



MARCH 24, 2026

SENATE BILL 3251 SD2 HD1

CURRENT REFERRAL: LAB

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Kris Coffield,
President

David Negaard,
Director

Mireille Ellsworth,
Director

Justin Salisbury,
Director

Eileen Roco,
Director

Beatrice DeRego,
Director

Corey Rosenlee,
Director

Amy Zhao,
*Policy and Partnerships
Strategist*

POSITION: SUPPORT

Imua Alliance supports SB 3251 SD2 HD1, relating to public safety, which prohibits the Department of Law Enforcement, Department of Land and Natural Resources, Department of Taxation, and Department of the Attorney General from appointing or employing former United States Immigration and Customs Enforcement or Border Patrol agents and employees as law enforcement officers.

Imua Alliance is a Hawai'i-based organization dedicated to ending sexual exploitation and gender violence. Many of the survivors with whom we have worked are migrants, who have been subjected to violence and unfathomable harm in our community.

This measure advances Hawai'i's commitment to due process, public safety, and community trust by ensuring that state resources and institutions are not used to facilitate federal immigration enforcement in ways that undermine civil rights or deter survivors from seeking help.

This bill is rooted in a growing national conversation about accountability, public trust, and the role of federal immigration enforcement practices in local policing. Across the country, communities have raised serious concerns about ICE operations, including allegations of wrongful detention of U.S. citizens, racial profiling, and excessive force.

At the same time, federal policy changes have dramatically expanded ICE's enforcement scope, with tens of thousands of additional agents recruited in recent years, raising concerns among policymakers about the risk of importing federal enforcement culture into local policing environments.

Hawai'i is not alone in considering policies like SB 3251. In Washington State, legislators recently introduced a bill that would ban law enforcement agencies from hiring former ICE officers, explicitly citing the need to

maintain community trust and prevent federal enforcement tactics from shaping local policing culture. Additionally, in Illinois, lawmakers have proposed legislation to restrict the hiring of former ICE agents in public safety roles as part of broader efforts to protect immigrant families and rebuild trust between communities and government institutions. At the federal level, members of Congress have even proposed a freeze on ICE hiring itself, citing concerns about rapid expansion, training capacity, and civil rights violations.

These proposals reflect a clear and growing trend: jurisdictions are taking proactive steps to ensure that local public safety institutions reflect local values of transparency, civil rights, and community trust, rather than importing enforcement cultures associated with aggressive federal immigration practices.

Research consistently shows that when immigrant communities fear law enforcement, they are less likely to report crimes, cooperate with investigations, or seek help. By ensuring that Hawai'i's law enforcement agencies are staffed by officers who are accountable under local standards, rather than federal immigration enforcement frameworks, this bill ensures residents feel secure engaging with public safety institutions.

Hawai'i has long prioritized inclusion, civil rights, and community-based public safety. Passing this proposal ensures that state agencies are aligned with those values by maintaining clear boundaries between federal immigration enforcement and local policing roles.

With aloha,

Kris Coffield

President, Imua Alliance

**Testimony of Megahn Chun and Alejandro Villarino
In SUPPORT of SB3251 SD2 HD1**

Committee on Labor

Representative Jackson D. Sayama, Chair
Representative Mike Lee, Vice Chair

Hearing Date: March 24, 2026

Dear Chair Jackson D. Sayama, Vice Chair Mike Lee, and members of the Committee on Labor, Our names are Megahn Chun and Alejandro Villarino, and we submit this testimony in **support of SB3251 SD2 HD1**, which prohibits the Department of Law Enforcement, Department of Land and Natural Resources, Department of Taxation, and the Department of the Attorney General from appointing or employing former United States Immigration and Customs Enforcement (ICE) or Border Patrol agents and employees as law enforcement officers.

Mercado de la Raza is a community-driven Latin market in Hawai‘i that serves as a hub for Latino and immigrant entrepreneurs, families, and cultural exchange. Through small business support, community programming, and accessible resources, Mercado de la Raza works to uplift historically underserved communities and create pathways to economic stability, safety, and belonging. In our daily work, we are in direct relationship with immigrant families whose well-being is deeply impacted by state policies, and we are committed to advocating for initiatives like HB1548 HD1 that promote equity, protection, and opportunity for our community.

Hiring standards are workforce policy — and this is precisely why SB3251 SD2 HD1 belongs before the House Committee on Labor. The bill establishes a clear, transparent statewide hiring standard to ensure that state law enforcement agencies remain focused on Hawai‘i’s community-based public safety mission rather than importing a federal civil immigration enforcement culture. Public safety depends on community trust. Many immigrant and mixed-status families already fear that interactions with law enforcement could lead to immigration consequences. This bill helps ensure that state agencies are not perceived — or used — as extensions of federal civil immigration enforcement.

Rather than leaving this to individual agency discretion, SB3251 SD2 HD1 creates a consistent statewide standard. It protects the legitimacy of covered agencies — DLE, DLNR, DOT, and the AG — and promotes accountability in hiring. When residents trust local institutions, they report crimes, cooperate as witnesses, and seek help when needed. This bill has passed the Senate and the House ECD committee — the Labor Committee is the next step toward advancing this community trust and workforce policy measure to JHA and final passage.

For these reasons, I respectfully request that the Committee **PASS SB3251 SD2 HD1**.

Mahalo for the opportunity to provide testimony.

