

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



JORDAN LOWE  
DIRECTOR

MICHAEL VINCENT  
Deputy Director  
Administration

JARED K. REDULLA  
Deputy Director  
Law Enforcement

SYLVIA LUKE  
LT GOVERNOR  
KE KE'ENA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII  
**DEPARTMENT OF LAW ENFORCEMENT**

*Ka 'Oihana Ho'okō Kānāwai*

715 South King Street  
Honolulu, Hawaii 96813

TESTIMONY ON SENATE BILL 3313  
RELATING TO THE DEPARTMENT OF LAW ENFORCEMENT

Before the Senate Committees on

Labor and Technology

And

Public Safety and Intergovernmental and Military Affairs

Friday, February 9, 2024; 3:00 p.m.

State Capitol Conference Room 224, Via Videoconference

Testifiers: Jordan Lowe, Michael Vincent, or Jared Redulla

Chair Rhoads, Vice Chair Gabbard, and members of the Committee:

The Department of Law Enforcement (DLE) **strongly supports** Senate Bill 3313.

This bill increases the salary schedules of deputy sheriffs within the DLE for the purpose of closing the pay parity gap between State and county law enforcement officers.

Law enforcement agencies nationwide are struggling with recruitment and retention of law enforcement officers. Recruitment is down significantly while increasing retirement and resignations are creating a situation where recruitment of new officers is unable to keep pace with retirement and resignation of experienced officers. Hawai'i is not immune from this nationwide problem.

County police departments have significant vacancies and are using creative efforts to fill positions. The DLE is not immune from the law enforcement staffing shortage problem which is going to increase as promotional opportunities from other agencies arise.

To complicate the recruitment problem is the fact that mainland law enforcement agencies are using extensive enticements to recruit law enforcement officers from Hawaii with substantial bonuses. While all state and county law enforcement agencies are losing valuable officers to mainland agencies, the Sheriff's Division is being decimated with an average of approximately 77% of resignations going to other law enforcement agencies.

Unlike traditional administrative civil service positions where agencies can find a way to operate at reduced staffing levels without adversely impacting the public, vacancies in the Sheriff Division puts the public at increased risk. The Deputy Sheriff class is considered a critical-to-fill position as they are the law enforcement personnel on State jurisdiction. The Deputy Sheriffs have many essential roles in the communities they serve, and they have integral roles in maintaining law and order, saving lives, assisting in adverse situations, providing crisis support, investigating crimes, and fostering strong communities. Deputy Sheriffs are an essential component of orderly, safe, and supportive communities for our State.

The recruitment for Deputy Sheriffs is difficult as the Department competes with county and state counterparts, but this is becoming increasingly difficult with deliberate targeted mainland efforts to recruit our law enforcement officers. While there are numerous options to provide incentives and benefits, the largest hurdle facing our Sheriffs is the grossly disproportionate amount of compensation they receive when compared to the county police officers.

The pay gap is significant. For example, Honolulu Police recruits earn \$80,288 per year while a Deputy Sheriff Recruit earns \$56,575 per year (these amounts include standards of conduct pay which is also higher for the county). Honolulu Police officers earn \$83,144 while a Deputy Sheriff earns \$61,003. This represents over \$20,000 less per year for a Deputy Sheriff.

If this bill is passed, the Deputy Sheriff Recruit salary will increase from \$56,575 to \$65,779 which is still \$14,509 below the Honolulu Police Recruits. The Deputy Sheriff salary will increase from \$61,003 to \$70,903 which is still \$12,241 below their

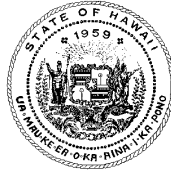
Honolulu Police Officer counterpart. While this bill helps, the DLE recognizes that this bill does not eliminate the pay gap, but closes it.

To have any meaningful measure of success at recruiting and retaining good officers, the Department of Law Enforcement must significantly reduce the vast difference in pay of its officers when compared with their county law enforcement peers. This bill goes a long way in the right direction and would on its own, significantly help with the recruitment of new officers by making the DLE a competitive option for those seeking a career in law enforcement.

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

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

SYLVIA LUKE  
LT. GOVERNOR  
KA HOPE KIA'ĀINA



BRENN A. HASHIMOTO  
DIRECTOR  
KA LUNA HO'OKELE

RYAN YAMANE  
DEPUTY DIRECTOR  
KA HOPE LUNA HO'OKELE

**STATE OF HAWAII | KA MOKU'ĀINA O HAWAII**  
**DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT**  
**KA 'OIHANA HO'OMŌHALA LIMAHANA**  
235 S. BERETANIA STREET  
HONOLULU, HAWAII 96813-2437

Statement of  
**BRENN A. HASHIMOTO**  
Director, Department of Human Resources Development

Before the  
**COMMITTEE ON LABOR AND TECHNOLOGY**  
And the  
**COMMITTEE ON PUBLIC SAFETY AND INTERGOVERNMENTAL AND MILITARY AFFAIRS**

Friday, February 9, 2024  
3:00 p.m.  
State Capitol, Conference Room 224 and Videoconference

In consideration of  
**SB 3313, RELATING TO THE DEPARTMENT OF LAW ENFORCEMENT**

Chairs Aquino and Wakai, Vice Chairs Moriwaki and Elefante, and the members of the committees.

