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# A BILL FOR AN ACT

RELATING TO PUBLIC SAFETY.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that providing incentives  
2 to adult corrections officers for professional conduct and  
3 exemplary attendance is a positive and proactive way to improve  
4 the effectiveness of the State's correctional facilities.

5           The purpose of this Act is to establish a two-year pilot  
6 project to provide an annual bonus for adult corrections  
7 officers who:

8           (1) Meet specific goals for professional conduct and  
9           exemplary attendance; and

10          (2) Are employed at a hard-to-staff correctional facility,  
11          as determined by the department of public safety.

12          SECTION 2. (a) There is established within the department  
13 of public safety an adult corrections officer professional  
14 conduct incentive pilot project.

15          (b) Subject to collective bargaining, the pilot project  
16 shall provide an annual bonus to each adult corrections officer  
17 who:



- 1           (1) Meets specific goals for professional conduct and  
2                   exemplary attendance; and
- 3           (2) Is employed at a hard-to-staff correctional facility,  
4                   as determined by the department of public safety.
- 5           (c) The department of public safety shall establish  
6 requirements, goals, and bonus amounts for the pilot project;  
7 provided that the requirements, goals, and bonus amounts shall  
8 be subject to collective bargaining.
- 9           (d) The effectiveness of the pilot project shall be  
10 evaluated by the department of public safety based on data  
11 collected and reported by contracted service providers. The  
12 evaluation shall include whether the pilot project:
- 13           (1) Improved adult corrections officers' attendance and  
14                   reduced unscheduled absences;
- 15           (2) Reduced adult corrections officers' overtime costs;
- 16           (3) Increased correctional facilities inmates'  
17                   opportunities for personal visitations;
- 18           (4) Improved adult corrections officers' morale; and
- 19           (5) Enhanced public safety.
- 20           The evaluation shall also include any other relevant issues  
21 deemed appropriate by the department of public safety.



1 Data reflecting the evaluation criteria identified in this  
2 subsection shall be collected by service providers contracted  
3 pursuant to subsection (e) and shall be submitted to the  
4 department of public safety annually for evaluation purposes.

5 (e) The department of public safety shall:

6 (1) Provide general oversight over the pilot project; and

7 (2) Purchase necessary services and contract with service  
8 providers to support the pilot project.

9 The pilot project shall start on January 1, 2021 and end on  
10 January 1, 2023.

11 (f) The department of public safety shall submit an annual  
12 report of its evaluation, including findings, recommendations,  
13 and any proposed legislation, on the adult corrections officer  
14 professional conduct incentive pilot project to the legislature  
15 no later than twenty days prior to the convening of the regular  
16 sessions of 2022 and 2023.

17 SECTION 3. There is appropriated out of the general  
18 revenues of the State of Hawaii the sum of \$ or so much  
19 thereof as may be necessary for fiscal year 2020-2021 for the  
20 adult corrections officer professional conduct incentive pilot  
21 project.



# H.B. NO. 1903

1 The sum appropriated shall be expended by the department of  
2 public safety for the purposes of this Act.

3 SECTION 4. This Act shall take effect on July 1, 2020.

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INTRODUCED BY:

Rida Cabanilla Anakawa

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Tim Winters  
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JAN 17 2020



# H.B. NO. 1903

**Report Title:**

Adult Corrections Officer Professional Conduct Incentive Pilot Project; Department of Public Safety

**Description:**

Establishes within the Department of Public Safety the Adult Corrections Officer Professional Conduct Incentive Pilot Project to provide bonuses for professional conduct and exemplary attendance. Requires report. Appropriates funds.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