Sincerely,
Megahn Chun and Alejandro Villarino
Mercado de la Raza
808.593.2226

SB-3251-HD-1

Submitted on: 3/23/2026 6:18:08 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Yvette Kay	Kona Indivisible & Matriarchy Rising	Support	Written Testimony Only

Comments:

My name is Yvette Kay and I am a resident of Kailua Kona in Hawai'i County. I am on the leadership team for Kona Indivisible and run the protest arm of Kona Indivisible named, Matriarchy Rising. I support this bill.

yvettekay_99@yahoo.com

96740

415-706-9638

1. A hiring standard is a labor policy: LAB's role is to ensure state workforce decisions align with the State's values and service mission — this bill does that.
2. Protects the legitimacy and community trust of state law enforcement agencies — local policing effectiveness depends on community confidence.
3. Prevents importing a federal civil immigration enforcement culture into state agencies with community-based public safety missions.
4. Reduces fear-based avoidance: when immigrant communities trust state law enforcement isn't staffed with former ICE/Border Patrol, they report crime and seek help.
5. Targeted and specific: covers DLE, DLNR, DOT, and AG — the agencies with the most direct law enforcement and community contact roles.
6. Creates a clear, transparent statewide standard rather than leaving hiring decisions to agency discretion or political pressure.
7. Passed Senate with amendments, passed House ECD — LAB can advance this to JHA and toward final passage.

SB-3251-HD-1

Submitted on: 3/23/2026 7:29:38 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Terry McDonald	Indivisible Hilo One	Support	Written Testimony Only

Comments:

The lawless actions of ICE witnessed in many cities on the mainland are not compatible with the aloha of Hawaii. Once so trained, it is disqualifying. Making it law is righteous.



COMMITTEE ON LABOR

Rep. Jackson D. Sayama, Chair

Rep. Mike Lee, Vice Chair

HEARING:

Tuesday, March 24, 2026 at 9:30 am, via Videoconference and Conference Room 309

TESTIMONY **IN SUPPORT** OF SB 3251, SD2, HD1 - RELATING TO PUBLIC SAFETY.

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

My name is Veronica Mendoza, Founding Executive Director of Roots Reborn and a founding coalition member of El Pueblo en Acción (EPA) Maui — *The People in Action Maui*. I am writing in **strong support of SB 3251, SD2, HD1**, Relating to Public Safety, which prohibits the Department of Law Enforcement, Department of Land and Natural Resources, Department of Taxation, and Department of the Attorney General from appointing or employing former United States Immigration and Customs Enforcement or Border Patrol agents and employees as law enforcement officers.

Roots Reborn is a grassroots, multicultural immigrant-justice and disaster-response organization serving migrant and immigrant communities on Maui and beyond. Born out of the August 2023 wildfires, we immediately stepped in to move aid, navigate systems alongside families, and build the trusted relationships that still anchor our work today. What began as wildfire response has grown into essential infrastructure for immigrant communities facing overlapping crises—from recovery and housing instability to shifting federal policies, increased enforcement, and rising fear.

The trust we have built has given us proximity to hear stories that rarely reach these chambers. Families who survived the fires, who lost homes, who are still piecing their lives together, now live with the additional terror of being separated from their children, their spouses, their neighbors. Many are afraid to go to work or school, or even to seek necessary medical care. For fire survivors already navigating grief, displacement, and rebuilding, this new crisis lands on top of everything else. Recovery becomes impossible when fear is constant.

Since December 2024, we have been meeting this new man-made disaster head-on. Roots Reborn is a founding coalition member of EPA Maui, a rapid response network and tipline made up of allied organizations and concerned community members. We exist because we believe an informed, calm community is a safer community.

Through this coalition, we have:

- Distributed over 3,500 flyers on constitutional rights
- Trained more than 700 community members through Know Your Rights workshops
- Delivered over 50 trainings to healthcare providers, social service organizations, business owners, faith communities, educators, and labor union leaders
- Processed more than 450 calls and texts through our tipline from community members concerned about federal enforcement activity
- Trained over 60 volunteer observers in verification, de-escalation, and peaceful documentation

For months we have seen video evidence of aggressive, heavily armed, masked federal agents subjecting people to excessive force, with no identifying tag or badge, refusing to identify themselves while violating people's constitutional rights to peaceably observe and document their behavior. These tactics heighten fear in the public and interfere with accountability for misconduct by the officers.

On Maui, we are witnessing an erosion of trust and an increase in fear. Community members are afraid to go to work and children are unable to go to school. We have heard stories from healthcare providers of patients forgoing critical care, and from faith leaders that people feel unable to attend religious services due to fear of



confrontation by masked and unidentified federal agents. Trust in law enforcement of all kinds, even our local police departments, has eroded as a result. Coalition member organizations have been called upon to address the potential harms to victims of violent crime, especially women and children subjected to domestic violence, who are now afraid to ask for help from the local law enforcement officers who have a duty to protect them.

This bill sets a clear boundary that helps ensure state law enforcement is perceived as accountable to Hawai'i's public safety priorities and community wellbeing. When residents trust that seeking help will not lead to immigration-related harm, they are more likely to report domestic violence, trafficking, exploitation, and other serious crimes, and to cooperate as witnesses. Stronger trust means stronger public safety outcomes for everyone. Our trained observers do this work daily. We know that transparency enables accountability, and accountability rebuilds trust. We **urge you to support SB 3251, SD2, HD1** and to vote to pass it out of this committee.

Sinceramente,

A handwritten signature in black ink, appearing to read 'Veronica', written in a cursive style.