The Department of Human Resources Development (DHRD) appreciates the intent of SB 3313 “to enhance recruitment and retention of good officers in the department of law enforcement.” This bill appropriates \$3,500,000 for fiscal year 2024-2025 for pay increases to deputy sheriffs by repricing the deputy sheriffs from SR 18 - SR 24 to SR 22 - SR 26, respectively. However, we must respectfully oppose this measure.

DHRD is concerned for the following reasons:

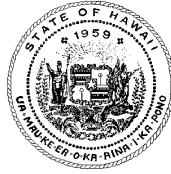
1. Article XVI of the Constitution of the State of Hawaii provides that the civil service personnel system is governed by the merit principle. Chapter 76-1, HRS, contains several provisions detailing the merit principles including the requirement that “equal pay for equal work shall apply between classes in the same bargaining unit among jurisdictions for those classes determined to be equal through systematic classification of positions based on objective criteria and adequate job evaluation...” (emphasis added). The pricing - or salary range assignment - of positions is an integral part of ensuring internal alignment and equity.

2. Any and all recommendations for repricing must be considered in that context and approved by the Department of Human Resources Development, regardless of whether funds have been allocated for that purpose. Since the appropriateness of repricing deputy sheriffs has not been determined, this measure and the allocation of funds for this purpose is premature.
3. The repricing review is a management process that involves an assessment by human resources specialists with expertise in this area to determine whether the pay grade assigned to a class of work is appropriate based on the relative value of a class of work in relation to other existing classes. The internal relationship between classes of work through established pricing criteria is the foundation for the employer's classification and pricing system. If the nature of work has changed significantly and/or is no longer adequately reflected in the class specification, position descriptions are to be updated and submitted for review. We have not yet received updated position descriptions or a request to update the deputy sheriff class specifications to reflect the movement of those positions to the Department of Law Enforcement.
4. HRS §89-9 provides that repricing may be addressed during negotiations for the master collective bargaining agreements; however, HRS §89-10 (b), provides that 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.
5. Although this measure indicates it is intended to enhance recruitment and retention of deputy sheriffs, our data indicates there is considerable interest in these positions as evidenced by the large number of applications received – routinely 200 – 475 per recruitment; there is low turnover at 6%, versus 8% for all civil service positions; and a considerably lower vacancy rate (17%) when compared to other classes statewide (27%). It should also be noted that a third of the current deputy sheriff vacancies are at the III, IV, and V levels, meaning they are promotional opportunities and typically filled internally from within their own deputy sheriff ranks.
6. If there are difficulties recruiting and retaining deputy sheriffs, there are other, more appropriate compensation policies and programs to address those issues, such as shortage and hiring incentives.

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

JOSH GREEN, M. D.  
GOVERNOR

SYLVIA LUKE  
LT. GOVERNOR



WILBERT S. HOLCK  
CHIEF NEGOTIATOR

**STATE OF HAWAII  
OFFICE OF COLLECTIVE BARGAINING  
EXECUTIVE OFFICE OF THE GOVERNOR**

235 S. BERETANIA STREET, SUITE 1201  
HONOLULU, HAWAII 96813-2437

Statement of  
**WILBERT S. HOLCK**  
Chief Negotiator, Office of Collective Bargaining

Before the  
**SENATE COMMITTEE ON LABOR AND TECHNOLOGY**  
And the  
**SENATE COMMITTEE ON PUBLIC SAFETY AND INTERGOVERNMENTAL AND  
MILITARY AFFAIRS**

Friday, February 9, 2024  
3:00 p.m.

State Capitol, Conference Room 224

In consideration of  
**SB 3313, Relating To The Department of Law Enforcement**

Chairs Aquino and Wakai, Vice-Chairs Moriwaki and Elefante and the members of the committees:

The Office of Collective Bargaining (OCB) respectfully opposes SB 3313, which appropriates funds to increase the salary schedules of deputy sheriffs within the Department of Law Enforcement, and declares that the general fund expenditure ceiling is exceeded.

Wages, hours, and other terms and conditions of employment are subject to negotiations as provided in Hawaii Revised Statutes, §89-9.

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

**SB-3313**

Submitted on: 2/8/2024 11:17:42 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b>    | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|------------------------|---------------------------|------------------------|
| Michelle WATSON     | Testifying for Sheriff | Support                   | Written Testimony Only |

Comments:

I, Deputy Michelle WATSON, would like to encourage the passing of this bill SB3313 to allow the Deputies of the State of Hawaii to afford living within the State, not to be exhausted from working several jobs to maintain the support of family in Hawaii, and to allow for purchase of equipment that will allow us to perform our duties (keeping the community, government officials, and our families safe). Giving us the assurance of our wellbeing while we perform our duties in an environment which is constantly changing and the dangers of harm to ourselves increasing. Your consideration is greatly appreciated and will be felt amongst all law enforcement as your great gratitude and support for our selfless acts of service to the community and State of Hawaii.

**SB-3313**

Submitted on: 2/8/2024 1:44:00 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b>    | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|------------------------|---------------------------|---------------------------|
| Rylan Suefuji       | Testifying for Sheriff | Support                   | Written Testimony<br>Only |

Comments:

I am in support of bill SB3313.



