

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

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



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

STATE OF HAWAI'I | KA MOKU'ĀINA O HAWAI'I
OFFICE OF COLLECTIVE BARGAINING
KE KE'ENA MĀLAMA LIMAHANA AUPUNI
EXECUTIVE OFFICE OF THE GOVERNOR
235 S. BERETANIA STREET, SUITE 1201
HONOLULU, HAWAI'I 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
SB2383, RELATING TO LAW ENFORCEMENT

(WRITTEN TESTIMONY ONLY)

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

The Office of Collective Bargaining (OCB) respectfully opposes SB2383, which appropriates a retention bonus to all eligible sworn law enforcement officers who meet specified requirements.

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. 2383, 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.

This bill requires the Department of Law Enforcement (DLE) to pay \$15,000 retention bonuses to sworn law enforcement officers employed by DLE who meet specified eligibility criteria.

The bill may conflict with section 89-9(a), Hawaii Revised Statutes (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 provisions, including retention or incentive bonuses, are generally subject to collective bargaining under chapter 89, HRS.

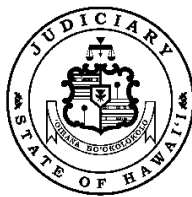
To ensure consistency with chapter 89, HRS, we recommend amending section 2(a) of the bill on page 3, line 4, to read as follows:

(a) Notwithstanding any law to the contrary, if negotiated through collective bargaining under section 89-9, Hawaii Revised Statutes, the department of law enforcement shall provide a retention bonus in the amount of

We also recommend a similar amendment to section 2(c) on page 3, line 18, so it reads as follows:

(c) **Notwithstanding any law to the contrary, if negotiated through collective bargaining under section 89-9, Hawaii Revised Statutes, the** retention bonus authorized by this Act shall be: . . .

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. 2383, Relating to Law Enforcement

Purpose: Requires the Department of Law Enforcement to provide \$15,000 retention bonuses to all eligible sworn law enforcement officers who meet specified requirements. Requires the Department of Law Enforcement to verify eligibility. Appropriates funds for the payment of retention bonuses.

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.

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



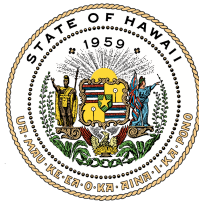
Senate Bill No. 2383, Relating to Law Enforcement
Senate Committee on Public Safety and Military Affairs
Monday, February 2, 2026 at 3:00 p.m.
Page 2

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 2383
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 2383. This bill requires the Department of Law Enforcement to provide \$15,000 retention bonuses to all eligible sworn law enforcement officers who meet specified requirements, requires the Department to verify eligibility, and appropriates funds for the payment of these retention bonuses.

DLE has faced significant challenges in both recruiting and retaining qualified officers in recent years. The Department also must compete with the rapidly increasing salaries of county police departments. The demanding nature of law enforcement work, increasing public scrutiny, and competitive compensation in other sectors have contributed to staffing shortages that impact public safety operations. These retention bonuses represent a meaningful investment in our current officers and acknowledge their dedication and service.

Retention of experienced officers is crucial for effective policing. Veteran officers bring institutional knowledge, developed skills, and community relationships that are essential for successful law enforcement operations. When experienced officers leave, departments face not only the direct costs of recruiting and training replacements but also lose valuable expertise that cannot be quickly replaced.

The retention bonus program proposed in this bill will help address these challenges by providing a financial incentive for qualified officers to remain in service. By targeting officers who meet specified requirements, the program ensures that the investment benefits those who have demonstrated their commitment and qualifications to serve.

The DLE supports the provision requiring verification of officer eligibility, as this ensures accountability and proper stewardship of public funds. The appropriation of specific funding for these bonuses is also critical, as it provides the resources necessary to implement the program without diverting funds from other essential public safety initiatives.

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



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 SB2383 – 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 SB2283, which requires the Department of Law Enforcement ("DLE") to provide \$15,000 retention bonuses to all eligible sworn law enforcement officers who meet specified requirements.

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. 2383 — RELATING TO LAW ENFORCEMENT

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports S.B. 2383, which requires the Department of Law Enforcement to provide \$15,000 retention bonuses to all eligible sworn law enforcement officers who meet specified requirements.

