

**RES25-222**  
**Testimony**

**MISC. COMM. 447**

COUNCIL

## **COUNCIL Meeting**

Meeting Date: Sep 3, 2025 @ 10:00 AM

Support: 2

Oppose: 0

I wish to comment: 0

|                                                                 |                                   |                                       |
|-----------------------------------------------------------------|-----------------------------------|---------------------------------------|
| Name:<br>Kauanui Sabas                                          | Email:<br>ksabas@hgea.org         | Zip:<br>96813                         |
| Representing:<br>Hawaii Government Employees Association (HGEA) | Position:<br>Support              | Submitted:<br>Aug 29, 2025 @ 11:00 AM |
| Name:<br>Michael Golojuch, Jr. (he/him)                         | Email:<br>prideatworkhi@gmail.com | Zip:<br>96707                         |
| Representing:<br>Pride at Work - Hawai'i                        | Position:<br>Support              | Submitted:<br>Aug 30, 2025 @ 03:48 PM |



## HAWAII GOVERNMENT EMPLOYEES ASSOCIATION

AFSCME Local 152, AFL-CIO

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

Honolulu City Council

Testimony by  
Hawaii Government Employees Association

September 3, 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 and civilian employees.

We represent roughly 400 civilian employees, all of whom provide key professional, technical, and administrative services to the department. We find that it is important that input be taken into consideration from the department's civilian employees. These employees serve in different roles compared to uniformed officers and 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



August 30, 2025

**Date:** September 3, 2025

**To:** Chair Waters and Members of the Honolulu Police Commission

**RE:** Resolution 25-222 - Urging the Honolulu Police Commission to Improve the Chief of Police Selection Process

Aloha Chair and Members of the Honolulu Police Commission,

Pride at Work – Hawai'i is an official chapter of [Pride at Work](#) which is a national nonprofit organization that represents LGBTQIA+ union members and their allies. We are an officially recognized constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQIA+ Community to further social and economic justice.

Pride at Work – Hawai'i supports Resolution 25-222, which calls for a transparent and comprehensive vetting process in the selection of the next Chief of Police. The Chief of Police wields immense influence over the culture, priorities, and public trust in the Honolulu Police Department (HPD). The people of Honolulu deserve a leader who is accountable, equitable, and deeply committed to protecting and serving **all members of our community**.

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### **Inclusive and Transparent Process**

A meaningful selection process must include not only Commission review, but also the voices of rank-and-file police officers and civilian staff who understand the day-to-day realities of the department. Transparency and broad participation will:

- Build confidence in the outcome,
- Strengthen morale within HPD, and
- Start to restore community trust in the leadership of law enforcement.

To be truly inclusive the resolution would be improved if it were amended to include a request to the Commission to ensure outreach is done to marginalized over policed communities in Hawai'i which includes Native Hawaiian, Pacific Islander, Black, Micronesian and LGBTQIA+ communities. To ensure that their concerns are recognized by the search committee and potential candidates.

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### **Extending Transparency Beyond the Selection**

Transparency cannot end with the Chief's selection. It must extend throughout HPD's policies and practices, including any memoranda of understanding (MOUs) with federal agencies such as Immigration and Customs Enforcement (ICE) or the Department of Homeland Security (DHS).

## Pride at Work – Hawai‘i Testimony: Resolution 25-222 - Urging the Honolulu Police Commission to Improve the Chief of Police Selection Process

Taxpayers have a right to know whether their hard-earned dollars are being used to aid ICE raids that have terrorized immigrant and minority communities in Honolulu. These raids have:

- Separated families,
- Created fear among workers, and
- Undermined trust between law enforcement and the very people they are sworn to protect.

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### Public Safety and Accountability

As labor and civil rights advocates, we know that true public safety depends on the trust and cooperation of all communities. HPD must be fully transparent about its relationships with federal agencies, and the City and County of Honolulu must not allow its resources to be used in furtherance of unjust, discriminatory, or illegal practices.

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### Conclusion

For these reasons, we urge the Commission to adopt Resolution 25-222, strengthen the process of choosing the next Chief of Police, and ensure that transparency is the standard for all aspects of HPD's operations. Honolulu deserves a police department that is accountable to the people—not one that hides behind closed doors or collaborates in activities that harm our most vulnerable neighbors.

Mahalo for your consideration.

In Solidarity,

Michael Golojuch, Jr. (he/him)  
President  
Pride at Work – Hawai‘i