**SB-3313**

Submitted on: 2/8/2024 2:29:09 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b>                     | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---|---------------------------|------------------------|
| CLAUDIO BORGE IV    | Testifying for SHERIFF DEPARTMENT (DLE) | Support                   | Written Testimony Only |

Comments:

Aloha,

I Claudio K Borge IV am submitting a formal testimony on the above proposed bill. I believe in equality and fairness, and that the bill should be allowed for equal pay for the Department of Law Enforcement and the Honolulu Police Department. Equal pay will not only allow for better morale and production amongst the Department, but it will open door for lateral transfers that would boost staff shortages that has been plaguing the State for decades. Approving the bill will also, produce more productivity amongst the ranks, showing increases in all fields, tickets, case response, and police-community relations to name a few. With a more motivated staff the chance of creating a better relationship with the community increases exponentially. Having a better relation with the community, allows us to not only have a bigger impact on crime, but a better impact on showing the younger generations what can be achieved.

The Sheriff's Department is the only department that was first created by a monarchy, and is more unique than any other Sheriff Department in the nation. Allowing the bill to pass, will open numerous doors of opportunity in the Department, and will allow the Department to grow in number. With a growing Department it allows the coverage and security of new areas, such as, ports, beaches, schools, universities etc. Especially in an uncertain world as today, with mass shootings, riots, protests, and growing gang violence, the need for Law Enforcement is bigger than ever.

As a prior Adult Correctional Officer, I know the struggles of dealing with criminals, with limited resources for limited pay. There is an opportunity for great things, and an opportunity to help the people of Hawai'i.

Mahalo



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

**RANDY PERREIRA**, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Second Legislature, State of Hawaii  
Senate  
Committee on Labor and Technology  
Committee on Public Safety and Intergovernmental and Military Affairs

Testimony by  
Hawaii Government Employees Association

February 9, 2024

S.B.3313 – Relating to the Department of Law Enforcement

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO opposes the purpose and intent of S.B.3313, which appropriates funds to increase the salary schedules of deputy sheriffs within the Department of Law Enforcement.

In accordance with Hawaii Revised Statutes, Chapter 89-9 (a), "The employer and exclusive representative shall meet at reasonable times, including meetings sufficiently in advance of the February 1 impasse date under section 89-11, and **shall negotiate in good faith with respect to wages**, hours, the amounts of contributions by the State and respective counties to the Hawaii employer-union health benefits trust fund to the extent allowed in subsection (e), and other terms and conditions of employment which are subject to collective bargaining and which are to be embodied in a written agreement as specified in section 89-10, but such obligation does not compel either party to agree to a proposal or make a concession." Therefore, the Legislature is not the appropriate body to determine changes to the salary schedules. This authority rest between the exclusive representative and the Office of Collective Bargaining.

We have engaged with the Department of Human Resources Development about the repricing of sheriffs last year and unfortunately, they were not in agreement at that time. This week we will meet with the State Chief Negotiator regarding the repricing of sheriffs. **To be clear, we whole-heartedly support the repricing of sheriffs and understand that it will help the Department of Law Enforcement recruit and retain qualified officers. Although we appreciate the legislative intent of this measure, we request that this be filed because the Legislature is not the proper venue.**

Thank you for the opportunity to testify in opposition of S.B.3313.

Respectfully submitted,



Randy Perreira  
Executive Director

**SB-3313**

Submitted on: 2/3/2024 12:53:44 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Alan Urasaki        | Individual          | Support                   | Written Testimony<br>Only |

Comments:

In support of this measure. Thank you.

**SB-3313**

Submitted on: 2/4/2024 8:46:23 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Rob Duyao           | Individual          | Support                   | Written Testimony Only |

Comments:

Aloha, I support Bill SB3313 because I believe Law Enforcement salary should always be commensurate to the training and experience. The State Sheriffs are responsible for enforcing laws, maintaining public order, and managing public safety all while maintaining proper fitness, staying current with State laws and keeping up with the increasing crime. Pay is always the most important factor in keeping and attracting the highest caliber talent in any skilled position. Without a competitive salary, State Sheriffs will loose their best talent to other higher paying agencies as well as continue to struggle to attract good quality recruits. Everytime you tune in to the news, crime seems to be getting worse here in Hawaii. We need to fund our law enforcement to keep up with the current trends of crime in this State. Pass Bill SB3313, our State Sheriffs deserve to be compensated equal to their brothers and sisters in Blue at HPD.

RD

**SB-3313**

Submitted on: 2/6/2024 10:52:03 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Edward Stankos      | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Aloha,

I support the Department of Law Enforcement, and this bill, it will greatly help the Department in its efforts to grow, retain valuable employees, and be competitive in the job force.

Mahalo.

Respectfully,

Ed Stankos

**SB-3313**

Submitted on: 2/6/2024 11:19:17 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Frank Lacaden       | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support the Dept of Law Enforcement and SB3313. I believe this help retain employees and keep Dept competitive with other Law Enforcement Depts amongst the State and United States.

**SB-3313**

Submitted on: 2/6/2024 12:38:57 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Victor K. Ramos     | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Support.

**SB-3313**

Submitted on: 2/6/2024 1:32:30 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Chon Peters         | Individual          | Support                   | Written Testimony<br>Only |

Comments:

All State Law Enforcement Officers should be paid more across the board. I strongly support this bill. Mahalo and Aloha



**SB-3313**

Submitted on: 2/6/2024 1:40:18 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Gavin Ching         | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support SB3313 and believe that Deputy Sheriffs should receive the raises listed in this bill.  
Thank you for your time.