Veronica Mendoza

Maui Roots Reborn, *Founding Executive Director*

El Pueblo en Accion Maui, *Founding Coalition Member*



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hicoalitionforimmigrantrights@gmail.com

Testimony of Liza Ryan-Gill

SUPPORT of SB3251 SD2 HD1

Hearing Date: March 24, 2026

Dear Chair Jackson D. Sayama, Vice Chair Mike Lee, and members of the Committee on Labor,

My name is **Liza Ryan-Gill**, and I submit this testimony on behalf of the **Hawai‘i Coalition for Immigrant Rights (HCIR)**. HCIR is a statewide coalition of 30+ immigrant-serving and immigrant-led organizations across the pae ‘āina working to advance policies that protect immigrant and migrant communities and strengthen Hawai‘i as a place where all families can thrive.

We submit this testimony in **STRONG SUPPORT** of **SB3251 SD2 HD1**, which prohibits the Department of Law Enforcement, the Department of Land and Natural Resources, the Department of Taxation, and the Department of the Attorney General from appointing or employing former U.S. Immigration and Customs Enforcement (ICE) or Border Patrol agents and employees as law enforcement officers.

Hiring standards are workforce policy — and this is precisely why SB3251 SD2 HD1 belongs before the House Committee on Labor. The bill establishes a clear, transparent statewide hiring standard to ensure that state law enforcement agencies remain focused on Hawai‘i’s community-based public safety mission rather than importing a federal civil immigration enforcement culture.

This bill is urgent in the current DHS/ICE moment. DHS and ICE are expanding rapidly, raising real concerns about standards, oversight, and accountability. The federal government has accelerated immigration enforcement and significantly expanded ICE capacity — a pace of growth that inevitably strains recruitment, training pipelines, and supervision systems. HCIR is not arguing that every former federal employee is unqualified as an individual. Our point is this: when a federal agency is scaling up quickly and adjusting hiring and training practices to meet aggressive staffing goals, downstream risks to safety, professionalism, and accountability increase. State agencies should not be put in the position of absorbing those risks.

ICE operations are also generating serious public trust crises, investigations, and liability concerns in multiple jurisdictions. When enforcement agencies expand rapidly and operate in ways perceived as unaccountable, the public pays the price through preventable harm, litigation exposure, and eroded trust in public institutions. Hawai‘i’s state agencies should not face heightened risk of civil liability, reputational damage, and community non-cooperation by



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integrating individuals whose most recent law enforcement experience was in a federal civil immigration enforcement apparatus under intense controversy and scrutiny.

Community trust is the foundation of public safety. Immigrant and mixed-status families already hesitate to report crimes, call 911, or cooperate as witnesses when they fear any connection between local law enforcement and federal immigration enforcement. SB3251 SD2 HD1 sets a clear boundary that strengthens confidence that Hawai‘i law enforcement serves Hawai‘i’s public safety priorities — not civil immigration enforcement. This matters for everyone. When survivors and witnesses trust law enforcement, they report domestic violence, trafficking, exploitation, and other serious crimes earlier, and they cooperate in investigations and prosecutions — improving safety statewide.

Rather than leaving this to individual agency discretion, SB3251 SD2 HD1 creates a consistent statewide standard that protects the legitimacy of covered agencies — DLE, DLNR, DOT, and the AG — and promotes accountability in hiring. Hawai‘i is not alone in recognizing this need: across the country, lawmakers and local governments are considering or advancing policies to restrict the hiring of former ICE/CBP personnel into state and local law enforcement roles, reflecting a growing consensus that state and local agencies must draw clear lines to keep public safety institutions distinct from federal civil immigration enforcement.

This bill has passed the Senate and the House ECD committee. The Committee on Labor is the next step toward advancing this community trust and workforce policy measure to JHA and final passage.

For these reasons, the Hawai‘i Coalition for Immigrant Rights respectfully urges the Committee to **PASS SB3251 SD2 HD1**.

Mahalo for the opportunity to provide testimony.

Respectfully,

Liza Ryan-Gill

Co-Director

Hawai‘i Coalition for Immigrant Rights

lryangill@hicir.org www.hicir.org

SB-3251-HD-1

Submitted on: 3/20/2026 8:39:40 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
William Caron	Individual	Support	Written Testimony Only

Comments:

Aloha Chair, Vice Chair, and members of the committee,

I am writing in **strong support of SB3251**, which would prohibit the Department of Law Enforcement, Department of Land and Natural Resources, Department of Taxation, and Department of the Attorney General from appointing or employing former United States Immigration and Customs Enforcement or Border Patrol agents as law enforcement officers. This bill affirms that Hawai‘i has the right and responsibility to set its own standards for who serves in positions of public trust within our state.

Law enforcement officers in Hawai‘i must be suited to serve our unique communities. Our state has a distinct cultural fabric, a diverse population, and a history that demands officers who understand and respect the people they are sworn to protect. Federal immigration enforcement agents operate under a different mandate, with different training, different priorities, and a different relationship to the communities they encounter. SB3251 simply recognizes that experience in federal immigration enforcement does not automatically qualify someone to serve as a law enforcement officer in Hawai‘i.

Trust is the foundation of effective policing. When community members fear those who carry badges, they do not call 911. They do not report crimes. They do not cooperate with investigations. That breakdown in trust makes everyone less safe. Hawai‘i has the authority to determine which backgrounds and experiences align with the kind of community-based, trust-centered policing our residents expect and deserve.

