

STAND. COM. REP. NO. 1454-26

Honolulu, Hawaii

MAR 30 , 2026

RE: S.B. No. 3109
S.D. 1
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Madame:

Your Committee on Labor, to which was referred S.B. No. 3109,
S.D. 1, H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO THE HAWAII EMERGENCY
MANAGEMENT AGENCY,"

begs leave to report as follows:

The purpose of this measure is to establish the Administrator of the Hawaii Emergency Management Agency as the Deputy Director of Emergency Management and vest this position with operational authority over the Hawaii Emergency Management Agency.

Your Committee received testimony in support of this measure from the Department of Defense and Hawaii Emergency Management Agency.

Your Committee finds that effective emergency management depends on the State's ability to recruit, retain, and support experienced professionals in positions with clearly defined authority, responsibilities, and career standing. Your Committee further finds that misalignment between job duties, organizational structure, and executive classification can undermine workforce stability, create inequities in compensation, and limit accountability within critical public safety operations. Your Committee believes that establishing a clearly defined Deputy

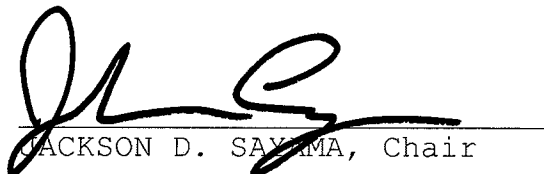
2026-2680 SB3109 HD1 HSCR HMSO



Director position within the Hawaii Emergency Management Agency with appropriate authority and salary recognition supports a stable and professional workforce, strengthens labor management practices, and enhances continuity in emergency preparedness and response.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 3109, S.D. 1, H.D. 1, and recommends that it be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor,


JACKSON D. SAYAMA, Chair