**SB-3313**

Submitted on: 2/7/2024 11:05:30 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Joseph Lovell       | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support SB 3313. Please bring us up to par with other Law Enforcement entities in the State.  
Mahalo

**SB-3313**

Submitted on: 2/7/2024 1:03:30 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Chris Lee           | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I fully support this bill. In order to retain the current workforce and attract new candidates, the pay needs to increase to keep up with inflation and the cost of living. If you want deputies to be at the top of their game, they need to be focused and alert. That means not working more than 1 job to survive or working a lot of overtime to make ends meet. The increase in pay would help tremendously.

**SB-3313**

Submitted on: 2/7/2024 6:16:10 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Kenneth Wall        | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Aloha. I am for SB3313.

I have been employed as a Deputy Sheriff 2 at the Daniel K. INOUE Airport since 2002. I have seen a large number of Deputies leave our department for higher paying departments since being employed here. I feel that if our pay was higher then we would keep more Deputies for the long run. The newer Deputies need an incentive to make this their career job. Right now a lot are using it as a stepping stone to get into other departments. As it is now, most have to rely on a second income to make end meet with no hope of just working a regular 40 hour week. Please pass this bill so future and present Deputies will have a reason to stay and make this their career.

Mahalo for your time

God Bless you.

KEN WALL

**SB-3313**

Submitted on: 2/7/2024 9:10:52 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Troy                | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this bill because it will help with recruitment and retention.

**SB-3313**

Submitted on: 2/8/2024 9:48:16 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Darin Aina          | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Aloha-

I'm in support of this bill to increase the salary of our honorable Deputy Sheriffs. Currently there is a wide gap in pay between law enforcement agencies in the State, with the Deputy Sheriffs at the low end. We need to increase the salary to be competitive with hiring and retention. Currently McDonald's of Hilo is hiring at \$17 an hour with a night differential pay of \$5. This is close in pay to a starting Deputy Sheriff.

**SB-3313**

Submitted on: 2/8/2024 10:40:57 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Mark Ellis          | Individual          | Support                   | Written Testimony Only |

Comments:

Aloha, I am in support of Senate Bill 3313. As a Sheriff Deputy, I request this bill to be passed. Like many Deputies, I must work multiple jobs to support my family in Hawaii's growing economy. I have had many conversations with family and friends about leaving this department for a better quality life somewhere else. Recruiters from the mainland have approached myself and coworkers with very tempting offers. Many of my coworkers have left this department for higher pay, better tools, better schedules, bonuses, and at areas with a lower cost of living. Every coworker that has left for other employments have attempted to recruit myself and other employees. They preach of better support, better training, better tools, and of course better pay. I, like most others, would rather stay home on the Islands, but it's getting harder and harder for us. Please support our local Law Enforcement and pass Senate Bill 3313.

Mahalo,

*Mark Ellis*

**SB-3313**

Submitted on: 2/8/2024 11:03:24 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Aaron Fuke          | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I am in support of Bill SB3313.



**SB-3313**

Submitted on: 2/8/2024 11:04:29 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Carl Cortez         | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I am in full support of SB3313

**SB-3313**

Submitted on: 2/8/2024 11:20:49 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Thomas M.McGuire    | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I would like to show my support for this bill. I have worked in the PSD for over 30 yrs., and watched the sheriff work load more than triple as each year passes. The needs of the sheriff are requested more than ever, from when I first became a deputy. The sheriffs deserve to get a pay that reflects what they do. We perform duties and take risk to serve and protect the public just as much as our counter parts, but at a lesser pay scale. After all these years, right now is the time that the sheriff our shown the appreciation and respect that they rightfully deserve. And passing this bill is a great start. Thank you!

**SB-3313**

Submitted on: 2/8/2024 12:18:28 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Jennifer Ellis      | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Hi, I am in support of Senate Bill 3313. Our Sheriff's Deputies deserve higher pay for the work that they do. We shouldn't have to keep losing local families and veteran officers to jobs on the mainland with better pay and opportunity. I ask that our government please support our law enforcement and keep our local veteran officers in Hawaii.

**SB-3313**

Submitted on: 2/8/2024 12:42:25 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Michelle McNulty    | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this bill.

**SB-3313**

Submitted on: 2/8/2024 12:45:54 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Charles Among Jr    | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Honored committee members,

I am in strong support of this measure.

For too long have Sheriff deputies been paid less than and in competition with our county counterparts at HPD and Corrections Officers at PSD. Now at the DLE we can better serve the citizens of our great state and make this a safer Hawaii by attacting a bigger pool of potential candidates that will be paid with parity to HPD. Thank you for your consideration.

Chuck

**SB-3313**

Submitted on: 2/8/2024 1:06:41 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| David Ray           | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Strong support of SB3313.

**SB-3313**

Submitted on: 2/8/2024 1:15:41 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Leedo Anderson      | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Please support SB3313. Thank you.

**SB-3313**

Submitted on: 2/8/2024 1:17:08 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| James McKay         | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I strongly support this bill as it will help recruit and retain quality employees!!!! The state invests so much into it employees that we need to offer competitive salaries to keep them from going to other agencies or from leaving the profession all together.



