

# OFFICE OF INFORMATION PRACTICES

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To: House Committee on Labor

From: Carlotta Amerino, Director

Date: March 17, 2026, 9:30 a.m.  
State Capitol, Conference Room 309

Re: Testimony on S.B. No. 2382, S.D. 1  
Relating to Law Enforcement

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Thank you for the opportunity to submit testimony on this bill, which would create a kupaa retention bonus program for sworn law enforcement officers. The Office of Information Practices (OIP) takes no position on the substance of this bill, but is concerned that the confidentiality provision in proposed section 353C-\_\_(b)(4), HRS, which would bar disclosure of personally identifiable information about the bonuses, would conflict with the requirements of chapter 92F, HRS, the Uniform Information Practices Act (UIPA). OIP prefers the language of H.B. 2153, H.D. 1, which provides for confidentiality only when the UIPA does not require otherwise.

Section 92F-12(a)(14), HRS, requires specified information about government employees to be public notwithstanding the UIPA's exceptions to disclosure. That public information includes employee compensation (exact salary or, for civil service and union employees, salary range), hours worked, leave time taken, and dates of service, among other things. Since the type of information used to determine eligibility for the bonus is required to be public information, and employee compensation is required to be public information, the prohibition against disclosing

personally identifiable information about bonus recipients sets up an apparent conflict of law.

If this Committee's intent is to ensure that the department's reports on the program include only aggregated information and the department does not proactively publish individually identifiable information, **OIP recommends adding the phrase "except as required under chapter 92F" to the end of paragraph 353-\_\_ (b)(4), on bill page 4, line 16, so the paragraph ends ". . . and shall not disclose personally identifiable information except as required under chapter 92F."**

Thank you for considering OIP's testimony.



*The Judiciary, State of Hawai‘i*  
*Ka ‘Oihana Ho‘okolokolo, Moku‘āina ‘o Hawai‘i*

**Testimony to the Thirty-Third Legislature, 2026 Regular Session**

**House Committee on Labor**  
Representative Jackson D. Sayama, Chair  
Representative Mike Lee, Vice Chair

Tuesday, March 17, 2026, 9:30 a.m.  
State Capitol, Conference Room 309 & Videoconference

By

Paul Quick  
Special Assistant to the Administrative Director of the Courts for Judiciary Security

**WRITTEN TESTIMONY ONLY**

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**Bill No. and Title:** Senate Bill No. 2382, SD1, Relating to Law Enforcement

**Purpose:** Establishes the Kūpa‘a Retention Bonus Program to be administered by the Department of Law Enforcement to provide \$15,000 retention bonuses to eligible sworn law enforcement officers that have worked a minimum of two thousand hours during the preceding fiscal year, subject to collective bargaining negotiations. Requires the Department of Law Enforcement to report to the Legislature on the effectiveness of the Kūpa‘a Retention Bonus Program. Appropriates funds for the Kūpa‘a Retention Bonus Program. Sunsets 6/30/2028. (SD1)

**Judiciary's Position:**

The Judiciary supports the intent of this measure, which would ensure the retention of eligible sworn law enforcement officers.

The Department of Law Enforcement provides essential law enforcement services for the Judiciary, as well as at the Legislature and for Executive branch locations. The Department of Law Enforcement is currently experiencing a higher-than-normal vacancy rate and is experiencing difficulty staffing required assignments throughout the state. In addition, a pay disparity exists between Department of Law Enforcement sworn law enforcement officers and



Senate Bill No. 2382, SD1 Relating to Law Enforcement  
House Committee on Labor  
Tuesday, March 17, 2026 at 9:30 a.m.  
Page 2

similar sworn officers employed by county police departments, complicating retention of Department of Law Enforcement sworn law enforcement officers.