This bill is about state standards, not federal policy. It does not comment on the work of federal agencies generally. It simply establishes that individuals whose entire law enforcement experience has been within a federal immigration enforcement framework—one focused on detention and removal rather than community safety—are not automatically qualified for state law enforcement positions. That is a reasonable exercise of state discretion.

Hawai‘i should set its own hiring standards for its own officers. SB3251 ensures that those entrusted with enforcing our state laws are suited to the communities they will serve. It is a measured, appropriate exercise of state authority.

I urge you to pass this bill. Mahalo for the opportunity to testify.

R.Kana'iaupuni Gomes

Email:

rkgomes@gmail.com

Phone: 808-348-4074

March 20, 2026

Chair, Vice Chair, and Members
House Committee on Judiciary and Hawaiian Affairs
Hawai'i State Legislature

And

Senate and House Introdurers and Co-Sponsors of SB 3251, SD2, HD1
Hawai'i State Legislature

Re: Testimony in Strong Support of SB 3251, SD2, HD1 – Relating to Public Safety

Dear Chair, Vice Chair, and Members of the Committee, and Senate and House
Introdurers and Co-Sponsors of SB 3251, SD2, HD1:

I write as a private and concerned resident of the State of Hawai'i to respectfully submit
testimony in strong support of SB 3251, SD2, HD1, Relating to Public Safety.

SB 3251 responds to an extensive and troubling record of incidents in which United States Immigration and Customs Enforcement (ICE) and Border Patrol agents have allegedly engaged in wrongful detentions, excessive uses of force, and serious due process violations, including against United States citizens, children, kūpuna, people with significant medical needs, and individuals with disabilities. These incidents, as detailed in the bill's findings, demonstrate a pattern of inadequate safeguards, escalation to unnecessary violence, and prolonged or wrongful detention that undermines public safety and erodes confidence in law enforcement.

The bill appropriately recognizes that agents involved in such practices may, in the future, seek employment with state and local law enforcement agencies, particularly if federal leadership, budgets, or priorities change and result in workforce reductions. It further recognizes that because many ICE and Border Patrol agents have operated while masked, failed to properly identify themselves, and benefited from institutional shields against accountability, it is often impossible to determine which specific individuals are responsible for abuses.

To address these concerns, SB 3251, SD2, HD1 establishes a narrow but important safeguard by prohibiting, after June 30, 2026, the appointment or employment of any person as: (1) an employee of the Department of Law Enforcement who is conferred with police powers by the Director of Law Enforcement; or (2) an employee of the Department of Land and Natural Resources, Department of Taxation, or Department of the Attorney General who is conferred by law with general police powers, if that person worked for ICE or Border Patrol for more than ninety cumulative days between January 1, 2025, and December 31, 2028. This framework is carefully tailored: it applies only to positions with State-conferred police powers; it targets a defined time window; and it focuses on two specific federal enforcement agencies whose recent conduct has been extensively documented in the legislative findings.

In my view, the measure has several significant strengths: it centers the protection of civil and constitutional rights; it proactively seeks to prevent the importation of abusive practices into Hawai'i's law-enforcement institutions; and it does so in a way that is limited in scope, rather than imposing a broad, indiscriminate bar on all former federal employees. By acknowledging the practical impossibility of identifying individual perpetrators where operations were conducted under masks and secrecy, the bill adopts a public-safety-based rule that is both reasonable and precautionary.

At the same time, I respectfully suggest several refinements that could strengthen the bill and facilitate its implementation. First, the current effective date of July 1, 3000 appears to function as a deferral placeholder and would, if left unchanged, render the measure purely symbolic. I urge the Legislature to amend the effective date to July 1, 2026, or another near-term date deemed appropriate by the committees, so that the protections contemplated by SB 3251, SD2, HD1 are realized during the same general period in which the identified risks exist.

Second, the bill's current approach relies solely on the fact of more than ninety days of employment with ICE or Border Patrol during the specified period, without any mechanism for individualized review of a prospective employee's conduct or record. To balance public safety with fairness, the Legislature may wish to consider including an exception process under which a former ICE or Border Patrol employee could affirmatively demonstrate, through personnel records, disciplinary records, background investigations, and other verifiable documentation, that they did not engage in, direct, or knowingly facilitate violations of constitutional or civil rights, excessive uses of force, or other serious misconduct. The bill could further direct the affected State agencies to adopt clear administrative rules specifying the standards, procedures, and documentation required for such an exception, thereby promoting transparency and consistency.

Third, to avoid any unintended conflicts with existing civil service structures, collective bargaining agreements, veterans' preference provisions, or established grievance and appeal processes, the bill could be enhanced by adding clarifying language that nothing in the Act shall be construed to diminish or impair any procedural or substantive rights afforded to applicants or employees under other applicable laws, rules, or agreements. The Legislature may also wish to request that the Department of Human Resources Development provide guidance and technical assistance to the affected agencies regarding implementation, to ensure that the statute is applied in a manner that is both effective and legally sound.

With these adjustments, SB 3251, SD2, HD1 would continue to send a clear and powerful message that the State of Hawai'i will not reward or import a culture of impunity into its own law-enforcement agencies, while at the same time preserving fairness, due process, and well-defined standards for both agencies and applicants. The bill would thereby advance public safety, protect the civil and constitutional rights of residents and visitors, and reinforce public trust in those who are granted the extraordinary authority of police powers.

