

RES25-222

Testimony

MISC. COMM. 439

*PUBLIC SAFETY & ECONOMY (PSE)

***PUBLIC SAFETY & ECONOMY (PSE) Meeting**

Meeting Date: Aug 21, 2025 @ 01:00 PM

Support: 4

Oppose: 0

I wish to comment: 0

Name: Kauanui Sabas	Email: Ksabas@hgea.org	Zip: 96813
Representing: Hawaii Government Employees Association (HGEA)	Position: Support	Submitted: Aug 20, 2025 @ 09:56 AM
Name: Paulette-A Tam	Email: tampaulette@gmail.com	Zip: 96744
Representing: Self	Position: Support	Submitted: Aug 20, 2025 @ 10:06 PM
Testimony: Aloha and Peace be with you, Council Members, I support the intent and in its entirety with amendments RES25-222 urging the Honolulu Police Commission to improve the selection process for the Police Chief through implementation of a transparent , comprehensive vetting process that incorporates input from the rank and file police officers. Please support RES25-222. Thank you for your time.		
Name: Nicholas Schlapak	Email: nschlapak@shopohawaii.org	Zip: 96818
Representing: State of Hawaii Organization of Police Officers	Position: Support	Submitted: Aug 21, 2025 @ 07:55 AM
Name: Jonathan Frye	Email: jfrye@shopohawaii.org	Zip: 96782
Representing: State of Hawaii Organization of Police Officers	Position: Support	Submitted: Aug 21, 2025 @ 09:04 AM



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

Honolulu City Council
Committee on Public Safety and Economy

Testimony by
Hawaii Government Employees Association

August 21, 2025

**RESOLUTION 25-222 – URGING THE HONOLULU POLICE COMMISSION TO
IMPROVE THE SELECTION PROCESS FOR THE CHIEF OF POLICE THROUGH THE
IMPLEMENTATION OF A TRANSPARENT, COMPREHENSIVE VETTING PROCESS
THAT INCORPORATES INPUT FROM RANK-AND-FILE POLICE OFFICERS**

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the concept of Resolution 25-222, which urges the Honolulu Police Commission to improve the selection process of the Chief of Police through the implementation of a transparent, comprehensive, vetting process that incorporates input from rank-and-file police officers. **We respectfully request an amendment to additionally include input from rank-and-file civilian employees within the department.**

We represent roughly 400 civilian employees, all of whom provide key professional, technical, and administrative services to the department. If input is gathered from rank-and-file police officers in the selection process of a new Chief of Police, we find that it is equally important that input be taken into consideration from the department's civilian employees as well. Given that civilian employees serve in different roles compared to uniformed officers they too can provide valuable, and at times different, perspective on the operational challenges and organizational culture of the department, which can be helpful in the selection process for a new Chief of Police. The current department is facing serious challenges like employee burnout, low morale, and high vacancy rates. Take for instance our Police Communication Officers – they are so severely short staffed that it has created a potential public health hazard and a toxic and coercive work environment. We find that giving employees input may prove beneficial in addressing these core issues, which in turn will not only improve the environment of the department, but also the core and essential services that our members provide to the public.

Thank you for the opportunity to testify in support.

Respectfully submitted,

Randy Perreira
Executive Director

To: The Honorable Augie Tulba, Chair, Committee on Public Safety & Economy

From: Nicholas Schlapak, Treasurer, State of Hawaii Organization of Police Officers

Date: August 21, 2025

Re: Support for Resolution 25-222, Improving the Police Chief Selection Process

Dear Chair Tulba, Vice Chair Kia'aina, and Members of the Committee. On behalf of the State of Hawaii Organization of Police Officers (SHOPO), I am writing to express our strong support for **Resolution 25-222**. This resolution urges the Honolulu Police Commission to adopt a more transparent and comprehensive vetting process for the next Chief of Police—one that includes direct input from HPD's rank-and-file officers. We thank Councilmember Tupola for introducing this important measure.

