

**JOSH GREEN, M.D.**  
GOVERNOR



**STATE OF HAWAII**  
**LAW ENFORCEMENT STANDARDS BOARD**  
KALANIMOKU BUILDING  
1151 PUNCHBOWL STREET, #111B  
HONOLULU, HAWAII 96813

**ADRIAN DHAKHWA**  
CHAIR

**MIKE LAMBERT**  
VICE-CHAIR

**BOARD MEMBERS**  
SHERRY BIRD  
ELLIOT "KALANI" KE  
HARRY KUBOJIRI  
ANNE E. LOPEZ  
REED MAHUNA  
JOHN PELLETIER  
JARED REDULLA  
JASON REDULLA  
DON FAUMUINA  
GARY SUGANUMA  
CRAIG TANAKA  
RADE VANIC

**VICTOR R. MCCRAW**  
ADMINISTRATOR

February 4, 2026

TESTIMONY IN SUPPORT OF SB 2593  
RELATING TO THE LAW ENFORCEMENT STANDARDS BOARD

TO:

Senate Committee on Labor and Technology  
Senator Brandon J.C. Elefante, Chair  
Senator Rachele Lamosao, Vice Chair

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

FROM:

Victor McCraw  
Administrator, Hawai'i Law Enforcement Standards Board

Chair Elefante, Vice Chair Lamosao, Chair Fukunaga, Vice Chair Lee, and Members of the Committees:

I submit this testimony in support of SB 2593 in my capacity as Administrator of the Hawai'i Law Enforcement Standards Board.

**Regulatory Nature of Certification and Standards Administration**

Certification and standards administration under chapter 139 are regulatory functions, and they apply consistently across all of Hawaii's law enforcement agencies and jurisdictions. They involve establishing and applying statewide standards, evaluating compliance with statutory and regulatory requirements, and managing certification eligibility, status, and related records, standards of conduct, and compliance with minimum training and curriculum requirements. Where certification eligibility or minimum standards compliance is in question, the Board must engage in a process which is neutral, consistent, transparent, and meets both the expectations of the public and a commitment to due process for officers.

### **Positions Addressed in SB 2593**

SB 2593 addresses three core positions for initial implementation of the Board's statutory responsibilities under chapter 139: Administrative Manager, Training and Curriculum Coordinator, and Lead Investigative Agent. These positions are essential to the Board's capacity for administration of necessary business; development and oversight of statewide standards for training, curriculum, and professional conduct; and the conduct of administrative and investigative review to assess and enforce compliance with minimum standards. These functions require skilled staff with the expertise and experience to promote consistent statewide application of professional standards within a decentralized law enforcement system.

### **Investigative and Certification-Related Review**

The positions addressed in SB 2593 are directly involved in investigative and certification-related review. This work includes storage, retrieval, and assessment of sensitive information, application of statutory standards, and support for neutral decision-making by the Board. Staffing structures aligned with the Board's regulatory purpose support careful evidentiary handling, consistent application of standards, and outcomes that are defensible and credible.

### **Why Exempt Status Is Necessary for These Three Positions**

SB 2593 addresses exempt status because the work performed by these three positions is regulatory in nature and must remain aligned exclusively with the Board's statutory duties under chapter 139. This is not a preference. It is a functional requirement driven by the responsibilities assigned to the Board and by the need for impartial administration of certification and professional standards. Exempt status supports a staffing model where these roles are accountable to the Board's regulatory mission, operate within appropriate confidentiality constraints, and avoid divided obligations that would conflict with certification-related responsibilities.

### **Operational Responsibilities Requiring Exemption**

#### **Administrative Manager**

The Administrative Manager must establish and maintain the administrative backbone required for a statewide regulatory program, including records management and document control for Board actions, secure handling of sensitive certification and investigative materials, coordination of notices and required communications, and the internal controls needed to ensure confidential processing of certification-related matters for individual officers. This role supports the integrity of Board workflows that must remain neutral, consistent, and accountable. Exempt status supports direct alignment of this role to the Board's regulatory mission, and the confidentiality demands associated with certification and investigative work.

### **Law Enforcement Training and Curriculum Coordinator**

The Training and Curriculum Coordinator must develop, implement, and oversee statewide training and curriculum standards under chapter 139, coordinate with agencies and training providers, assess whether minimum training and curriculum requirements are met, and support statewide consistency in standards application. This work requires specialized expertise and independent professional judgment to administer standards uniformly across agencies and jurisdictions. Exempt status supports the Board's ability to recruit and retain a highly qualified specialist for a statewide standards function that requires credibility, consistency, and accountability in implementation.

### **Lead Investigative Agent**

The Lead Investigative Agent must conduct and oversee investigative review tied to certification eligibility and minimum standards compliance. This includes obtaining, storing, and assessing sensitive information; evaluating compliance with statutory standards; preparing objective investigative findings for Board consideration; and supporting certification-related decision-making with careful evidentiary handling and defensible outcomes. This work requires independence, neutrality, and alignment with the Board's regulatory responsibilities. Exempt status supports an investigative function that must remain free of divided obligations and must maintain public trust while honoring due process expectations for officers.