Mahalo for the opportunity to provide testimony in strong support of SB 3251, SD2, HD1, and for your continued work to uphold the safety, rights, and dignity of all people in our islands.

Respectfully submitted,

R.Kana'iaupuni Gomes

SB-3251-HD-1

Submitted on: 3/21/2026 8:09:32 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
James E Raymond	Individual	Support	Written Testimony Only

Comments:

Thank you. I am a member of Indivisible Windward.

SB-3251-HD-1

Submitted on: 3/21/2026 8:33:19 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Nancy Louise Jadallah	Individual	Support	Written Testimony Only

Comments:

ICE's recent behavior violates not only constitutional but basic human and civil rights! Keep them out of our state!

SB-3251-HD-1

Submitted on: 3/21/2026 9:27:10 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Jane Aquino	Individual	Support	Written Testimony Only

Comments:

I am writing as an individual and for the Indivisible Hawaii State Network (IHSN) in support of SB3251. This bill would prohibit the employment or appointment of a person who was employed at ICE or CBP after June 30, 2026 to positions in Hawaii with general police powers.

As detailed in Section 1 of SB3251 there have been numerous and appalling incidents of excessive force, violation of civil rights and illegal and abusive detentions by these federal agencies during the first year of the current regime. This brings into question the training, values and leadership of ICE and CBP. This bill is a proactive measure designed to protect Hawaii's law enforcement agencies from corruption and comprise if persons with experience in these federal agencies seek employment in law enforcement agencies here in the islands.

I urge your committees to pass this measure of protection for Hawaii.

Thank you for the opportunity to testify on this Bill. Jane Aquino, Indivisible

SB-3251-HD-1

Submitted on: 3/21/2026 9:28:12 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Martha Nakajima	Individual	Support	Written Testimony Only

Comments:

I support this bill. Thank you. Martha Nakajima, Honolulu, member of Indivisible

SB-3251-HD-1

Submitted on: 3/21/2026 9:49:33 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Karen A Valasek	Individual	Support	Written Testimony Only

Comments:

I am writing as an individual and for the Indivisible Hawaii State Network (IHSN) in support of SB3251. This bill would prohibit the employment or appointment of a person who was employed at ICE or CBP after June 30, 2026 to positions in Hawaii with general police powers.

As detailed in Section 1 of SB3251 there have been numerous and appalling incidents of excessive force, violation of civil rights and illegal and abusive detentions by these federal agencies during the first year of the current regime. This brings into question the training, values and leadership of ICE and CBP. This bill is a proactive measure designed to protect Hawaii's law enforcement agencies from corruption and comprise if persons with experience in these federal agencies seek employment in law enforcement agencies here in the islands.

I urge your committees to pass this measure of protection for Hawaii.

Thank you for the opportunity to testify on this Bill.

Karen Valasek

SB-3251-HD-1

Submitted on: 3/21/2026 9:51:11 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kathleen Dickson	Individual	Support	Written Testimony Only

Comments:

Aloha Committee Chair and members,

I am writing in support of SB3251. This bill would prohibit the employment or appointment of a person who was employed at ICE or CBP after June 30, 2026 to positions in Hawaii with general police powers.

As detailed in Section 1 of SB3251 there have been numerous and appalling incidents of excessive force, violation of civil rights and illegal and abusive detentions by these federal agencies during the first year of the current regime. This brings into question the training, values and leadership of ICE and CBP. This bill is a proactive measure designed to protect Hawaii's law enforcement agencies from corruption and comprise if persons with experience in these federal agencies seek employment in law enforcement agencies here in the islands.

I urge the committee to pass this measure of protection for Hawaiian citizens.

Thank you for the opportunity to testify on this Bill.

kathleen "kate" dickson, Waikiki

SB-3251-HD-1

Submitted on: 3/21/2026 9:54:49 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Ron Brown	Individual	Support	Written Testimony Only

Comments:

I am writing as an individual and for the Indivisible Hawaii State Network (IHSN) in support of SB3251. This bill would prohibit the employment or appointment of a person who was employed at ICE or CBP after June 30, 2026 to positions in Hawaii with general police powers.

The horrifying behavior of the ICE and CBP this year indicates that by training and culture these people are utterly unsuited for working as police in our state. Please support this measure.

SB-3251-HD-1

Submitted on: 3/21/2026 11:10:24 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
John Wassell	Individual	Support	Written Testimony Only

Comments:

I am writing as an individual and for the Indivisible Hawaii State Network (IHSN) in support of SB3251. This bill would prohibit the employment or appointment of a person who was employed at ICE or CBP after June 30, 2026 to positions in Hawaii with general police powers.

As detailed in Section 1 of SB3251 there have been numerous and appalling incidents of excessive force, violation of civil rights and illegal and abusive detentions by these federal agencies during the first year of the current regime. This brings into question the training, values and leadership of ICE and CBP. This bill is a proactive measure designed to protect Hawaii's law enforcement agencies from corruption and comprise if persons with experience in these federal agencies seek employment in law enforcement agencies here in the islands.

I urge your committees to pass this measure of protection for Hawaii.

Thank you for the opportunity to testify on this Bill.

JJ Wassell, member of Indivisible

SB-3251-HD-1

Submitted on: 3/21/2026 11:25:07 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Nancy Johnson	Individual	Comments	In Person

Comments:

I think that it is best to keep ice and the federal government out of our local politics and off our streets.

we have enough problems with our police departments as it is and I would hate to add to it.

