



# CITY COUNCIL

CITY AND COUNTY OF HONOLULU  
HONOLULU, HAWAII

No. 21-58

## RESOLUTION

DIRECTING THE CITY AUDITOR TO CONDUCT A PERFORMANCE AUDIT OF THE HONOLULU POLICE DEPARTMENT.

WHEREAS, the Honolulu Police Department ("HPD") serves as the primary law enforcement agency for the City and County of Honolulu ("City"); and

WHEREAS, according to the HPD's 2019 Annual Report, between 2018 and 2019, calls for HPD service increased roughly 4.2 percent, an increased number of arrests were made, and there was an increase in overall crime in the City; and

WHEREAS, the increase in the number of crimes, arrests, and calls have, among other things, likely increased the need for the HPD's presence throughout the City; and

WHEREAS, the Council of the City and County of Honolulu ("Council") approved in the City's Fiscal Year 2021 Executive Operating Budget (Ordinance 20-22) an additional 95 positions for the HPD; and

WHEREAS, the HPD continues to be 15 percent below its full staffing level and has sped up the application process to reduce HPD officer vacancies; and

WHEREAS, the HPD's policy on overtime (HPD Policy Number 3.03) states, among other things, that HPD "[s]upervisors shall be responsible for monitoring and managing their respective employees' workload and overtime"; and

WHEREAS, the use of overtime by HPD officers has allowed such officers to, among other things, increase their presence throughout the City, while at the same time increase their pay and anticipated retirement benefits; and

WHEREAS, the City Auditor, in its Service Efforts & Accomplishments Report for Fiscal Year 2019 found that HPD "[o]vertime expenditures have increased 38% from \$27.67 million in FY 2018 to \$38.31 million in FY 2019"; and

WHEREAS, the addition of overtime pay as part of a veteran HPD officer's salary can be very lucrative in light of the fact that such overtime pay would be included in the officer's pension calculation if the officer joined the HPD prior to July 1, 2012, thereby increasing the amount of the HPD officer's overall retirement compensation; and

WHEREAS, such increases in HPD officer retirement compensation will likely lead to additional long-term recurring City expenses in the form of higher retirement pension contributions to the Employees Retirement System; and



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WHEREAS, it has been reported that the heavy use of overtime by certain HPD officers has resulted in these officers more than doubling their annual salaries, sometimes earning in excess of the salaries of the Mayor and the Chief of the HPD; and

WHEREAS, it has also been reported/alleged that certain HPD COVID-19 Enforcement Team officers (during the existence of HPD COVID-19 Enforcement Team) were abusing overtime privileges, being paid for overtime hours that they may not have worked; and

WHEREAS, the Council believes appropriate HPD overtime policies, protocols, and regulations should be in place to ensure that HPD overtime expenditures are just, fair, and appropriate, and for purposes of ensuring the public that the opportunities for HPD officers to earn overtime pay are distributed equitably and that overtime work is authorized only as necessary; and

WHEREAS, accordingly, the Council further believes that it is warranted and in the public interest for a performance audit to be conducted of the HPD to ensure that the use of City funds for HPD officers' overtime is authorized only when necessary, and that the opportunities for officers to earn overtime pay are distributed equitably, justly, and as appropriate; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that the City Auditor is directed to conduct a performance audit of the Honolulu Police Department, which should address:

1. Whether the HPD's existing policies, protocols, and procedures, as they relate to HPD officer overtime, ensure the fair and equitable distribution of such overtime to all HPD officers, rather than just to certain HPD officers;
2. Whether the HPD's existing policies, protocols, and procedures, as they relate to HPD officer overtime allowances, ensure that HPD overtime privileges are not abused (e.g. that overtime work performed can be accounted for, is not excessive, and is consistent with HPD policies, protocols, and procedures); and
3. Recommendations for improvements to such HPD policies, protocols, and procedures to reduce the overall amount of overtime compensation being paid by the City to HPD officers, to ensure the equitable distribution of the opportunities to earn overtime pay among all HPD officers, and to ensure that such overtime privileges are not being abused; and



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BE IT FURTHER RESOLVED that the City Auditor is requested to complete the performance audit no later than one calendar year after the adoption of this resolution in accordance with Section 3-114.2, Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition); and

BE IT FURTHER RESOLVED that a copy of the completed audit report be filed with the City Clerk as a public record; and

BE IT FINALLY RESOLVED that copies of this resolution be transmitted to the Mayor, Managing Director, Chief of the Honolulu Police Department, Honolulu Police Commission, and the City Auditor.

INTRODUCED BY:

*Tony Wata*  
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DATE OF INTRODUCTION:

**FEB 25 2021**

Honolulu, Hawaii

Councilmembers

CITY COUNCIL  
CITY AND COUNTY OF HONOLULU  
HONOLULU, HAWAII  
CERTIFICATE

RESOLUTION 21-58

Introduced: 02/25/21 By: TOMMY WATERS

Committee: BUDGET (BUD)

Title: DIRECTING THE CITY AUDITOR TO CONDUCT A PERFORMANCE AUDIT OF THE HONOLULU POLICE DEPARTMENT.

Voting Legend: \* = Aye w/Reservations

02/25/21	INTRO	Introduced.
03/23/21	BUD	Reported out for adoption.  CR-100  6 AYES: CORDERO, ELEFANTE, KIA'ĀINA, SAY, TSUNEYOSHI, TUPOLA
04/14/21	CCL	Committee report and Resolution were adopted.  9 AYES: CORDERO, ELEFANTE, FUKUNAGA, KIA'ĀINA, SAY, TSUNEYOSHI, TULBA, TUPOLA, WATERS

I hereby certify that the above is a true record of action by the Council of the City and County of Honolulu on this RESOLUTION.

  
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GLEN I. TAKAHASHI, CITY CLERK

  
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TOMMY WATERS, CHAIR AND PRESIDING OFFICER