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[www.hgea.org](http://www.hgea.org)

June 16, 2022

Mr. Max Otani, Director  
Department of Public Safety  
State of Hawaii  
1177 Alakea Street  
Honolulu, Hawaii 96813

Dear Mr. Otani:

Subject:       **Consultation – Promotions**

This is in response to your letter dated June 13, 2022 regarding 'CONSULTATION-PROMOTIONS' and your request for '*...consultation regarding a change in practice for how the Sheriff Division promotes deputy sheriffs*'.

While HGEA supports career progression for deputy sheriffs and efforts to improve the current promotional processes and practices, the proposed changes you outline in your letter are not merely subject to consultation. These changes must be negotiated and cannot be implemented without mutual agreement.

As the exclusive representative for employees in bargaining unit 14, please accept this as our official demand to bargain regarding the proposed changes in the department's promotional process for deputy sheriffs.

We are available to meet during the week of June 27, 2022, at the HGEA office located at 888 Mililani Street, Suite 401, Honolulu, HI 96813, regarding this matter. Please contact Field Services Officer Chad Ngai at (808) 543-0042 or [cngai@hgea.org](mailto:cngai@hgea.org) to confirm a date and time.

Sincerely,

Joy Kuwabara  
Field Services Consultant

cc:     William Oku, Sheriff  
       PSD Personnel