SB-3251-HD-1

Submitted on: 3/21/2026 12:59:24 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Jessie L Gonsalves	Individual	Support	Written Testimony Only

Comments:

Support this bill!

SB-3251-HD-1

Submitted on: 3/21/2026 1:45:08 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Larry Smith	Individual	Support	Written Testimony Only

Comments:

Aloha,

Please support this Bill.

Larry Smith

Indivisible

HD 27

SB-3251-HD-1

Submitted on: 3/21/2026 1:53:22 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Judith White	Individual	Support	Written Testimony Only

Comments:

No ICE affiliation here.

Judith White, Kapaa

COMMITTEE ON LABOR

Rep. Jackson D. Sayama, Chair

Rep. Mike Lee, Vice Chair

HEARING:

Tuesday, March 24, 2026 at 9:30 am, via Videoconference and Conference Room 309

TESTIMONY IN SUPPORT OF SB 3251, SD2, HD1 - RELATING TO PUBLIC SAFETY.

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

My name is Christine Andrews and I am a long-term resident of Wailuku, Maui. I am also an attorney licensed in the state of Hawaii for over 25 years and a founding coalition member of El Pueblo en Acción (EPA) Maui — The People in Action Maui. I am writing in **strong support of SB 3251, SD2, HD1**, Relating to Public Safety, which prohibits the Department of Law Enforcement, Department of Land and Natural Resources, Department of Taxation, and Department of the Attorney General from appointing or employing former United States Immigration and Customs Enforcement or Border Patrol agents and employees as law enforcement officers.

I am a Know Your Rights volunteer educator and constitutional protector. I have trained teachers and students, business owners and union members, faith leaders and health care providers, as well as parents and senior citizens on their constitutional rights, that these rights apply to all within the United States regardless of citizenship status, and ways to ensure these rights are protected. I have taught them to prepare themselves, their staff, and their places of work or community service for interactions with federal agents. I am also a constitutional observer, through which I engage in First Amendment-protected documentation of federal agent activity to ensure that people's rights are not violated.

The images we see on the news and social media of aggressive, untrained, unmasked, unbadged persons attacking citizens and noncitizens alike is eroding trust in law enforcement. Community members are concerned that our local police are collaborating with federal agencies on immigration enforcement. There have been reports that victims of sexual and domestic violence, some of our most vulnerable community members, are afraid to call the police for protection because of fear that it may result in the victim being detained by federal agents for immigration matters instead.

People are afraid to go to school and work due to fear of getting swept up in immigration enforcement raids that, in a reversal of long-standing policy, now focus on law-abiding members of our communities. Our friends and family members, the parents of children at our schools, spouses of our neighbors, and owners of small businesses we frequent and depend upon are being detained. I have witnessed families torn apart. The federal government's attacks on immigrants have expanded to detentions based on the color of people's skin, the work they do, and the way that they speak. We are all at risk when federal agents engage in racial profiling. Attacks on people engaged in constitutionally protected First Amendment recording of law enforcement or in peaceable protest have escalated to the use of chemical deterrents on children and families and the murder of two people.

I strongly support SB 3251, SD2, HD1, because it ensures that our local enforcement agencies protect the communities they serve and preserves the historical separation between local law enforcement and federal immigration enforcement responsibilities. We have seen what federal agents are doing, how they are treating our friends and neighbors, citizens and noncitizens alike. They are not serving the public, and former federal agents associated with this aggressive immigration campaign have no place in Hawai'i law enforcement. To hire such people would interfere with the primary responsibility of our law enforcement agencies, which is to maintain the trust and confidence of the residents that live here by clearly delineating their role as public safety officers. When law enforcement roles inappropriately blur the lines by getting involved with federal agents by hiring former ICE or CBP agents, immigrants will not come forward as witnesses in criminal investigations, and women will feel that they cannot report domestic or sexual violence. Collaboration between state law enforcement and federal agents, such as by including former ICE or CBP agents in their ranks, chills our relationship with state law enforcement agencies and the security of our communities is compromised as a result. Therefore, **I request that you support SB 3251, SD2, HD1** and help ensure trust in government law enforcement agencies.

Mahalo,

Christine L. Andrews, J.D.
Wailuku, Maui

SB-3251-HD-1

Submitted on: 3/21/2026 2:49:42 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Brodie Lockard	Individual	Support	Written Testimony Only

Comments:

I support this bill.

SB-3251-HD-1

Submitted on: 3/21/2026 8:36:31 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Lily Troy MD	Individual	Support	Written Testimony Only

Comments:

I support

SB3251

SB-3251-HD-1

Submitted on: 3/21/2026 11:02:02 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Cory Harden	Individual	Support	Written Testimony Only

Comments:

member, Indivisible

SB-3251-HD-1

Submitted on: 3/22/2026 4:17:56 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Younghee Overly	Individual	Support	Written Testimony Only

Comments:

Thank you for this opportunity to support SB3251 SD2 HD1 which prohibits the employment or appointment of a person who was employed at ICE or CBP after June 30, 2026 to positions in Hawaii with general police powers.

This bill is a proactive measure designed to protect Hawaii's law enforcement agencies from corruption and compromise if persons with experience in these federal agencies seek employment in law enforcement agencies here in the islands.

Younghee Overly, a member of Indivisible Hawaii

SB-3251-HD-1

Submitted on: 3/22/2026 9:17:49 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
David Cuthbert	Individual	Support	Written Testimony Only

Comments:

Aloha and mahalo for taking my testimony.