**SB-3313**

Submitted on: 2/8/2024 1:18:30 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b>      | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|--------------------------|---------------------|---------------------------|------------------------|
| Jeffrey Cabanting-Rafael | Individual          | Support                   | Written Testimony Only |

Comments:

The recruitment and retention of good law enforcement officers has become a thorn to all States in the US, but more so in the State of Hawaii because of the cost living, and cost of daily expenditures. To the best of my knowledge the starting pay for a State Deputy Sheriff in the State of Hawaii is roughly \$4000 a month. This equates roughly to \$48,000 a year before taxes, and prior to any overtime, night differential, or special duty type assignments. Recent studies show that Hawaii has the glorious distinction as one of the most unlivable places due to low wages and high costs of living. Most experts believe for a single person to live in Hawaii and make ends meet, they must earn in the ball park of \$70,000-\$90,000 or be considered, "low income." A single family home, and a, "conventional family," is estimated to require approximately \$200,000 in total to makes ends meet and live fairly comfortably. The cost of living is a whopping 88% higher than the national average, and has a housing market that's roughly 202% higher than the national average. How can we as a state, and as a community try to convince men and women of all ages to join a job that has been publicly scrutinized for decades, has a heavy toll and mental/emotional/physical wellbeing, and being susceptible to injury in the performance of their duties at less than half of what's required to be considered livable?

I strongly support this bill and the increase of pay for our law enforcement officers at the State level. I know former deputy sheriffs who were great people, and great public servants who found themselves at a crossroads. Ultimately those individuals decided to pursue other opportunities with different agencies. Some went to county police on their respective islands, others decided to take a chance and relocate their entire families to the contiguous United States for a cheaper cost of living, and better salary. We have men and women who leave Hawaii and the Sheriff's Department, not out of choice/preference, but out of necessity to provide and care for their family.

Pass this bill, and allow our law enforcement officers to earn a livable wage.

**SB-3313**

Submitted on: 2/8/2024 1:18:47 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Glenn Park          | Individual          | Support                   | Written Testimony Only |

Comments:

I fully support this bill regarding the Department of Law Enforcement.

The salaries that are paid need to be in accordance to inflation and cost of living for Hawaii. The state spends so much money hiring and training officers only to have those same employees to be hired by another agency and move to another state. Where they are no longer contributing to the economy of Hawaii.

Hawaii needs to keep quality Deputies that are fully trained to protect the communities and enforce laws to maintain harmony. We are spending money recklessly by continuing to have the same mentality of doing more for less.

Would you do the requirements of the job with the liability and the public view of law enforcement today? Simply put, Deputies are not paid enough money to do the job required and expected by the public. Would you want Hawaii to end up like Seattle, Washington?

There are so many Deputies transferring to HPD and other departments in the mainland all because of the lack of pay. Pay the monies deserved for the jobs performed.

As the old saying goes, you get what you pay for.

**SB-3313**

Submitted on: 2/8/2024 1:30:20 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Dawnette            | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this Bill in providing more pay and other incentive to attract qualified quality individuals to the new department. As well as provide the tools and resources needed to grow our department and to safely protect and serve our communities.

**SB-3313**

Submitted on: 2/8/2024 1:32:23 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Tory Guillermo      | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this initiative as I believe it will promote better recruitment and retention of State law enforcement officers employed by the Department of Law Enforcement.

**SB-3313**

Submitted on: 2/8/2024 1:40:37 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| raymond cobile      | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this bill to increase the salaries for deputies and staff to help create a better financial incentive for retention of deputies to stay within the department as well as career seeking individuals.

**SB-3313**

Submitted on: 2/8/2024 1:49:20 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Wesley H Taketa     | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this initiative to improve recruitment and retention for the Department of Law Enforcement.

**SB-3313**

Submitted on: 2/8/2024 1:50:29 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Ralph Aguon         | Individual          | Support                   | Written Testimony Only |

Comments:

With the continued "anti-cop" culture proliferating within the State as well as the rest of the country, it is becoming increasingly difficult to recruit and retain qualified, well rounded individuals to step up and meet the demands of a society who scream for safety and security on the one hand, and hold "defund the police" signs in the other.

It is easy to speak about the duties, the responsibilities, the rewarding aspects of public service as a State Deputy Sheriff until the potential recruit inquires about the pay and benefits. They become less inquisitive once they find out their pay is significantly lower than the City & County Law Enforcement Agency directly across the street. In many cases, Officers just use the Deputy Sheriff position as a stepping stone, knowing they can cross the street or move to the mainland for a much more lucrative assignment while doing the same job.

You want good people, you have to have good pay and benefits. Please pass SB3313.

**SB-3313**

Submitted on: 2/8/2024 1:55:19 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Carlito Mateo       | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this bill as it will promote recruitment and retention for the Department of Law Enforcement.



**SB-3313**

Submitted on: 2/8/2024 1:56:59 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Philip Ching        | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support Bill SB3313 as it will promote recruitment and retention for the Department of Law Enforcement.

Deputy Sheriff P. CHING #1350

**SB-3313**

Submitted on: 2/8/2024 1:57:22 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| montgomery chong    | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Please support sb3313. Been a long time coming

**SB-3313**

Submitted on: 2/8/2024 2:05:19 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Greg Mayo           | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I Support this Bill. We (Dept of Law Enforcement) need retention, and recruitment. We are constantly losing good Deputies to other higher paying agencies and we can't blame them. The only way to help or make it it more appealing for us is to at least match or somewhat get closer to the Honolulu Police pay schedule. As First responders, we also risk our livelihood protecting and serving the community looking forward to going home to our families everyday and night when we dawn our uniforms.