### **Recruitment, Expertise, and Accountability Requirements**

SB 2593 reflects the practical reality that these three roles require expertise and accountability not matched within standard state classifications. These are statewide, specialized functions with sensitive responsibilities and continuous expectations for consistency and defensibility. Exempt status supports the Board's ability to recruit and retain personnel with the necessary skill and experience to implement chapter 139 as intended and to maintain a credible statewide certification and professional standards system.

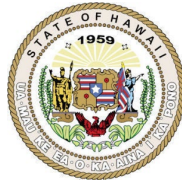
### **Conclusion**

SB 2593 provides the staffing structure necessary for the Board to implement its statutory responsibilities under chapter 139 through three core positions essential to administration, statewide standards oversight, and investigative review. SB 2593 supports neutral, consistent, and accountable execution of certification and professional standards functions across all law enforcement agencies and jurisdictions in Hawai'i.

Respectfully submitted,

Victor McCraw  
Administrator, Hawai'i Law Enforcement Standards Board

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ADMINISTRATOR

February 3, 2026

Chair Brandon J.C. Elefante  
Vice Chair Rachel Lamosao  
Senate Committee on Labor and Technology  
State Capitol, Conference Room 225  
415 S. Beretania Street  
Honolulu, Hawaii 96813

Chair Carol Fukunaga  
Vice Chair Chris Lee  
Senate Committee on Public Safety and Military Affairs  
State Capitol, Conference Room 225  
415 S. Beretania Street  
Honolulu, Hawaii 96813

Re: SB2593 Relating to the Law Enforcement Standards Board

Chairs Elefante and Fukunaga, and Members of the Committees:

The Hawaii Law Enforcement Standards Board (LESB) submits this testimony in strong support of SB 2593. This bill amends HRS sections 76-16(b)(41) and 139-3(6), and seeks to exempt newly created staff positions from civil service laws and collective bargaining.

The administrative manager, training and curriculum coordinator, and lead investigative agent positions will be critical to getting the LESB to meet the proposed certification deadline of July 1, 2028. The Board's work is specialized in nature and involves security, confidentiality, and professional judgment that are not characteristic of general state employment. The Board's responsibilities require staff who can be entrusted with sensitive information, exercise independent professional judgment, and apply standards uniformly across jurisdictions and agencies statewide.

The security and confidentiality requirements associated with this work, combined with the need to attract highly qualified candidates, justify the exclusion of the identified positions from the civil service laws and collective bargaining. From the Board's perspective, this structure is essential to ensure that the individuals entrusted with these responsibilities can carry them out without divided obligations, with an appearance of impartiality, and with full accountability to the Board's regulatory purpose.

For these reasons, the Hawaii Law Enforcement Standards Board strongly supports SB 2593 and asks that it move forward.

Sincerely,

Adrian Dhakhwa  
Chair, Hawaii Law Enforcement Standards Board



## 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 Labor and Technology  
Committee on Public Safety and Military Affairs

Testimony by  
Hawaii Government Employees Association

February 4, 2026

### S.B 2593 – RELATING TO THE LAW ENFORCEMENT STANDARDS BOARD

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO opposes the purpose and intent of S.B 2593, which would remove certain positions within the Law Enforcement Standards Board from the State's civil service system and collective bargaining framework.

HGEA questions the necessity of granting the Law Enforcement Standards Board the authority to exempt state positions from Chapters 76 and 89, Hawaii Revised Statutes. Exempt employees do not have the same rights and protections as civil service employees, as they are considered "at-will" employees of the State. HGEA has consistently raised concerns with the continued expansion of exempt positions in state government, particularly when those positions perform ongoing operational functions.

This proposal highlights a broader challenge facing the State workforce. Hawaii's civil service system and the Department of Human Resources Development must evolve to better respond to modern recruitment and retention demands. However, exempting positions should not be used as a substitute for necessary reforms. The State already has tools available to address hiring challenges, including position repricing, market-based salary adjustments, and improvements to hiring timelines and procedures.

Shifting positions out of civil service does not address the State's recruitment and retention challenges and may instead weaken the State's ability to attract qualified professionals, particularly where job security and accountability are essential. If the Law Enforcement Standards Board is experiencing hiring difficulties, the appropriate response is to address compensation and hiring processes with the civil service framework not to eliminate civil service and collective bargaining protections.

Thank you for the opportunity to testify in opposition of S.B. 2593

Respectfully submitted,

Randy Perreira  
Executive Director

**SB-2593**

Submitted on: 2/2/2026 7:02:45 AM

Testimony for LBT on 2/4/2026 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Victor K. Ramos	Individual	Oppose	Written Testimony Only

## Comments:

OPPOSE this bill. I have a better recommendation, REPEAL the Law Enforcement Standard Board entirely. All County LEO jurisdiction WERE already nationally accredited agencies before this left leaning politically motivated review board was introduced during the anti police, "Black Lives Matter" movement.