Issuance of a retention bonus would allow the Department of Law Enforcement to retain sworn law enforcement officers, and at the same time, be useful as a recruitment tool to recruit and retain Hawai'i's best for the Department of Law Enforcement. The availability of a retention bonus might also help the Department of Law Enforcement to recruit the United States' best applicants into a law enforcement career and to bring those best recruits to Hawai'i in order to provide a safe environment for the protection of the Legislature, the Judiciary and the Executive branches. The retention bonus allows the Department of Law Enforcement to potentially build capacity for its core functions of protecting Legislative and Judiciary facilities, as well as public officials in the Legislative and Executive branch.

The Judiciary has a strong interest in ensuring the success of Department of Law Enforcement operations, as the administration of justice requires effective protection of Judiciary personnel, facilities, and the public. The Judiciary looks forward to enhancing its partnership with the Department of Law Enforcement through this measure, which will improve the Department of Law Enforcement's ability to retain sworn law enforcement officers, as well as to use this bonus as a recruitment tool, in order to ensure adequate levels of security resources to protect Legislature and Judiciary operations, employees, and the public.

We respectfully request that any appropriation provided not supplant the Judiciary's existing funding or budget requests.

Thank you for the opportunity to testify on this measure.

**JOSH GREEN, M.D.**  
GOVERNOR  
KE KIA'ĀINA



**MIKE LAMBERT**  
Director

**ERNEST J. ROBELLO**  
Deputy Director  
Administration

**SYLVIA LUKE**  
LT GOVERNOR  
KA HOPE KIA'ĀINA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII  
**DEPARTMENT OF LAW ENFORCEMENT**  
*Ka 'Oihana Ho'okō Kānāwai*  
715 South King Street  
Honolulu, Hawaii 96813

**JARED K. REDULLA**  
Deputy Director  
Law Enforcement

TESTIMONY ON SENATE BILL 2382, SENATE DRAFT 1  
RELATING TO LAW ENFORCEMENT  
Before the House Committee on  
LABOR  
Tuesday, March 17, 2026, 9:30 AM  
State Capitol Conference Room 309  
Testifier: Ernest Robello

Chair Sayama, Vice Chair Lee, and members of the Committee:

The Department of Law Enforcement (DLE) supports Senate Bill 2382, Senate Draft 1. This bill establishes the Kupaa Retention Bonus Program to be administered by the Department of Law Enforcement, providing \$15,000 retention bonuses to eligible sworn law enforcement officers who have worked a minimum of 2,000 hours during the preceding fiscal year. The program is subject to collective bargaining negotiations, appropriates funds for its implementation, requires the DLE to report to the Legislature on the program's effectiveness, and sunsets on June 30, 2028.

Law enforcement agencies nationwide, including here in Hawai'i, are facing a serious and growing crisis in the recruitment and retention of qualified sworn officers. Increasing retirements and resignations, along with aggressive recruitment efforts by mainland law enforcement agencies, have created a staffing environment in which the loss of experienced officers is outpacing the ability to bring in and train new ones. The DLE is acutely aware of this challenge, as a significant proportion of officer resignations within the Department have been attributed to officers departing for other law enforcement

agencies, both within the State and on the mainland, where compensation and incentive packages are more competitive.

The Kupaa Retention Bonus Program directly addresses this retention crisis by providing a meaningful financial incentive to sworn officers who demonstrate a strong commitment to service through the 2,000-hour work requirement. A \$15,000 retention bonus is a substantial and tangible recognition of the dedication and sacrifices made by our law enforcement personnel, and it sends a clear message that the State values their continued service. Retaining experienced officers is not merely a financial consideration but a matter of public safety. Seasoned officers bring institutional knowledge, community relationships, and operational expertise that cannot be easily or quickly replaced.

DLE is working to close the compensation gap between State and county law enforcement officers and has consistently emphasized that competitive pay and incentives are among the most effective tools available to address the staffing shortage. The Kupaa Retention Bonus Program is a logical and necessary compensation effort that will provide direct financial incentives tied to demonstrated hours of service. The program rewards commitment and encourages officers to continue their careers with the DLE rather than seek opportunities elsewhere.

