



RESOLUTION

URGING THE HONOLULU POLICE DEPARTMENT TO ESTABLISH A NEW WAI'ANAE PATROL DISTRICT BY 2024 AND REQUESTING THAT IT CONSIDER PROVIDING OFFICER RECRUITMENT AND RETENTION INCENTIVES.

WHEREAS, O'ahu is divided into eight Honolulu Police Department ("HPD") patrol districts: District 1 (Downtown), District 2 (Wahiawā), District 3 (Pearl City), District 4 (Kailua, Kāne'ohe, Kahuku), District 5 (Kalihi), District 6 (Waikīkī), District 7 (East Honolulu), and District 8 (Kapolei); and

WHEREAS, District 8, which encompasses a land area of 128 square miles, services the largest city council district population of 127,263 people within the communities of 'Ewa, 'Ewa Beach, West Loch, Kalaeloa, Kapolei, Makakilo, Campbell Industrial Park, Honokai Hale, Ko 'Olina, Nānākuli, Lualualei, Mā'ili, Mākaha, Wai'anae, Kea'au, Mākua, and Ka'ena Point; and

WHEREAS, located within District 8 are the Kapolei District Station, a 50,000-square-foot three-level facility, and the Wai'anae Substation, a 25,172-square-foot two-story building dedicated on May 20, 2016 at a cost of \$16 million for the demolition and subsequent rebuild of the station along with \$70,000 for a mural on the side of the station; and

WHEREAS, through Departmental Communication 425 (2011), dated June 13, 2011, the Department of Planning and Permitting informed the City Council ("Council") that the Special Management Area Use Permit application for the redevelopment of the Wai'anae police substation was, at least in part, for purposes of rendering the Wai'anae Substation capable of serving as a district-level police station for a new Wai'anae Patrol District 9; and

WHEREAS, in Departmental Communication 575 (2015), dated August 3, 2015 ("D-575 (2015)"), the Major for HPD District 8 acknowledged that the Department has considered establishment of a new patrol district encompassing Ka'ena, Mākaha, Wai'anae, Mā'ili, and Nānākuli areas, and in addition, on August 5, 2015, the Council adopted Resolution 15-198, requesting that the HPD report on the possible creation date of a new Patrol District 9, the boundaries of the new patrol district, and its anticipated staffing levels; and

WHEREAS, the HPD, in D-575 (2015), stated that the island-wide distribution of police officers involves balancing areas with "growth, development, and population shifts," such as Sector 3 of District 8 ('Ewa Plains, Kapolei), against areas of "constant" population, such as Sectors 1 and 2 of District 8 (Ka'ena, Mākaha, Wai'anae, Mā'ili, and Nānākuli), along with a need to consider HPD District 8 is within City Council District 1



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which grew by 20% and City Council District 9 which grew by 10% over the last 10 years per the latest U.S. Census report; and

WHEREAS, the HPD has acknowledged that within District 8, Wai'anae (Sector 1) consistently accounted for about one-third of all incidents reported, despite the relatively higher level of population increase within Kapolei/Ewa Beach (Sector 3), and in June 2020 the former HPD Chief added 3 additional alpha beats in District 8 for officer safety due to the population increase; and

WHEREAS, as recently as September 14, 2022, Chief of Police Arthur J. Logan said he would not staff more officers in District 8 or establish the new District 9 due to officer shortages, explaining later in the September 21, 2022 Honolulu Police Commission meeting that 16 percent of officer positions remain vacant island-wide, or 348 vacancies out of a total of 2,177 officer positions; and

WHEREAS, the Chief of Police described the HPD recruitment classes as averaging 13-18 graduates per class, with four classes of new recruits graduating each year, and at the present rate of recruitment class graduation of approximately 60 officers per year, it would take a minimum of six years before all vacancies could be filled through recruitment class graduation if there were no additional loss of officers arising from retirement or transfer to other states who are giving bonuses for lateral recruits; and

WHEREAS, to address its high number of vacancies for Radio Telephone Operators in 2007, Maui County offered a \$500 incentive for all Maui Police Department ("MPD") officers who found eligible applicants that completed the probationary period, and additionally the Maui Mayor and the union negotiated a maximum amount of referrals and a time period in which the offer would be valid, along with the MPD giving a \$250 retention and service incentive to retain and attract officers, in contrast, there are no HPD incentive programs and District 8 just had 9 very qualified officers leave the department due to entering a different career field or other states offering better pay and better incentives; and

WHEREAS, the current solutions proposed by the HPD to address officer shortages were increased recruit academies, junior police academies, three 12-hour shifts in certain districts, and some minor improvements with lateral transfers, all of which are not enough to fill 348 vacancies in any realistic time frame despite the HPD having the budgetary means to offer more incentives for recruitment and retention as evidenced by the return of \$18 million of allocated city funds in the 2021-2022 budget cycle; now, therefore,



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BE IT RESOLVED by the Council of the City and County of Honolulu that the Honolulu Police Department ("HPD") and the Administration is urged to create more beats, staff more officers, and establish a new Wai'anae Patrol District 9 by 2024, furnish the Wai'anae substation to make it functional by 2024 including, but not limited to, using portions of the building that can be utilized, obtaining a live scan system to process arrestees, and furnish offices to house detectives that are affiliated with District 8 and the future District 9, set clear goals to reach officer staffing levels for officer and community safety, and report on the following to the Council: the strategic plan to establish a District 9 and furnish the Wai'anae station by 2024 and any projected budgetary needs, and the HPD is to submit this report to the Council no later than 45 days following the adoption of this resolution; and

BE IT FURTHER RESOLVED that the HPD is requested to consult with the State of Hawai'i Organization of Police Officers and consider providing incentive programs with stipulations and timelines, such as a \$500 new recruitment referral incentive, a one-time \$1,500 housing stipend for new recruits, a \$250 one year monthly retention incentive for those approaching retirement who choose to continue working, as well as any other incentive programs that the HPD believes will benefit or improve its recruitment and retention rates; and



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BE IT FINALLY RESOLVED that copies of this resolution be transmitted to the Chief of Police, the Mayor, the Managing Director, the President of the Board of Directors of the State of Hawai'i Organization of Police Officers, and the Chairs of the 'Ewa, Kapolei/Makakilo, Nānākuli-Mā'ili, and Wai'anae Coast Neighborhood Boards.

INTRODUCED BY:

A. Fyola

DATE OF INTRODUCTION:

OCT 21 2022

Honolulu, Hawai'i

Councilmembers