAIRS
Monday, February 2, 2026
3:00PM
State Capitol, Conference Room 016

In consideration of
SB2382, RELATING TO LAW ENFORCEMENT

(WRITTEN TESTIMONY)

Chair Fukunaga, Vice Chair Lee, and the members of the committee:

The Office of Collective Bargaining (OCB) respectfully opposes SB2382, which appropriates a retention bonus by the department of law enforcement officers that have worked a minimum of two thousand hours during the preceding fiscal year.

Wages, hours and other terms and conditions of employment are subject to negotiations as provided in Hawaii Revised Statutes, §89-9.

Thank you for the opportunity to provide testimony and comments on this measure.



**TESTIMONY OF
THE DEPARTMENT OF THE ATTORNEY GENERAL
KA 'OIHANA O KA LOIO KUHINA
THIRTY-THIRD LEGISLATURE, 2026**

ON THE FOLLOWING MEASURE:

S.B. NO. 2382, RELATING TO LAW ENFORCEMENT.

BEFORE THE:

SENATE COMMITTEE ON PUBLIC SAFETY AND MILITARY AFFAIRS

DATE: Monday, February 2, 2026 **TIME:** 3:00 p.m.

LOCATION: State Capitol, Room 016

TESTIFIER(S): Anne E. Lopez, Attorney General, or
Melina D. Sanchez, Deputy Attorney General

Chair Fukunaga and Members of the Committee:

The Department of the Attorney General provides the following comments regarding this bill.

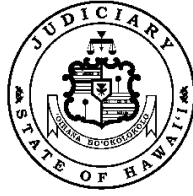
The bill adds a new section to chapter 353C, Hawaii Revised Statutes (HRS), to create a retention bonus program for sworn law enforcement officers employed by the Department of Law Enforcement (DLE) and requires DLE to pay \$15,000 retention bonuses to officers who meet specified eligibility criteria.

The bill may conflict with section 89-9(a), HRS, which requires public employers and exclusive bargaining representatives to engage in good faith negotiations over wages, hours, and other terms and conditions of employment. Compensation-related matters, including incentives or bonuses, are generally subject to collective bargaining under chapter 89, HRS.

To ensure consistency with chapter 89, HRS, we recommend amending subsection (b) of the new section of chapter 353C, on page 3, lines 13-14, to read as follows:

(b) Notwithstanding any law to the contrary, if negotiated through collective bargaining under section 89-9, the department shall administer the program as follows: . . .

Thank you for the opportunity to present this testimony.



The Judiciary, State of Hawai‘i
Ka ‘Oihana Ho‘okolokolo, Moku‘āina ‘o Hawai‘i

Testimony to the Thirty-Third Legislature, 2026 Regular Session

Senate Committee on Public Safety and Military Affairs
Senator Carol Fukunaga, Chair
Senator Chris Lee, Vice Chair

Monday, February 2, 2026, 3:00 p.m.
State Capitol, Conference Room 016 & Videoconference

By

Paul Quick
Special Assistant to the Administrative Director of the Courts for Judiciary Security

Bill No. and Title: Senate Bill No. 2382, Relating to Law Enforcement

Purpose: Establishes the Kūpa‘a Retention Bonus Program to be administered by the department of law enforcement to provide \$15,000 retention bonuses to eligible sworn law enforcement officers that have worked a minimum of two thousand hours during the preceding fiscal year. Requires the department of law enforcement to report to the legislature on the effectiveness of the Kūpa‘a Retention Bonus Program. Appropriates funds for the Kūpa‘a Retention Bonus Program. Sunsets 6/30/2028.

Judiciary's Position:

The Judiciary supports the intent of this measure, which would ensure the retention of eligible sworn law enforcement officers.