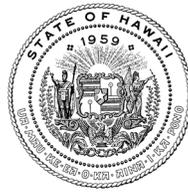
The inclusion of a sunset date of June 30, 2028, and the requirement that the DLE report to the Legislature on the program's effectiveness by December 1, 2028, reflect a responsible and measured approach to this initiative. These provisions ensure legislative oversight and allow for an evidence-based evaluation of the program's impact on retention rates before any decision is made regarding its continuation or expansion. The DLE welcomes this accountability framework and is committed to administering the program effectively and transparently.

The Department of Law Enforcement also recommends incorporating additional safeguards into the program to ensure that retention bonuses align with professional conduct and performance expectations. The Department supports language clarifying that officers who are terminated for cause or who are subject to a disciplinary suspension exceeding a specified threshold within the qualifying fiscal year shall be ineligible to receive the retention bonus. These safeguards would help ensure that the program reinforces accountability, professionalism, and public trust while recognizing officers who demonstrate sustained and satisfactory service.

Additionally, the Department recommends consideration of a modified eligibility framework for rehired retirees serving in temporary "89-day hire" or similar appointment statuses. Establishing an adjusted minimum-hours-worked requirement for this limited category of experienced personnel would enable the Department to leverage critical institutional knowledge and operational expertise amid ongoing recruitment challenges. This targeted flexibility would support continuity of operations while the Department continues to strengthen long-term hiring and training pipelines.

The DLE respectfully requests the Committee's continued support for this bill and stands ready to work with the legislature and relevant bargaining units to implement the Kupaa Retention Bonus Program in a manner that maximizes its benefit to our officers and to the communities they serve.

Thank you for the opportunity to testify in support of this bill.



JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

SETH S. COLBY, Ph.D.  
DIRECTOR

SABRINA NASIR  
DEPUTY DIRECTOR

STATE OF HAWAII  
DEPARTMENT OF BUDGET AND FINANCE  
*Ka 'Oihana Mālama Mo'ohelu a Kālā*  
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ADMINISTRATIVE AND RESEARCH OFFICE  
BUDGET, PROGRAM PLANNING AND MANAGEMENT DIVISION  
FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT

**WRITTEN ONLY**

TESTIMONY BY SETH S. COLBY, Ph.D.  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE HOUSE COMMITTEE ON LABOR  
ON  
SENATE BILL NO. 2382, S.D. 1

**March 17, 2026  
9:30 a.m.  
Room 309 and Videoconference**

RELATING TO LAW ENFORCEMENT

The Department of Budget and Finance (B&F) offers comments on this bill.

Senate Bill No. 2382, S.D. 1, establishes the Kupaa Retention Bonus Program to be administered by the Department of Law Enforcement (DLE), if negotiated through collective bargaining (CB) under Section 89-9, HRS, to provide \$15,000 retention bonuses to sworn full-time DLE law enforcement officers who have worked a minimum of 2,000 hours during the preceding fiscal year. The retention bonus program will sunset on June 30, 2028, after which no bonuses will be issued. The bill also requires DLE to submit a report to the Legislature no later than December 1, 2028, evaluating the effectiveness of the retention bonus program and appropriates an unspecified amount for FY 27 for the retention bonus program to DLE.

B&F would like to note that the bill will appropriate funds for the retention bonus program prior to the completion of CB negotiations, even though the program is explicitly conditioned on negotiation under Section 89-9, HRS. Funding for the retention bonus program should be appropriated only after the program has been negotiated through CB and cost items are formally submitted to the Legislature.

Thank you for your consideration of our comments.