As an individual, and as a member of East Hawai'i Indivisible, I support SB3251 SD2 HD1. It is my belief that a person trained and deployed in the field by ICE/CBP must be considered to be damaged beyond redemption. Certain habits learned by these people will forever color their judgement and actions relating to the people of Hawai'i. Their ICE/CBP history promises to cast a pall over the Hawai'i law enforcement agency they work for and in all court cases involving their police actions. Therefore, I urge you to keep former ICE/CBP personel from working in Hawai'i law enforcement.

David Cuthbert, Pahoā

SB-3251-HD-1

Submitted on: 3/22/2026 10:25:02 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Gail Morrison	Individual	Support	Written Testimony Only

Comments:

I am writing as an individual and for the Indivisible Hawaii State Network (IHSN) in support of SB3251. This bill would prohibit the employment or appointment of a person who was employed at ICE or CBP after June 30, 2026 to positions in Hawaii with general police powers.

As detailed in Section 1 of SB3251 there have been numerous and appalling incidents of excessive force, violation of civil rights and illegal and abusive detentions by these federal agencies during the first year of the current regime. This brings into question the training, values and leadership of ICE and CBP. This bill is a proactive measure designed to protect Hawaii's law enforcement agencies from corruption and comprise if persons with experience in these federal agencies seek employment in law enforcement agencies here in the islands.

I urge your committees to pass this measure of protection for Hawaii.

Thank you for the opportunity to testify on this Bill.

Gail Morrison, Honolulu

SB-3251-HD-1

Submitted on: 3/22/2026 1:42:42 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Calvin Black	Individual	Support	Written Testimony Only

Comments:

I am a member of Indivisible. Thank you for supporting this bill.

SB-3251-HD-1

Submitted on: 3/22/2026 1:47:35 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Nandita Sharma	Individual	Support	Written Testimony Only

Comments:

I am writing in very strong support of this Bill.

Numerous investigations and whistleblower complaints from inside DHS have attested to the fact that ICE and CBP agents are being improperly trained by DHS. In particular, new trainees are not being given information on how to ensure that people's constitutional rights are protected, regardless of their immigration or citizenship status. It is no surprise, then, that ICE and CBP is feared and ridiculed.

Given the high number of new, improperly trained ICE and CBP agents, it is a no-brainer that none of its agents should ever be considered for a job with Hawaii law enforcement agencies.



[SB3251 SD2 HD1](#) — Hiring Restrictions: Former ICE/Border Patrol as State Law Enforcement

SB-3251-HD-1

Submitted on: 3/22/2026 3:49:27 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Karen Kahn	Individual	Support	Written Testimony Only

Comments:

I am writing in support of SB 3251. ICE has hired thousands of unqualified individuals, who have violated the Constitution and the law in their effort to remove people from this country. They have been instructed to use force and to ignore the law. Therefore, they should be barred from Hawaii law enforcement agencies.

SB-3251-HD-1

Submitted on: 3/22/2026 3:55:36 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Cynthia J. Goto	Individual	Support	Written Testimony Only

Comments:

Support

SB-3251-HD-1

Submitted on: 3/22/2026 3:56:22 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Jessica Kuzmier	Individual	Support	Written Testimony Only

Comments:

Aloha, I am writing in support of SB3251. I believe it is important to codify a statute like this into state law. Mahalo for your consideration.

SB-3251-HD-1

Submitted on: 3/22/2026 9:51:15 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Francis Nakamoto	Individual	Support	Written Testimony Only

Comments:

Chair Sayama, Vice Chair Lee, and members of the Committee on Labor,

My name is Francis Nakamoto, and I support of SB3251 SD2 HD1.

This bill provides for a Statewide, uniform policy against hiring former ICE/CBP agents by designated State agencies employing law enforcement agents.

Current Department of Homeland Security policy prevents the public from identifying immigration law enforcement agents who may have committed crimes while performing their duties. DHS permits, indeed encourages, agents to wear masks that hide their faces and conceal their names or badge numbers and even agency identification on their person, ostensibly to discourage doxing of agents by the public. Such concealment of their identifications coupled with DHS practice, as demonstrated in the killings of Rene Good and Alex Pretti in Minneapolis, of concealing investigations of reported misconduct and preventing independent investigations by local and state law enforcement agencies which typically conduct criminal investigations, result in the identification of those perpetrators being concealed to the public. Not through any action of their employer, DHS, were two of the masked shooters subsequently identified by independent media.

However, any administrative or judicial finding of the actions of the three killers of Good and Prettl as well as the hundreds of other ICE and CBP agents who manhandled, falsely arrested, assaulted and battered and kidnapped other persons throughout the United States, including those listed in this bill’s Findings, will never be known to the public, and certainly to any future prospective employer of these agents.

To be sure, the State of Hawaii cannot and should not rely on the personnel records of DHS to disclose any disqualifying misconduct by any former ICE or CBP agent seeking employment with the State of Hawaii. Any agent who refused to identify him or herself while performing immigration duties are not worthy of becoming Hawaii law officers, who proudly serve unmasked and clearly identified by name, badge number and agency.

Hawaii residents, especially immigrants and those who even look like “immigrants” should not have to be concerned that a State law agent was previously a federal immigration agent, who committed atrocities and denials of basic due process of law against fellow humans, when that agent is dealing with their own lives. A uniform ban on employing former poorly trained and

disciplined federal immigration enforcement agents employed during the Trump administration's mass deportation campaign would resolve any such concerns.