**SB-3313**

Submitted on: 2/8/2024 2:24:53 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Seta Aiolupotea     | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I, Seta Aiolupotea support SB3313

Thank you

**SB-3313**

Submitted on: 2/8/2024 2:34:01 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Sarah McKay         | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I strongly support this bill. Our Department of Law Enforcement Sheriffs are an integral part of keeping our community safe. They are the face of Hawaii Law Enforcement at the Ports of Entry (ie: Honolulu Harbor and Honolulu International Airport). As First Responders, they are the first on the scene and are both proactive at deescalating situations and active at protecting the public. They consistently protect our community and put others before themselves. Their pay should be competitive with other Law Enforcement agencies in order to recruit and retain qualified and capable individuals.

**SB-3313**

Submitted on: 2/8/2024 2:34:09 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Ezra Furtado        | Individual          | Support                   | Written Testimony Only |

Comments:

In support of SB3313

Chair Aquino, Vice-Chair Moriwaki, Chair Wakai, Vice-Chair Elefante and respective Committee Members. Thank you for hearing and reading testimony on behalf of this bill. As a Deputy Sheriff for more than 30 years, I have seen quite a few bills, specific to deputy sheriff functions, that sought to improve services to the community by implementing measures to ensure a safer environment but, none that helped to improve the sustainability and livelihood of the individuals tasked to provide the services. This bill does that for us. I am respectfully requesting your favorable consideration of this bill. Mahalo.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 3:01:11 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| Submitted By | Organization | Testifier Position | Testify                |
|--------------|--------------|--------------------|------------------------|
| Jason Yei    | Individual   | Support            | Written Testimony Only |

Comments:

I'm in total support of SB3313 because the Department of Law Enforcement needs pay raises to attract qualified applicant. If I were their admin I would of asked for more.

Currently Deputy Sheriffs are required to be efficient in patrol, monitoring of custodies AND dispatch.

If you compare a Deputy Sheriff II current pay to a HPD police communications officer "PCO-1" (Who only receives calls and doesn't dispatch) a Deputy Sheriff II makes 1 dollar more an hour. Deputy Sheriffs in patrol are required to work their dispatch as well as respond and patrol their areas of responsibility. It doesn't seem fair that a Deputy Sheriff II make a dollar more with much more responsibility. Further more after 6 months a PCO-1 is able to become a PCO-II (who actually dispatches) and then makes a dollar more than a Deputy Sheriff II.

If you compare an HPD recruit who is still in academy, training, and not responding, dispatching, or monitoring custodies; A HPD recruit makes 8 dollars more an hour.

In my opinion the raises should be even higher than mentioned in the bill due to the above mentioned facts. Not to mention it takes 30 years to get to the last pay step where you're making close to an HPD officer (who do not need to be efficient in dispatch).

Thank you for your time and please support this bill and if possible ammend the bill to reflect a higher respectable law enforcement officer/dispatcher pay because that's what is expected of Deputy Sheriffs.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 3:03:00 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Donald Yanagi       | Individual          | Support                   | Written Testimony Only |

Comments:

"I support this bill to recruit and retain quality men and women for duties as a Deputy Sheriff. "



**LATE**

**SB-3313**

Submitted on: 2/8/2024 3:05:41 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b>        | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|----------------------------|---------------------------|------------------------|
| Nicholas Chang      | Testifying for DLE Sheriff | Support                   | Written Testimony Only |

Comments:

As a state employee with the Sheriffs, I strongly support this bill giving DLE Sheriff a raise. We are at a point in time that Hawai'i needs to keep up pace with the rest of the states natiowide. We were the tip of the spear at the Airport when Covid was a thing. We are being called more into service as violent crime becomes an increasing issue in the state. We are intergrating with other agenices to take on a more bigger role throughout the state.

However, we lack the money to retain individuals at a competitive pricing. This needs to stop as we serve the state. We should not have to grind five days and work a sixth, just to afford to buy the basic necessities in Hawai'i. We put our lives, our families lives on hold to serve the state. And still yet, many of us still struggle to make ends meet.

I support this bill to give pay rases to the DLE. I support the lives that the Law Enforcement men put on the line day in and day out. I support the fact that the DLE is there to serve the community, and that is why I think it should be in the great interest of Hawai'i to give the fine men and women working for the Department of Law Enforcement an increase to their salary and to retain these great individuals.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 3:10:41 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b>                          | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|--|---------------------------|------------------------|
| Brandon Kadekawa    | Testifying for Department of Law Enforcement | Support                   | Written Testimony Only |

Comments:

I strongly support increasing salary schedules for the men and women who proudly wear the badge.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 3:39:55 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Charlie Field       | Individual          | Support                   | Written Testimony Only |

Comments:

I strongly support this bill. Our Department of Law Enforcement Sheriffs are an integral part of keeping our community safe. They are the face of Hawaii Law Enforcement at the Ports of Entry (ie: Honolulu Harbor and Honolulu International Airport). As First Responders, they are the first on the scene and are both proactive at deescalating situations and active at protecting the public. They consistently protect our community and put others before themselves. Their pay should be competitive with other Law Enforcement agencies in order to recruit and retain qualified and capable individuals.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 3:57:44 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Steven Miyamoto     | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I strongly support this bill.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 6:04:26 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Jonas McClain       | Individual          | Support                   | Written Testimony Only |

