

MAR 16 2026

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# SENATE CONCURRENT RESOLUTION

REQUESTING THE FEDERAL GOVERNMENT TO PROVIDE SUPPLEMENTAL  
FUNDING TO INCREASE COMPENSATION FOR ADULT CORRECTIONS  
OFFICERS EMPLOYED BY THE STATE OF HAWAII'S DEPARTMENT OF  
CORRECTIONS AND REHABILITATION.

1           WHEREAS, the State of Hawaii's Department of Corrections  
2 and Rehabilitation (Department) is responsible for maintaining  
3 safe, secure, and humane correctional facilities and for  
4 protecting the safety of staff, incarcerated individuals, and  
5 the broader community; and  
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7           WHEREAS, adult corrections officers are essential frontline  
8 public-safety professionals who perform high-risk duties under  
9 challenging conditions, including staffing shortages, mandatory  
10 overtime, and increased workplace violence; and  
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12           WHEREAS, according to the Department of Corrections and  
13 Rehabilitation Annual Report, the adult corrections officer  
14 vacancy rate has remained at approximately twenty-four percent,  
15 even after aggressive recruitment efforts, which reflects a  
16 persistent and severe staffing shortfall across the State of  
17 Hawaii's correctional facilities; and  
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19           WHEREAS, the Annual Report further reflects that the  
20 Department has been required to rely on emergency hires and  
21 repeated recruit classes to offset high attrition and unfilled  
22 permanent positions, which demonstrates that recruitment alone  
23 has been insufficient to stabilize the workforce without  
24 improved compensation and retention incentives; and  
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26           WHEREAS, low pay relative to the cost of living in Hawaii,  
27 combined with the demanding and dangerous nature of correctional  
28 work, contributes significantly to ongoing attrition and  
29 difficulties attracting qualified applicants to adult  
30 corrections officer positions; and  
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1           WHEREAS, chronic understaffing in correctional facilities  
2 increases safety risks, strains existing staff, undermines  
3 rehabilitative programming, and threatens compliance with  
4 constitutional and statutory standards of care; and  
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6           WHEREAS, the federal government has recognized nationwide  
7 law enforcement and public safety staffing crises and has, in  
8 recent years, provided supplemental funding to states through  
9 public safety, justice assistance, and workforce stabilization  
10 programs; and  
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12           WHEREAS, targeted federal assistance to support competitive  
13 compensation for state adult corrections officers would directly  
14 advance public safety, reduce turnover, and strengthen the State  
15 of Hawaii's correctional system without shifting the full fiscal  
16 burden to state taxpayers; now, therefore,  
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18           BE IT RESOLVED by the Senate of the Thirty-third  
19 Legislature of the State of Hawaii, Regular Session of 2026, the  
20 House of Representatives concurring, that the federal government  
21 is respectfully requested to:  
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- 23           (1) Provide supplemental funding to increase compensation  
24 for adult corrections officers employed by the State  
25 of Hawaii's Department of Corrections and  
26 Rehabilitation; and  
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- 28           (2) Structure the federal funding to support recruitment  
29 and long-term retention, including base pay  
30 adjustments, differential pay, and other compensation  
31 mechanisms necessary to address persistent vacancy and  
32 attrition rates; and



# S.C.R. NO. 147

1 BE IT FURTHER RESOLVED that certified copies of this  
2 Concurrent Resolution be transmitted to the President of the  
3 United States, Vice President of the United States, Speaker of  
4 the United States House of Representatives, Majority and  
5 Minority Leaders of the United States Senate and House of  
6 Representatives, and members of Hawaii's Congressional  
7 delegation.

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OFFERED BY: \_\_\_\_\_

*Karl Rhoads*