The Department of Law Enforcement provides essential law enforcement services for the Judiciary, as well as at the Legislature and for Executive branch locations. The Department of Law Enforcement is currently experiencing a higher-than-normal vacancy rate and is experiencing difficulty staffing required assignments throughout the state. In addition, a pay disparity exists between Department of Law Enforcement sworn law enforcement officers and similar sworn officers employed by county police departments, complicating retention of Department of Law Enforcement sworn law enforcement officers.



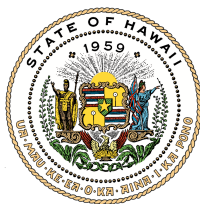
Senate Bill No. 2382, Relating to Law Enforcement
Senate Committee on Public Safety and Military Affairs
Monday, February 2, 2026 at 3:00 p.m.
Page 2

Issuance of a retention bonus would allow the Department of Law Enforcement to retain sworn law enforcement officers, and at the same time, be useful as a recruitment tool to recruit and retain Hawai'i's best for the Department of Law Enforcement. The availability of a retention bonus might also help the Department of Law Enforcement to recruit the United States' best applicants into a law enforcement career and to bring those best recruits to Hawai'i in order to provide a safe environment for the protection of the Legislature, the Judiciary and the Executive branches. The retention bonus allows the Department of Law Enforcement to potentially build capacity for its core functions of protecting Legislative and Judiciary facilities, as well as public officials in the Legislative and Executive branch.

The Judiciary has a strong interest in ensuring the success of Department of Law Enforcement operations, as the administration of justice requires effective protection of Judiciary personnel, facilities, and the public. The Judiciary looks forward to enhancing its partnership with the Department of Law Enforcement through this measure, which will improve the Department of Law Enforcement's ability to retain sworn law enforcement officers, as well as to use this bonus as a recruitment tool, in order to ensure adequate levels of security resources to protect Legislature and Judiciary operations, employees, and the public.

Thank you for the opportunity to testify on this measure.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



MIKE LAMBERT
Director

ERNEST J. ROBELLO
Deputy Director
Administration

SYLVIA LUKE
LT GOVERNOR
KA HOPE KIA'ĀINA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LAW ENFORCEMENT
Ka 'Oihana Ho'okō Kānāwai
715 South King Street
Honolulu, Hawaii 96813

JARED K. REDULLA
Deputy Director
Law Enforcement

**TESTIMONY ON SENATE BILL 2382
RELATING TO LAW ENFORCEMENT**
Before the Senate Committee on
PUBLIC SAFETY AND MILITARY AFFAIRS
Monday, February 2, 2026, 3:00 PM
State Capitol Conference Room 016 & Videoconference
Testifier: Mike Lambert

Chair Fukunaga, Vice Chair Lee, and members of the Committee:

The Department of Law Enforcement (DLE) supports Senate Bill 2382, which establishes the Kupaa Retention Bonus Program.

This bill establishes a program to provide \$15,000 retention bonuses to eligible sworn law enforcement officers who have worked a minimum of two thousand hours during the preceding fiscal year. The program would be administered by the Department of Law Enforcement and would sunset on June 30, 2028.

Law enforcement agencies across the state continue to face significant challenges in retaining qualified and experienced personnel. Officers regularly encounter high-stress situations, demanding work schedules, and increasingly complex public safety challenges. These factors have contributed to concerning attrition rates within our departments, resulting in staffing shortages that impact public safety services.

The Kupaa Retention Bonus Program represents a strategic investment in our current law enforcement workforce. By providing meaningful financial incentives to officers who demonstrate substantial commitment through their service hours, we can enhance retention rates of experienced personnel. This program acknowledges the dedication of officers who have already invested significant time in public service and encourages their continued commitment.

Maintaining experienced officers is critical to departmental operations, as these individuals possess institutional knowledge, developed skills, and community relationships that are invaluable to effective policing. Additionally, improving retention reduces the substantial costs associated with recruiting and training new officers, which can exceed \$100,000 per officer when accounting for academy training, field training, equipment, and the learning curve to full productivity.