Comments:

I support this bill, it will in the long run save the state money by allowing more retention and the better ability to recruit more personnel to fill vacant positions thereby cutting back on overtime caused by staff shortages. Furthermore, it will help to alleviate safety issues caused by a lack of personnel.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 7:02:54 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| ty                  | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I fully support this bill.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 9:03:59 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b>     | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|-------------------------|---------------------|---------------------------|---------------------------|
| Law enforcement officer | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I am in strong support of this bill. As a law enforcement officer that has worked for the city & county, federal and state agencies, I see and feel the dire need for an increase in pay for DLE deputies. The skyrocketing cost of living and the current low salary that the state provides its hard working law enforcement officers forces many deputies and I to work second and even third jobs just to make ends meet. For retention and recruiting purposes, I hope and pray that this changes. DLE deputies are the first law enforcement officers that visitors and residents alike contact when they enter our beautiful state (Airports & Harbors). Competitive pay can promote a happier and healthier work force, therefore increasing effective policing of our streets making our home a safer place to live, work and play. Thank you for your time and consideration.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 9:23:23 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Chelsea Kern        | Individual          | Support                   | Written Testimony Only |

Comments:

The sheriffs deserve an increase in pay as they undergo rigorous training and risk their lives to protect the people and state of Hawaii, similarly to that of HPD, but for less money, with less support, and less officers.



**LATE**

**SB-3313**

Submitted on: 2/8/2024 9:23:33 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Adrienne Kawabata   | Individual          | Support                   | Written Testimony<br>Only |

Comments:

Law enforcement is vital to our society and giving them fair and comparable wages to their counterparts on the mainland is a simple ask. They and their families deserve a better wage for a better life here in Hawaii

**LATE**

**SB-3313**

Submitted on: 2/8/2024 9:27:38 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Jessica Lee         | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I am writing in support of this bill.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 9:31:40 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Jessica Wongwai     | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support

**LATE**

**SB-3313**

Submitted on: 2/8/2024 9:33:37 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Samantha Deolloqui  | Individual          | Support                   | Written Testimony Only |

Comments:

I support bill SB3313

**LATE**

**SB-3313**

Submitted on: 2/8/2024 9:37:08 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Jasmine Cunanan     | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this bill! Mahalo.

**LATE**

**SB-3313**

Submitted on: 2/8/2024 10:15:06 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Joselyn Heintzelman | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I am in support of this bill. Our law enforcement put their lives on the line, daily, to ensure a safe community for the entirety of the community. A life is priceless and should be compensated as closely as possible to such for those risking their lives to ensure the safety and peace of all other lives. We ask our law enforcement to know constitutional law, take on unforeseeable and/or threatening situations on a day to day basis, expect them to act as amateur psychologists, maintaining composure while dealing with agitation, rage, hallucinations and other behaviors from citizens on days they're at their lowest. Along with a reward of higher pay, these professionals would be held to higher standards and regulate themselves such as doctors and lawyers.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 4:21:45 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Chad Watarida       | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I am in support of this bill.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 5:53:25 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Susan Field         | Individual          | Support                   | Written Testimony Only |

Comments:

I strongly support this bill. Our Department of Law Enforcement Sheriffs are an integral part of keeping our community safe. They are the face of Hawaii Law Enforcement at the Ports of Entry (ie: Honolulu Harbor and Honolulu International Airport). As First Responders, they are the first on the scene and are both proactive at deescalating situations and active at protecting the public. They consistently protect our community and put others before themselves. Their pay should be competitive with other Law Enforcement agencies in order to recruit and retain qualified and capable individuals.



**LATE**

**SB-3313**

Submitted on: 2/9/2024 5:58:56 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Tricia Sexton       | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this bill.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 6:36:56 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Erik Sunio          | Individual          | Support                   | Written Testimony Only |

Comments:

I support this bill.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 7:20:40 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Brandon Agena       | Individual          | Support                   | Written Testimony Only |

Comments:

Hello, I am writing in support for SB3313. I strongly believe that the State of Hawaii should be recruiting and paying for quality Men and Women in the Sheriff's Department in addition to retaining that quality of Deputy from leaving.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 7:55:10 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b>                              | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|--|---------------------------|------------------------|
| Maui Ramos          | Testifying for Hawaii Law Enforcement Department | Support                   | Written Testimony Only |

Comments:

Please support this bill.

If a pay gap between this department and other law enforcement agencies is not close, the hawaii law enforcement department will not be able to retain employees and will eventually fall apart.

It is hard already surviving financially in Hawaii. Many deputies already work countless hours and on top of that try to work as much special duty just to survive.

Ultimately, the ones that can't leave for other law enforcement opportunities, either with other counties or out of state.

Help deputies make a decent living by passing this bill.

