

JAN 23 2026

---

---

# A BILL FOR AN ACT

RELATING TO INCARCERATED PERSONS.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that paying incarcerated  
2 individuals meaningful wages leads to greatly reduced  
3 recidivism, provides incentive not to break the law to protect  
4 what the individuals have already earned, and allows a financial  
5 means and foundation for successful rehabilitation and reentry  
6 into society.

7           Accordingly, the purpose of this Act is to:

- 8           (1) Require the department of corrections and  
9           rehabilitation to establish a five-year pilot program  
10           to employ and pay incarcerated individuals with fewer  
11           than five years left on their sentence the minimum  
12           wage;
- 13           (2) Require the department of corrections and  
14           rehabilitation to submit annual reports to the  
15           legislature for the duration of the program; and
- 16           (3) Appropriate funds.



1 SECTION 2. (a) There is established within the department  
2 of corrections and rehabilitation a five-year pilot program to  
3 employ and pay incarcerated individuals with fewer than five  
4 years left on their sentence the minimum wage.

5 (b) The department of corrections and rehabilitation shall  
6 contact participants annually for three years after the  
7 participant's release from incarceration to evaluate:

8 (1) The participant's status, including current employment  
9 and living situation; and

10 (2) Whether the financial assistance obtained from the  
11 pilot program helped the participant successfully  
12 reenter and reintegrate into society.

13 (c) The department of corrections and rehabilitation may  
14 contract with a research organization or program manager to  
15 carry out the purposes of this Act.

16 (d) The department of corrections and rehabilitation shall  
17 submit a report of its findings and recommendations on the  
18 progress and outcomes of the program, including any proposed  
19 legislation, to the legislature no later than twenty days prior  
20 to the convening of the regular sessions of 2027, 2028, 2029,  
21 2030, and 2031.



1 SECTION 3. There is appropriated out of the general  
2 revenues of the State of Hawaii the sum of \$2,000,000 or so much  
3 thereof as may be necessary for fiscal year 2026-2027 for the  
4 department of corrections and rehabilitation to establish a  
5 five-year pilot program to employ and pay incarcerated  
6 individuals with fewer than five years left on their sentence  
7 the minimum wage.

8 The sum appropriated shall be expended by the department of  
9 corrections and rehabilitation for the purposes of this Act;  
10 provided that all moneys that are unencumbered as of June 30,  
11 2029, shall lapse as of that date.

12 SECTION 4. This Act shall take effect on July 1, 2026.

13

INTRODUCED BY: 



# S.B. NO. 3038

**Report Title:**

DCR; Pilot Program; Incarcerated Individuals; Minimum Wage; Report; Appropriation

**Description:**

Requires the Department of Corrections and Rehabilitation to establish a five-year pilot program to employ and pay incarcerated individuals with fewer than five years left on their sentence the minimum wage. Requires the Department of Corrections and Rehabilitation to submit reports to the Legislature. Makes an appropriation.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