The reporting requirements included in this bill will provide valuable data on the program's effectiveness, allowing for evidence-based assessment of its impact on retention rates and overall departmental stability.

Thank you for the opportunity to testify in support of this bill.



OFFICE OF INFORMATION PRACTICES

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To: Senate Committee on Public Safety and Military Affairs

From: Carlotta Amerino, Director

Date: February 2, 2026, 3:00 p.m.
State Capitol, Conference Room 016

Re: Testimony on S.B. No. 2382
Relating to Law Enforcement

Thank you for the opportunity to submit testimony on this bill, which would create a kupaa retention bonus program for sworn law enforcement officers. The Office of Information Practices (OIP) takes no position on the substance of this bill, but is concerned that the confidentiality provision in proposed section 353C-__(b)(4), HRS, which would bar disclosure of personally identifiable information about the bonuses, would conflict with the requirements of chapter 92F, HRS, the Uniform Information Practices Act (UIPA).

Specifically, section 92F-12(a)(14), HRS, requires specified information about government employees to be public notwithstanding the UIPA's exceptions to disclosure. That public information includes employee compensation (exact salary or, for civil service and union employees, salary range), hours worked, leave time taken, and dates of service, among other things. Since the type of information used to determine eligibility for the bonus is required to be public information, and employee compensation is required to be public information, the prohibition against disclosing personally identifiable information about bonus recipients sets up an apparent conflict of interest.

If this Committee's intent is to ensure that the department's reports on the program include only aggregated information and the department does not proactively publish individually identifiable information, **OIP recommends adding the phrase "except as required under chapter 92F" to the end of paragraph 353-__ (b)(4), on bill page 4, line 16,** so the paragraph ends ". . . and shall not disclose personally identifiable information except as required under chapter 92F."

Thank you for considering OIP's testimony.



UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

THE SENATE KA 'AHA KENEKOA

THE THIRTY-THIRD LEGISLATURE REGULAR SESSION OF 2026

COMMITTEE ON PUBLIC SAFETY AND MILITARY AFFAIRS

Senato Carol Fukunaga, Chair

Senator Chris Lee, Vice Chair

Monday, February 2, 2026, 3:00 PM
Conference Room 016 & Videoconference

Re: Testimony on SB2282 – RELATING TO LAW ENFORCEMENT

Chair Fukunaga, Vice Chair Lee, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 12,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties.

UPW provides comments on SB2282, which establishes the Kupaa Retention Bonus Program to be administered by the Department of Law Enforcement “DLE” to provide \$15,000 retention bonuses to eligible sworn law enforcement officers that have worked a minimum of two thousand hours during the preceding fiscal year, and requires DLE to report to the legislature on the effectiveness of the Kupaa Retention Bonus Program.

We recognize the issues that this bill is trying to address and believe that sworn personnel employed by the DLE should be compensated comparably to their counterparts within county police departments. However, we are gravely concerned by any legislation that could potentially circumvent, or even undermine, the collective bargaining provisions in Chapter 89, Hawaii Revised Statutes. We believe that these types of discussions should remain between an employer and the employees’ exclusive representative.

Mahalo for the opportunity to comment on this measure.

HEADQUARTERS

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HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Third Legislature, State of Hawaii
The Senate
Committee on Public Safety and Military Affairs

Testimony by
Hawaii Government Employees Association

February 2, 2026

S.B. 2382 — RELATING TO LAW ENFORCEMENT

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports S.B. 2382, which establishes the Kupaa Retention Bonus Program to be administered by the department of law enforcement to provide \$15,000 retention bonuses to eligible sworn law enforcement officers that have worked a minimum of two thousand hours during the preceding fiscal year.

Our organization represents state law enforcement officers organized into Bargaining Unit 14. This idea would help with the retention of our law enforcement officers, especially at a time when the department faces a shortage of officers and struggles to compete with the respective county police departments.

Thank you for the opportunity to provide testimony in support of S.B. 2382.