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. 2383.

Respectfully submitted,

Randy Perreira
Executive Director

SB-2383

Submitted on: 1/30/2026 4:41:09 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. Perry Oppose

2383 SB RELATING TO LAW ENFORCEMENT.	PSM	CR 016 & Videoconference	Feb 2, 2026 3:00 PM
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SB-2383

Submitted on: 2/1/2026 8:35:05 AM

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

Submitted By	Organization	Testifier Position	Testify
Gabriel Kekauoha	Individual	Oppose	Written Testimony Only

Comments:

We need officers who are there to protect and serve, not just for money.

SB-2383

Submitted on: 2/1/2026 9:30:42 AM

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

Submitted By	Organization	Testifier Position	Testify
Marko Mijuskovic	Individual	Oppose	Written Testimony Only

Comments:

SUMMARY OF OPPOSITION TO SB2383

SB2383 creates a significant and unnecessary financial burden on taxpayers by authorizing uncapped, recurring \$15,000 retention bonuses for all sworn Department of Law Enforcement personnel without requiring any measurable improvements in performance, efficiency, or public accountability. The bill provides no cost estimate, no spending limit, and no sunset clause, effectively writing a blank check from the general fund at a time when Hawai'i residents are already struggling with high taxes and a high cost of living.

Beyond the fiscal impact, SB2383 expands the size, reach, and enforcement capacity of the very agency responsible for administering and enforcing Hawai'i's firearm regulations. Strengthening this agency without clear oversight or performance requirements increases enforcement pressure on law-abiding citizens, particularly those navigating Hawai'i's already complex firearm permitting, storage, transport, and carry laws. The bill enhances government power without offering any guarantee of improved public safety or better service to the public.

SB2383 is not a targeted or accountable solution. It is an open-ended financial commitment that grows government, increases enforcement capacity, and places unnecessary burdens on taxpayers and responsible citizens. For these reasons, SB2383 should not advance.

SB-2383

Submitted on: 2/1/2026 10:44:31 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-2383

Submitted on: 2/1/2026 11:14:38 AM

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

Submitted By	Organization	Testifier Position	Testify
Theo-Den Boncales	Individual	Oppose	Written Testimony Only

Comments:

SB2383 creates a significant and unnecessary financial burden on taxpayers by authorizing uncapped, recurring \$15,000 retention bonuses for all sworn Department of Law Enforcement personnel without requiring any measurable improvements in performance, efficiency, or public accountability. The bill provides no cost estimate, no spending limit, and no sunset clause, effectively writing a blank check from the general fund at a time when Hawai'i residents are already struggling with high taxes and a high cost of living.

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SB-2383

Submitted on: 2/1/2026 12:11:21 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-2383

Submitted on: 2/1/2026 12:11:48 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-2383

Submitted on: 2/1/2026 12:26:48 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-2383

Submitted on: 2/1/2026 1:22:44 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.

LATE

SB-2383

Submitted on: 2/1/2026 6:55:04 PM

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

Submitted By	Organization	Testifier Position	Testify
Max Peterson	Individual	Oppose	Written Testimony Only

Comments:

There needs to be some kind of performance efficiency improvement tied to these bonuses. They will only cause more financial burden to the tax payers without a clear benefit.

LATE

SB-2383

Submitted on: 2/1/2026 6:58:29 PM

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

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

Comments:

I oppose this proposal.

LATE

SB-2383

Submitted on: 2/1/2026 11:41:04 PM

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

Submitted By	Organization	Testifier Position	Testify
Jason Young	Individual	Oppose	Written Testimony Only

Comments:

SB2383 creates a significant and unnecessary financial burden on taxpayers by authorizing uncapped, recurring \$15,000 retention bonuses for all sworn Department of Law Enforcement personnel without requiring any measurable improvements in performance, efficiency, or public accountability. The bill provides no cost estimate, no spending limit, and no sunset clause, effectively writing a blank check from the general fund at a time when Hawai'i residents are already struggling with high taxes and a high cost of living.

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LATE

SB-2383

Submitted on: 2/2/2026 12:41:54 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.