

DAVID Y. IGE  
GOVERNOR



STATE OF HAWAII  
**DEPARTMENT OF PUBLIC SAFETY**  
1177 Alakea Street  
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No. 2022-1624

June 13, 2022

Executive Director Randy Perreira,  
HGEA-Oahu  
888 Mililani Street, 4<sup>th</sup> Floor  
Honolulu, Hawaii 96813

RE: CONSULTATION-PROMOTIONS

Dear Mr. Perreira:

The Department is requesting consultation regarding a change in practice for how the Sheriff Division promotes deputy sheriffs.

As you are aware, the Sheriff Division has been plagued by complaints in the past regarding the promotional process. Many of the complaints revolve around a lack of transparency, direction, and consistency. We would like to address these issues by implementing some changes that we hope will benefit our deputies in their career progression.

First, the Sheriff Administration would like to provide the deputies with direction in the areas for which they will be tested and interviewed. The division does not intend to provide a study manual but will provide written notice in the internal vacancy announcement related to the broad areas of focus, which will be testable in various law enforcement disciplines such as Search and Seizure, Laws of Arrest, ICS, Use of Force, Revised Statutes, etc. All areas will be related to material readily available to all deputies and it would be the individual deputy's responsibility to study the material. We feel this best serves the deputies by providing direction. Under the current practices, no guidance is provided and deputies are often frustrated by not knowing what study material is relevant to focus their efforts.

Second, the Sheriff Division would like to make a slight modification to the promotional process as it relates to determining high score for selection. Under the current process, a deputy takes a written test and if he/she passes, the deputy would be allowed to move forward into the interview. At that point, the deputy's written score isn't given consideration and does not contribute towards the final overall score. Instead, the interview score is the deciding factor. The Sheriff Division administration would like to utilize both scores as a deciding factor because we believe it devalues the deputies who score high on the written exam. Under our proposal, a deputy would take a written

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exam passing scores at seventy percent (70%) or higher would advance to the interview. After the interview is conducted, an average of the two scores would be utilized to rank the deputies for selection. We feel this to be fair process that places equal emphasis on not only those who test well, but those who can express their thoughts through an interview process.

Lastly, the Sheriff Division would like to adopt the use of an order of merit list for promotional opportunities that would be maintained in-house for a one-year period. Currently, the Sheriff Division opens an internal vacancy announcement when there are openings and filling these vacant positions often takes a year or more. This places the vacant positions in jeopardy legislatively and makes filling our promotional opportunities cumbersome and time consuming. Under our proposal, the Sheriff Division Administration would recruit for promotional opportunities and build an order of merit list utilizing the methods of testing and scoring described above in this request for consultation. It should be noted that five of our DS III positions were eliminated legislatively and we had to fight very hard to get those positions returned to us and funded in this past year. Those positions were eliminated due to the unreasonable amount of time that they were left vacant. Our proposed change would allow for timely promotions and less frustrations from the field units.

The Sheriff Division would like to adopt these measures for all promotional opportunities between the ranks of Deputy Sheriff III and Deputy Sheriff V for consistency. We would also like to post the order of merit list for all to access to add to the transparency of the promotional process.

The Sheriff Division is projecting nearly eleven (11) vacant Deputy Sheriff III positions within the next thirty (30) days and it is our plan to announce these new procedures prior to opening the next promotional recruitment.

The Sheriff Division appreciates your participation in this consultation and we are hopeful that a meaningful dialogue can be conducted so that we are able to maintain our projected timeline.

Please have your designee contact Mr. William Oku, Sheriff at 587-2648 by June 17, 2022 to schedule an expediated consultation meeting. If we do not hear from you by June 20, 2022, we will assume that the HGEA has no objections to this proposal and we will implement these changes immediately.

Sincerely,  


Max Otani  
Director

c: SD/Admin  
PER/LR

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