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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 HOUSE BILL 2231
RELATING TO LAW ENFORCEMENT**

Before the House Committee on Judiciary & Hawaiian Affairs

Thursday, February 1, 2024; 2:00 p.m.

State Capitol Conference Room 325, Via Videoconference

WRITTEN TESTIMONY ONLY

Chair Tarnas, Vice Chair Takayama, and members of the Committee:

The Department of Law Enforcement (DLE) supports, House Bill 2231.

This bill seeks to establish a mechanism for law enforcement agencies in Hawaii to increase representation of women law enforcement officers in Hawaii.

The DLE has been exploring options to increase the number of women officers in the department and welcomes the opportunity to support this effort.

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

POLICE DEPARTMENT
KA 'OIHANA MĀKA'I O HONOLULU
CITY AND COUNTY OF HONOLULU
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HOPE LUNA NUI MĀKA'I

OUR REFERENCE **PB-JK**

February 1, 2024

The Honorable David A. Tarnas, Chair
and Members
Committee on Judiciary and Hawaiian
Affairs
House of Representatives
415 South Beretania Street, Room 325
Honolulu, Hawai'i 96813

Dear Chair Tarnas and Members:

SUBJECT: House Bill No. 2231, Relating to Law Enforcement

I am Parker Bode, Captain of the Human Resources Division of the Honolulu Police Department (HPD), City and County of Honolulu.

The HPD supports House Bill No. 2231, Relating to Law Enforcement.

The HPD is committed to increasing the representation of women officers in its ranks. Currently, women make up approximately 13 percent of officers in the HPD. Research indicates that women officers use less force (and less excessive force), are named in fewer complaints and lawsuits, and see better outcomes for crime victims, especially in sexual assault cases. The HPD is dedicated to continuing its implementation of innovative strategies to entice more women to apply to the HPD.

The Honorable David A. Tarnas, Chair
and Members
Page 2
February 1, 2024

The HPD urges you to support House Bill No. 2231, Relating to Law Enforcement.


Thank you for the opportunity to testify.

Sincerely,



Parker Bode, Captain
Human Resources Division

APPROVED:



Arthur J. Logan
Chief of Police

SHOPO



STATE OF HAWAII ORGANIZATION OF POLICE OFFICERS

" A Police Organization for Police Officers Only "
Founded 1971

January 30, 2024

Via Online

The Honorable David A. Tarnas, Chair
The Honorable Gregg Takayama, Vice-Chair
House Committee on Judiciary & Hawaiian Affairs
Hawaii State Capitol, Rooms 442, 404
415 South Beretania Street
Honolulu, HI 96813

Re: **HB 2231 – Increased Diversity in Law Enforcement**

Dear Chair Tarnas, Vice-Chair Takayama, and Honorable Committee members:

I serve as the President of the State of Hawaii Organization of Police Officers (“SHOPO”) and write to you on behalf of our Union in **support with reservations** of HB 2231. SHOPO supports the overarching goal of the bill, which is increase diversity in law enforcement and increase the employment of female law enforcement officers by 2030. However, SHOPO has reservations about HB 2231’s explicit requirement that law enforcement agencies recruit officers from schools of social work to achieve that goal. SHOPO has and continues to fully support critical social worker support to its officers where rehabilitative assistance, and not just law enforcement response, would be of greater benefit to those individuals. Social workers, working hand in hand with law enforcement officers, can help with de-escalation of a crisis and can assist chronically unsheltered, mentally impaired, or substance addicted persons in accessing shelter, psychiatric care, drug abuse treatment or other social services. Social workers continue to be a critical tool in tandem with law enforcement response. While the two fields sometimes do intersect, a mandate that law enforcement agencies *must* recruit from social work schools lends to the impression that the two fields are one when in reality, each one has its own unique and important role to play in addressing public safety and crisis intervention in our community.

We thank you for allowing us to be heard on this very important issue and we hope your committee will support HB 2231 and address our reservations.

Respectfully submitted,

ROBERT “BOBBY” CAVACO
SHOPO President

RC jmo

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LATE

HB-2231

Submitted on: 2/1/2024 11:38:13 AM

Testimony for JHA on 2/1/2024 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Carrie Ann Shirota	ACLU of Hawaii	Support	Written Testimony Only

Comments:

Aloha Chair Tarnas, Vice Chair and Committee Members:

We support this measure based on the data. Research suggests that women officers:

- Use less force and less excessive force
- Are named in fewer complaints and lawsuits
- Are perceived by communities as being more honest and compassionate
- See better outcomes for crime victims, especially in sexual assault cases
- Make fewer discretionary arrests, especially of non-white residents

Source: <https://30x30initiative.org/>

Mahalo,
Carrie Ann Shirota

ACLU Policy Director

HB-2231

Submitted on: 1/31/2024 9:07:36 AM

Testimony for JHA on 2/1/2024 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Ryan Willis	Individual	Oppose	Written Testimony Only

Comments:

I Strongly Oppose

ONLY THE MOST QUALIFIED OFFICERS SHOULD BE HIRED.

This goes directly against EEOC hiring laws. If women and diversity applicants want to apply and can pass all tests, they can be hired.

HB-2231

Submitted on: 1/31/2024 10:00:57 AM

Testimony for JHA on 2/1/2024 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Victor K. Ramos	Individual	Oppose	Written Testimony Only

Comments:

Perhaps a resolution may be better suited than an actual bill. Having been chair of countless hiring boards for Maui Police from (2007 to 2021) every candidate, no matter the race or gender, have equal opportunity to be hired.

If women are less interested than men, making a law will not change anything but add an undue burden on the respective police departments.

LATE

HB-2231

Submitted on: 2/1/2024 1:10:53 AM

Testimony for JHA on 2/1/2024 2:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Bevin Parker-Evans	Individual	Support	Written Testimony Only

Comments:

Dear Judiciary and Hawaiian Affairs Committee Chairman Tarnas, Vice Chair Takayama, and members Evslin, Ganaden, Holt, Ichiyama, Ilagan, Kong, Miyake, and Souza:

I am writing testimony today in support of HB # 2231. I am a resident of Omao, Kaua'i and I support the recruitment of more diverse persons to become Law Enforcement agents. As a female, I also highly support the recruitment of more female officers to Law Enforcement. Having recently suffered a loss that required help and assistance of Law Enforcement, I can tell you that the female law enforcement agent that I worked with was extremely empathetic to my particular needs and she was able to give me advice that was extremely comforting and relevant to my situation.

I support the idea that women can do any and all types of jobs, including members of the military and law enforcement. There should be no discrimination regarding gender in the case of Law Enforcement. Thank you for hearing my plea to try to reinforce the recruitment of more females to the Law Enforcement agencies. I urge you to support HB# 2231 to demand a more diverse recruitment policy in Law Enforcement.

Aloha,

Bevin Parker-Evans