
HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO
CONDUCT A SAMPLE SURVEY OF FOR-PROFIT, NON-PROFIT, AND
GOVERNMENT ORGANIZATIONS IN HAWAII THAT HAVE SUCCESSFULLY
IMPLEMENTED REMOTE WORK, HYBRID WORK, OR TELEWORK
ARRANGEMENTS.

1 WHEREAS, housing costs in the State have sharply increased
2 in recent years; and

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4 WHEREAS, the University of Hawaii Economic Research
5 Organization reported that between 2000 and 2022, the median
6 single family home price increased by two hundred sixty percent
7 and, according to the Repeat Sales Index, home prices are 4.7
8 times higher than in 2000; and

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10 WHEREAS, there are areas in Hawaii, including rural
11 portions of every island, that have substantially less expensive
12 housing costs than those in urban and more populated areas; and

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14 WHEREAS, the Department of Human Resources Development
15 reported to the Legislature that nearly four thousand of the
16 seventeen thousand civil service positions in the state
17 executive branch were vacant as of November 2022, not including
18 the University of Hawaii System or Department of Education; and

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20 WHEREAS, identifying state jobs that are good candidates
21 for remote work, identifying areas of the State where housing is
22 relatively affordable but good-paying jobs are not readily
23 available, and pairing the remote jobs with Hawaii workers who
24 can work remotely would meaningfully address issues of
25 affordability, help keep local families in Hawaii, and
26 strengthen community ties; and

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1 WHEREAS, funds should be invested to ensure that households
2 have sufficient broadband infrastructure to support an increase
3 in remote workers and co-working facilities; this will allow
4 more people who want to stay in their communities to work but do
5 not have appropriate space in their own homes to work remotely;
6 and

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8 WHEREAS, co-working facilities can also be used for
9 community events in the evenings, weekends, and off-work hours,
10 and existing state facilities like state libraries could be
11 utilized as co-working facilities; and

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13 WHEREAS, the federal government has had remote work options
14 for its employees since the 1970s; and

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16 WHEREAS, before the COVID-19 pandemic, only three percent
17 of federal employees teleworked every day, but that amount grew
18 substantially during the peak of the pandemic when a record
19 fifty-nine percent of federal employees worked from home daily;
20 and

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22 WHEREAS, similarly in the State, the COVID-19 pandemic led
23 to much of the State working remotely full-time; and

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25 WHEREAS, even after the COVID-19 pandemic, telecommuting
26 and remote services have remained popular, which has led to
27 renewed interest in strategies to create more sustainable
28 communities; and

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30 WHEREAS, remote work arrangements help alleviate
31 transportation costs for employees and simultaneously ease
32 traffic congestion for other commuters; and

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34 WHEREAS, according to the Honolulu Transportation Demand
35 Management Plan, approximately thirty to fifty percent of trips
36 by vehicles are made by people driving alone; and

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38 WHEREAS, there are best practices for remote work and
39 hybrid work with respect to management and productivity,
40 including establishing policies that provide clear guidelines
41 and expectations, providing appropriate training sessions and
42 materials to support training for managers and employees,
43 providing clear communication, recognizing employees and
44 managers must invest additional effort to ensure their



1 communications are effective and that they are providing a
2 continuous flow of information, and engaging in frequent
3 consultations with labor unions to ensure a clear understanding
4 of policies and procedures; now, therefore,

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6 BE IT RESOLVED by the House of Representatives of the
7 Thirty-second Legislature of the State of Hawaii, Regular
8 Session of 2024, the Senate concurring, that the Department of
9 Human Resources Development is requested to conduct a sample
10 survey of for-profit, non-profit, and government organizations
11 in Hawaii that have successfully implemented remote work, hybrid
12 work, or telework arrangements; and
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14 BE IT FURTHER RESOLVED that the Department of Human
15 Resources Development is requested to examine the following:
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- 17 (1) Best practices for managers and supervisors of remote
18 workers;
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20 (2) Best practices for measuring productivity in a remote
21 work or hybrid work environment; and
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- 23 (3) Lessons learned from running a remote work or hybrid
24 work program in Hawaii; and
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26 BE IT FURTHER RESOLVED that the Department of Human
27 Resources Development is requested to determine how these
28 strategies can be incorporated in existing and vacant state job
29 positions to retain and attract a healthy public employee
30 workforce; and
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32 BE IT FURTHER RESOLVED that the University of Hawaii
33 Economic Research Organization is requested to identify areas in
34 the State that have lower housing costs and decreased access to
35 good-paying jobs and consultant to the Department of Human
36 Resources and Development; and
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38 BE IT FURTHER RESOLVED that the Hawaii Broadband and
39 Digital Equity Office is requested to analyze the condition of
40 the existing broadband infrastructure in the areas of the State
41 that have lower housing costs and decreased access to good-
42 paying jobs, as identified by the University of Hawaii Economic
43 Research Organization; and
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1 BE IT FURTHER RESOLVED that the Department of Human
2 Resources Development is requested to submit a report of its
3 findings, including the findings of the University of Hawaii
4 Economic Research Organization and Hawaii Broadband and Digital
5 Equity Office, and recommendations, including any proposed
6 legislation, to the Legislature no later than twenty days before
7 the convening of the Regular Session of 2025; and

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9 BE IT FURTHER RESOLVED that certified copies of this
10 Concurrent Resolution be transmitted to the Director of Human
11 Resources Development, State Broadband Coordinator, and
12 Executive Director of the University of Hawaii Economic Research
13 Organization.

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