

MAR 16 2026

SENATE 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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32 WHEREAS, chronic understaffing in correctional facilities
33 increases safety risks, strains existing staff, undermines



1 rehabilitative programming, and threatens compliance with
2 constitutional and statutory standards of care; and

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4 WHEREAS, the federal government has recognized nationwide
5 law enforcement and public safety staffing crises and has, in
6 recent years, provided supplemental funding to states through
7 public safety, justice assistance, and workforce stabilization
8 programs; and

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10 WHEREAS, targeted federal assistance to support competitive
11 compensation for state adult corrections officers would directly
12 advance public safety, reduce turnover, and strengthen the State
13 of Hawaii's correctional system without shifting the full fiscal
14 burden to state taxpayers; now, therefore,

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16 BE IT RESOLVED by the Senate of the Thirty-third
17 Legislature of the State of Hawaii, Regular Session of 2026,
18 that the federal government is respectfully requested to:

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20 (1) Provide supplemental funding to increase compensation
21 for adult corrections officers employed by the State
22 of Hawaii's Department of Corrections and
23 Rehabilitation; and
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25 (2) Structure the federal funding to support recruitment
26 and long-term retention, including base pay
27 adjustments, differential pay, and other compensation
28 mechanisms necessary to address persistent vacancy and
29 attrition rates; and



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