SHOPO agrees that leadership selection is critical to organizational morale, officer retention, and public safety. As you know, the Honolulu Police Department has experienced rapid turnover in its leadership over the past two decades. This instability, at times combined with corruption and ineffective command, has damaged officer morale and undermined recruitment and retention efforts.

In response to the leadership vacuum, SHOPO recently conducted a historic survey of our members in Honolulu—the first of its kind for SHOPO—to ask what qualities, skills and experiences they deem essential in a new Chief. The results were clear: our members take this issue seriously and are incredibly unified on the core values and qualities their next Chief needs to succeed. Most importantly, the survey showed that Honolulu's police officers want to be heard: by their supervisors, by the command staff, by the Chief, and by the Mayor and City Council.

Rank-and-file officers are the most valuable source of information about what works in a police department and what does not. They are in the field every day, using the equipment, interacting with the public, and taking the risks. They believe the next Chief must have significant experience as a beat cop—not just a few years in a patrol desk assignment or quasi-police work, but a deep understanding of actual police work. They value authentic experience over raw ambition and resume padding.

Our members are a treasure trove of information, and they want to help. If allowed to contribute to the vetting process, our members will provide unique and insightful perspectives that will help build community trust and improve administrative competence. We are greatly encouraged that the Public Safety Committee is considering this Resolution. If RES25-222 is adopted, SHOPO will gladly assist with a call-to-action notice and facilitate connecting our members with whatever inclusive process is created. We appreciate your effort to involve our members in the selection of our next Chief. Thank you for your time and consideration on this issue.

Sincerely,

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

Nicholas Schlapak
Treasurer, State of Hawaii Organization of Police Officers

August 21, 2025

The Honorable Augie Tulba
Chair, Committee on Public Safety & Economy
Honolulu City Council
530 South King Street
Honolulu, Hawaii, 96813

Re: Strong Support for Resolution 25-222, Improving the Police Chief Selection Process

Dear Chair Tulba and members of the Committee,

I submit this testimony in strong support of **Resolution 25-222**, which urges the Honolulu Police Commission to implement a transparent and comprehensive vetting process for selecting the next Chief of Police—one that incorporates input from our rank-and-file officers.

As the SHOPO Chapter Chair for Honolulu, I represent officers serving daily on the front lines of public safety. Their insights into leadership, operational needs, and departmental morale are not just valuable—they are essential for choosing the right leader. The Chief of Police is not merely an administrator; they are a strategic leader whose decisions directly impact officer retention, accountability, and community trust.

Officers were left without a clear understanding of how candidates were evaluated, and the extended timeline caused uncertainty throughout the department. **Resolution 25-222** offers a clear path forward, one that respects the urgency of this decision while amplifying the voices of those most affected by it.

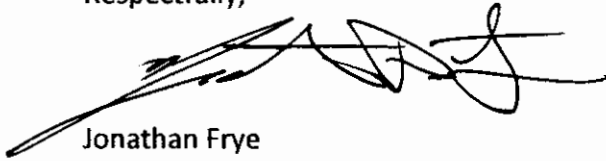
Specifically, I support the resolution's call for a process that includes:

- Soliciting input from rank-and-file officers to define desired leadership attributes.
- Conducting thorough background checks, media audits, and performance evaluations.
- Reviewing references from superiors, peers, and subordinates—including union representation.
- Requiring candidates to provide access to relevant work product and personnel files.
- Integrating findings from the Police Department Staffing and Retention Task Force.+

Adopting these measures will strengthen the Commission's decision-making and help restore confidence both within HPD and among the public we serve.

Mahalo for your commitment to transparency and accountability. SHOPO stands ready to support a process that honors both the integrity of our department and the voices of its members.

Respectfully,

A handwritten signature in black ink, appearing to read 'Jonathan Frye', with a long horizontal line extending to the left.

Jonathan Frye
Chapter Chair, SHOPO Honolulu