REPORT OF THE HONOLULU POLICE DEPARTMENT

MISC. COMM. 10

STAFFING AND RETENTION TASK FORCE

*PUBLIC SAFETY & ECONOMY (PSE)

Testimony

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

Meeting Date: Jan 15, 2026 @ 01:00 PM

Support: 2

Oppose: 0

I wish to comment: 0

Name:	Email:	Zip:
Jonathan Frye	jfrye@shopohawaii.org	96782
Representing:	Position:	Submitted:
State of Hawaii Organization of Police Officers	Support	Jan 10, 2026 @ 10:09 AM

Name:	Email:	Zip:
Angela Melody young	Alohadivinedesign@gmail.com	96817
Representing:	Position:	Submitted:
CARES | Community Advocacy Research Education Services	Support	Jan 15, 2026 @ 10:33 AM
Testimony:		
Support		

S H O P O

STATE OF HAWAII ORGANIZATION OF POLICE OFFICERS

Don Faumuina
State Board President

" A Police Organization for Police Officers Only "
Founded 1971

Term of Office
1-2026 to 12-2029

Jonathan Frye
Vice-President
State of Hawaii Organization of Police Officers (SHOPO)
1717 Hoe Street
Honolulu, Hawaiʻi 96819
Phone: 808-940-1178
Email: jfrye@shopohawaii.org

January 10, 2026

Chair Tulba and Members
Committee on Public Safety and Economy
Honolulu City Council

Re: Report of the Honolulu Police Department Staffing and Retention Task Force

Chair Tulba and Councilmembers,

Thank you for placing the Report of the Honolulu Police Department Staffing and Retention Task Force on your agenda and for your continued attention to Honolulu Police Department staffing, recruitment, and retention challenges. On behalf of the State of Hawaii Organization of Police Officers, I want to express appreciation to Councilmember Tupola, the Council, HPD leadership, the Department of Human Resources, and all task force members for their work on this effort.

SHOPO strongly supports the task force findings and recommendations and views this report as a realistic and data informed roadmap to strengthen HPD's workforce. The report accurately reflects the daily realities faced by officers and civilian employees, including rising vacancies, high cost of living, and the impact of heavy workload on morale and retention.

SHOPO would also like to provide the Committee with an update on implementation efforts. SHOPO is coordinating with Director Nola Miyasaki, Chief Rade Vanic, and their labor management teams to meet in February to begin formal discussions on the task force recommendations and implementation steps.

Many of the recommendations, such as housing stipends, increased employer health insurance contributions, retention incentives for senior employees, and accelerated progression to top step pay, are closely tied to SHOPO's responsibility to secure fair and competitive compensation for our members. Other recommendations, including civilianization of appropriate administrative positions, expansion of reserve and retiree rehire roles, and investments in training and technology, will help reduce pressure on patrol and investigative units and improve service to the public.

SHOPO is committed to being a constructive partner as these recommendations are evaluated and, where appropriate, converted into policy, budget, and contract changes. Our goal is the same as the Council's, to ensure that Honolulu can recruit and retain qualified officers and civilian professionals, support them throughout their careers, and provide a safe community for residents and visitors.

Thank you for your leadership on this issue and for the opportunity to submit testimony. SHOPO looks forward to continuing to work with the Council, HPD, and the Administration on the next phase of this important work.

Respectfully,

Jonathan Frye
Vice-President
State of Hawai‘i Organization of Police Officers