Please support SB3251 SD2 HD1.

Francis M. Nakamoto

1829 Ala Noe Place, Honolulu, HI 96819

SB-3251-HD-1

Submitted on: 3/23/2026 7:26:27 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kehaulani Coleman	Individual	Support	Written Testimony Only

Comments:

Thank you

SB-3251-HD-1

Submitted on: 3/23/2026 7:29:19 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Thaddeus Pham	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Jackson D. Sayama, Vice Chair Mike Lee, and members of the LAB committee,

As a local resident concerned with public safety, I write in **support of SB3251 SD2 HD1**, which prohibits the Department of Law Enforcement, Department of Land and Natural Resources, Department of Taxation, and the Department of the Attorney General from appointing or employing former United States Immigration and Customs Enforcement (ICE) or Border Patrol agents and employees as law enforcement officers.

Hiring standards are workforce policy — and this is precisely why SB3251 SD2 HD1 belongs before the House Committee on Labor. The bill establishes a clear, transparent statewide hiring standard to ensure that state law enforcement agencies remain focused on Hawai‘i’s community-based public safety mission rather than importing a federal civil immigration enforcement culture. Public safety depends on community trust. Many immigrant and mixed-status families already fear that interactions with law enforcement could lead to immigration consequences. This bill helps ensure that state agencies are not perceived — or used — as extensions of federal civil immigration enforcement.

Rather than leaving this to individual agency discretion, SB3251 SD2 HD1 creates a consistent statewide standard. It protects the legitimacy of covered agencies — DLE, DLNR, DOT, and the AG — and promotes accountability in hiring. When residents trust local institutions, they report crimes, cooperate as witnesses, and seek help when needed. This bill has passed the Senate and the House ECD committee — the Labor Committee is the next step toward advancing this community trust and workforce policy measure to JHA and final passage.

For these reasons, I respectfully request that the Committee **PASS SB3251 SD2 HD1**.

Mahalo,

Thaddeus Pham

SB-3251-HD-1

Submitted on: 3/23/2026 7:44:42 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Robert Justice, M.D.	Individual	Support	Written Testimony Only

Comments:

Aloha Rep. Jackson D. Sayama, Chair; Rep. Mike Lee, Vice Chair; and Members of the Committee on Labor,

I am a resident of Kapolei and a member of the Indivisible Hawai'i Statewide Network. I am writing to provide testimony in strong support of SB2351. This bill would prohibit the employment or appointment of a person who was employed at ICE or CBP after June 30, 2026, to positions in Hawaii with general police powers.

As detailed in Section 1 of SB3251 there have been numerous and appalling incidents of excessive force, violation of civil rights and illegal and abusive detentions by these federal agencies during the first year of the current regime. This brings into question the training, values and leadership of ICE and CBP. This bill is a proactive measure designed to protect Hawaii's law enforcement agencies from corruption and compromise if persons with experience in these federal agencies seek employment in law enforcement agencies here in the islands.

I urge your committees to pass this measure of protection for Hawaii.

Thank you for the opportunity to testify on this Bill.

Respectfully,

Robert L. Justice, M.D.

SB-3251-HD-1

Submitted on: 3/23/2026 10:18:23 AM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Candice Lanette	Individual	Support	Written Testimony Only

Comments:

I support this and I am a member of Indivisible Hawaii.

SB-3251-HD-1

Submitted on: 3/23/2026 8:11:42 PM

Testimony for LAB on 3/24/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Elizabeth Winternitz	Individual	Support	Written Testimony Only

Comments:

Testimony of Elizabeth Winternitz

In SUPPORT of SB3251 SD2 HD1

Committee on Labor

Representative Jackson D. Sayama, Chair

Representative Mike Lee, Vice Chair

Hearing Date: March 24, 2026

Dear Chair Jackson D. Sayama, Vice Chair Mike Lee, and members of the Committee on Labor,

My name is Elizabeth Winternitz, and I submit this testimony in support of SB3251 SD2 HD1, which prohibits the Department of Law Enforcement, Department of Land and Natural Resources, Department of Taxation, and the Department of the Attorney General from appointing or employing former United States Immigration and Customs Enforcement (ICE) or Border Patrol agents and employees as law enforcement officers.

Hiring standards are workforce policy — and this is precisely why SB3251 SD2 HD1 belongs before the House Committee on Labor. The bill establishes a clear, transparent statewide hiring standard to ensure that state law enforcement agencies remain focused on Hawai‘i’s community-based public safety mission rather than importing a federal civil immigration enforcement culture. Public safety depends on community trust. Many immigrant and mixed-status families already fear that interactions with law enforcement could lead to immigration consequences.

This bill helps ensure that state agencies are not perceived — or used — as extensions of federal civil immigration enforcement.

Rather than leaving this to individual agency discretion, SB3251 SD2 HD1 creates a consistent statewide standard. It protects the legitimacy of covered agencies — DLE, DLNR, DOT, and the AG — and promotes accountability in hiring. When residents trust local institutions, they report crimes, cooperate as witnesses, and seek help when needed. This bill has passed the Senate and the House ECD committee — the Labor Committee is the next step toward advancing this community trust and workforce policy measure to JHA and final passage.

For these reasons, I respectfully request that the Committee PASS SB3251 SD2 HD1.

Mahalo for the opportunity to provide testimony.

Sincerely,

Elizabeth Winternitz, Kula, Maui