Mahalo

**LATE**

**SB-3313**

Submitted on: 2/9/2024 8:09:53 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b>     | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|-------------------------|---------------------|---------------------------|---------------------------|
| LOVELEEMAY<br>KALEIKINI | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I support this bill to Retain and Recruit Quality Men and Women for duties as a Deputy Sheriff.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 8:28:17 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Michael Sakamoto    | Individual          | Support                   | Written Testimony Only |

Comments:

I believe this bill will have a meaningful impact for recruiting and retaining officers. This will allow the department to offer a wage that is competitive when compared to other agencies. I once considered applying to become an officer but was blown away by the low salary when considering the risks of being a first responder.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 9:01:37 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Justin JUVINALL     | Individual          | Support                   | Written Testimony Only |

Comments:

I STRONGLY support this bill. As a state of Hawaii law enforcement officer I believe these step increases are fair. The cost of living has been skyrocketing and our wages are extremely low for law enforcement officers. Compared to other agencies we are 30%-50% lower. The responsibility bestowed upon us is great, having to make life altering decisions in split seconds. The nation wide perception of law enforcement has changed and the allure of the profession is diminishing however we still choose to serve the public to the best of our abilities. With the "pool" of people wanting to take on the job of a law enforcement officer getting smaller, agencies are being creative with recruitment and retention. Offering big salaries and perks, luring away Law Enforcement Officers from our department. I believe that this 4 (four) step raise will no doubt have and impact on retention and also bring the moral up. Let's get the DLE off to a great start and make this department the best. Thank you for your time

Justin JUVINALL

**LATE**

**SB-3313**

Submitted on: 2/9/2024 9:16:32 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| John DeJesus        | Individual          | Support                   | Written Testimony Only |

Comments:

I strongly support this bill. As a State Law Enforcement Officer we are tasked with many duties in the state ranging from sheriff patrol sections, custody management, warrant/fugitive task force, narcotics enforcement, criminal investigations and many other law enforcement duties the Department of Law Enforcement encounters on a daily basis. With the high cost of living and the dangers we face as LEO's everyday, these SR step increase is well deserved for our State LEO's and will bring us to a salary level with other law enforcement agencies in the country. State LEO's will greatly benefit with this bill and will definitely boost morale.

Mahalo.



**LATE**

**SB-3313**

Submitted on: 2/9/2024 10:48:09 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| Chad                | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I am testifying in support of SB3313. Please support this bill to ensure that it passes.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 11:27:57 AM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| MAURICE RICE        | Individual          | Support                   | Written Testimony<br>Only |

Comments:

**I am in full suport of this messure.** Our state law enforcement should be paid a fair and equal wage to our city, county and federal partners.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 12:25:46 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Jon C               | Individual          | Support                   | Written Testimony Only |

Comments:

I believe that the passing of this bill will significantly help with the issues of officer retention, recruitment, and increase the safety of the public. In creating more opportunities for the department of law enforcement to hire new deputies and keep more deputies from leaving for other departments. This in turn will keep more deputies on the job to continue to keep everyone safe. It also allows for the department of law enforcement to stay competitive with other departments, from both other islands and the mainland from taking deputies.

**SB-3313**

Submitted on: 2/9/2024 12:37:48 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| adam                | Individual          | Support                   | Written Testimony<br>Only |

Comments:

I am writing to show my full support of this bill, as well as its companion bill HB2598.

Raising the salary schedules for Deputy Sheriffs will bridge the gap between deputies and their county counterparts. In doing so, recruitment will increase greatly while also increasing the quality of those applying, keeping the Sheriffs competitive with other agencies. This will also help with retention, keeping the valuable manpower often seen leaving for other higher-salaried agencies nationwide. On top of recruitment and retention, passing this bill will raise the overall morale of each employee who already feels overwhelmed and under-compensated considering the nature of being in the peace officer profession.

I thank you for your time and humbly submit this written testimony.

**SB-3313**

Submitted on: 2/9/2024 12:39:11 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>            |
|---------------------|---------------------|---------------------------|---------------------------|
| aaron chu           | Individual          | Support                   | Written Testimony<br>Only |

Comments:

We all volunteered to protect the communities that we love but "Priced out of "Paradise" is a real thing.

We shouldn't have to work extra jobs just to survive. We should be able to spend more time with our family...Not working extra to keep up with the inflation.

**LATE**

**SB-3313**

Submitted on: 2/9/2024 2:21:22 PM

Testimony for PSM on 2/9/2024 3:00:00 PM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Testify</b>         |
|---------------------|---------------------|---------------------------|------------------------|
| Rielle Rasmussen    | Individual          | Support                   | Written Testimony Only |

Comments:

Chair, Vice Chairs, and members of the Committee:

My name is Rielle C. Rasmussen and I am in strong support of this bill. In todays culture it is difficult enough to find appropriate candidates for law enforcement positions. The Bottom line is that our LEOs do the job that very few these days want to or are willing to do. Aside from the constant assumed risk to physical and mental well being, and the often strange and lengthy hours, there is the constant worry about public opinion and repercussions if forced to act in a law enforcement capacity. Without the ability to be competitive in pay with other agencies, the amount of appropriate candidates dwindles even lower. This is already a high risk, high stress and often thankless career.. to ask people to apply and dedicate themselves to it under those terms, and for active Deputies to continue to struggle with the additional stress that shortage causes isnt right. I believe that increasing the pay scale for Deputy Sheriffs to a level that is more level with other Law enforcement agencies is an important step forward in ensuring the hiring of new, and preventing the loss of active, dedicated Deputy Sheriffs. I respectfully ask that Senate Bill 3313 be passed.

Thank you for the opportunity to testify.

Respectfully,

Rielle C. Rasmussen