Respectfully submitted,

Randy Perreira
Executive Director

SB-2382

Submitted on: 1/30/2026 4:40:17 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Johnnie-Mae L. Perry	Individual	Oppose	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perri Oppose

2382 SB RELATING TO LAW ENFORCEMENT.	PSM	CR 016 & Videoconference	Feb 2, 2026 3:00 PM
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SB-2382

Submitted on: 1/30/2026 8:55:31 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Richy Chang	Individual	Oppose	Written Testimony Only

Comments:

I, as a citizen of the State of Hawaii, submit my testimony to OPPOSE SB 2517

SB 2517 would make possession, control, or transfer of a firearm while under a protective or restraining order a Class C felony. The issue with this bill is that protective orders can sometimes be issued without full evidentiary hearings, raising serious due process concerns when automatic felony penalties are applied. Every citizen has the right to due process but this bill unlawfully overrides that.

SB-2382

Submitted on: 2/1/2026 9:18:52 AM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Gibson	Individual	Oppose	Written Testimony Only

Comments:

I oppose sb 2382 only because I pay enough in taxes, I don't think I need to pay for a bonus.
Take from the rich who come here only to live here 6 months out of the year in their \$30,000,000
houses

SB-2382

Submitted on: 2/1/2026 10:44:03 AM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Tyler Ubias	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill

SB-2382

Submitted on: 2/1/2026 11:42:34 AM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shannon	Individual	Oppose	Written Testimony Only

Comments:

There is not enough information provided on the types of state law enforcement which needs these funds, and why they are needed outside of market competition. As the argument stands, I believe it appropriate for the county to out-compete the state.

SB-2382

Submitted on: 2/1/2026 11:46:41 AM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Chester Holt	Individual	Oppose	Written Testimony Only

Comments:

I oppose appropriations of funding with vague directives. More information about this funding may make this a better bill.

SB-2382

Submitted on: 2/1/2026 12:10:26 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Lily Villarin	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill

SB-2382

Submitted on: 2/1/2026 12:11:05 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Michael Villarin	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill

SB-2382

Submitted on: 2/1/2026 12:35:23 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
James Revells	Individual	Oppose	Written Testimony Only

Comments:

I strongly oppose this bill !

SB-2382

Submitted on: 2/1/2026 12:54:37 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Albertbraceros	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill

SB-2382

Submitted on: 2/1/2026 1:22:30 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Rustin Magliba	Individual	Oppose	Written Testimony Only

Comments:

I oppose this bill.

SB-2382

Submitted on: 2/1/2026 6:57:37 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

LATE

Submitted By	Organization	Testifier Position	Testify
Chris Millen	Individual	Oppose	Written Testimony Only

Comments:

I oppose this proposal.

LATE

SB-2382

Submitted on: 2/1/2026 10:30:47 PM
Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
james smith	Individual	Oppose	Remotely Via Zoom

Comments:

Testimony in Support of Comprehensive Retention and Community Safety Solutions for the Hawai‘i Department of Law Enforcement (DLE)

Regarding S.B. 2382 – Kūpa‘a Retention Bonus Program

Aloha Chair, Vice Chair, and Members of the Committee,

Mahalo for the opportunity to provide testimony on S.B. 2382 and, more broadly, on how Hawai‘i can stabilize DLE staffing in a way that improves community safety while remaining fiscally responsible to taxpayers.

S.B. 2382 correctly recognizes an urgent reality: DLE is losing experienced officers to county departments due to structural pay and quality-of-life gaps. The proposed \$15,000 retention payment is a helpful bridge. However, bonuses alone will not solve the root problem. What is needed is a retention design that addresses why officers leave and how turnover directly affects public safety and state finances.

DLE officers secure the courts, State Capitol, airports, harbors, agricultural borders, cyber investigations, fireworks enforcement, warrant service, and joint federal task forces—core functions that most residents never see but immediately feel when they are understaffed.