**JOSH GREEN, M. D.**  
GOVERNOR  
KE KIA'ĀINA



**J.N. MUSTO, PhD**  
CHIEF NEGOTIATOR  
KE PO'O KUKAKUKA

**SYLVIA LUKE**  
LT. GOVERNOR  
KA HOPE KIA'ĀINA

**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**OFFICE OF COLLECTIVE BARGAINING**  
**KE KE'ENA MĀLAMA LIMAHANA AUPUNI**  
**EXECUTIVE OFFICE OF THE GOVERNOR**  
235 S. BERETANIA STREET, SUITE 1201  
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Statement of  
**J.N. Musto, PhD**  
Chief Negotiator, Office of Collective Bargaining

Before the  
**HOUSE COMMITTEE ON LABOR**  
Tuesday, March 17, 2026  
9:30AM  
State Capitol, Conference Room 309

In consideration of  
**SB2382 SD1, RELATING TO LAW ENFORCEMENT**

Chair Sayama, Vice Chair Lee, and the members of the committee:

The Office of Collective Bargaining (OCB) respectfully opposes SB2382 SD1, which establishes the Kupaa Retention Bonus Program administered by the Department of Law Enforcement, and provides \$15,000 retention bonuses to eligible sworn law enforcement officers that have worked a minimum of two thousand hours during the preceding fiscal year, subject to collective bargaining negotiations.

The OCB is concerned that appropriating funds for compensation increases yet to be negotiated is inappropriate and immature and may significantly diminish the Employer's ability to collectively bargain on the compensation of not only department law enforcement officers, but all public sector employees. The OCB notes that historically, and in accordance with 89-10 HRS, cost items including wages, are submitted to the Legislature after agreement between the Employer and Union is reached and ratification by the concerned employees is complete.

Furthermore, the OCB is extremely concerned about the unintended consequences this measure may have on current and future negotiations affecting all public sector employees. For example, bargaining units may see this as an opportunity to get "two bites of the apple" by seeking items both at the collective bargaining table and through the legislature.

Based on the above, the OCB respectfully requests that this measure be **amended** to remove appropriations that would fund compensation increases that have not yet been negotiated under Chapter 89.

Thank you for the opportunity to provide testimony and comments on this measure.



## UNITED PUBLIC WORKERS

AFSCME Local 646, AFL-CIO

**HOUSE OF REPRESENTATIVES  
THE THIRTY-THIRD LEGISLATURE  
REGULAR SESSION OF 2026**

**COMMITTEE ON LABOR**  
Rep. Jackson D. Sayama, Chair  
Rep. Mike Lee, Vice Chair

Tuesday, March 17, 2026, 9:30 AM  
Conference Room 309 & Videoconference

**Re: Testimony on SB2382, SD1 – RELATING TO LAW ENFORCEMENT**

Chair Sayama, Vice Chair Lee, and Members of the Committee:

The United Public Workers, AFSCME Local 646, AFL-CIO (“UPW”) is the exclusive bargaining representative for approximately 12,000 public employees, which includes blue collar, non-supervisory employees in Bargaining Unit 1 and institutional, health, and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties.

UPW provides comments on SB2382, SD1, which Establishes the Kupaa Retention Bonus Program to be administered by the Department of Law Enforcement (“DLE”) to provide \$15,000 retention bonuses to eligible sworn law enforcement officers that have worked a minimum of two thousand hours during the preceding fiscal year, subject to collective bargaining negotiations.

We recognize the issues that this bill is trying to address and believe that sworn personnel employed by the Department of Law Enforcement should be compensated comparably to their counterparts within county police departments. However, we are concerned by any legislation that could potentially circumvent, or even undermine, the collective bargaining provisions in Chapter 89, Hawaii Revised Statutes. Despite a provision that states the proposed two-year program would be subject to collective bargaining, the criteria prescribed in this measure constrains “good faith” negotiations while prefunding these retention bonuses into the next fiscal biennium. We believe that these types of discussions should remain between an employer and the employees’ exclusive representative.

Mahalo for the opportunity to comment on this measure.

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**SB-2382-SD-1**

Submitted on: 3/16/2026 10:56:18 AM

Testimony for LAB on 3/17/2026 9:30:00 AM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Bryson Nakamoto	Individual	Support	Written Testimony Only

Comments:

I support this bill, thank you.