When experienced officers leave:

- Overtime costs surge
- Training and onboarding costs repeat
- Specialized enforcement weakens
- Public safety gaps appear in courts, ports, and investigations

It is far less expensive to retain a trained officer than to replace one. This is the financial logic behind S.B. 2382's reporting requirements and the foundation for the broader solutions below.

Pillar 1 — Pay Parity with County Police (Base Pay)

Solutions

- Adjust DLE base pay to within approximately 5% of county police scales
- Add specialty differentials (court, airport/harbor, cyber, agriculture, task forces)
- Implement longevity steps at 3, 5, 10, and 15 years (pensionable)

Community Impact

- DLE stops serving as a training ground for other departments
- Experienced officers remain in specialized posts that protect residents

Pillar 2 — Predictable Schedules

Solutions

- Adopt 3x12 or 4-on/3-off scheduling models
- Cap forced overtime to declared emergencies
- Protect days off; allow annual shift bidding for stability

Community Impact

- Reduced burnout, sharper performance, fewer mistakes
- Pillar 3 — Cost of Living and Housing Support

Solutions

- \$600–\$1,000/month housing stipend (non-pensionable)
- Priority access to workforce housing
- State-backed homebuyer assistance
- Property tax credit for primary residence

Community Impact

- Officers and families can afford to remain in Hawai‘i long ter

Pillar 4 — Career Path and Professional Growth

Solutions

- Clear specialization tracks (cyber, investigations, ports, agriculture, task force)
- Paid certifications and tuition assistance
- Leadership track without leaving field roles

Community Impact

- Higher skill levels in critical enforcement areas

Pillar 5 — Staffing, Equipment, and Wellness

Solutions

- Minimum staffing thresholds
- Modern equipment and technology refresh cycle
- Confidential mental health and peer support
- Civilian support for administrative workload

Community Impact

- Officers focused on policing, not survival

Pillar 6 — Smart Retention Incentives (“Golden Handcuffs”)

Years of Service	Retention Award	Service Commitment
3	\$10,000	+2 years
5	\$20,000	+2 years
10	\$40,000	+2 years
15	\$60,000	+2 years

Community Impact

- Incentivizes long careers in DLE

Pillar 7 — Accountability and Data (Building on S.B. 2382)

Solutions

- Annual public report: vacancy rate, overtime, training costs, turnover
- Cost comparison: replace vs retain
- Use data to justify permanent structural fixes by 2028

Funding These Solutions Without Burdening Residents

These solutions can be funded without raising taxes on local families through a blended approach:

1. Visitor-Based Safety Fees
 - Small airport arrival safety fee

- Minimal rental car daily fee
- Modest cruise passenger harbor fee
- Small earmark within existing hotel tax for public safety

1. Capture Turnover Waste

- Reallocate savings from reduced overtime and training churn into a DLE Retention Fund

1. Reallocate Low-Impact Spending

- Sunset review of small programs with low measurable impact; redirect a small percentage

1. Public Safety Use Fees

- Fireworks permits, harbor commercial permits, agricultural inspection fees, minor court surcharges

1. Federal Grants

- DHS, DOJ, and port security grants aligned with DLE duties

Closing

This is not about bonuses. It is about keeping experienced officers in the roles that quietly keep Hawai'i safe while being fiscally responsible.

Pay them fairly.

Let them have a life.

Help them afford Hawai'i.

Give them a future.

Support them properly.

When we do that, officers stay—and the community benefits from professionalism, stability, and lower long-term costs.

Mahalo for your consideration and for your commitment to both public safety and responsible stewardship of taxpayer resources.

LATE

SB-2382

Submitted on: 2/2/2026 12:41:23 PM

Testimony for PSM on 2/2/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Atom Kasprzycki	Individual	Oppose	Written Testimony Only

Comments:

This bill violates the US Constitution and the Second Amendment.