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# SENATE CONCURRENT RESOLUTION

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

1 WHEREAS, housing is expensive across the State; and

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3 WHEREAS, the University of Hawaii Economic Research  
4 Organization reported in their 2023 article *The Hawai'i Housing*  
5 *Factbook* that the median price for a single family home in the  
6 State has increased by two hundred sixty percent from 2000 to  
7 2022, and that home prices are 4.7 times higher now than in  
8 2000, according to the repeat sales index; and

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

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14 WHEREAS, pursuant to Act 57, Session Laws of Hawaii 2019,  
15 the Department of Human Resources Development reported to the  
16 Legislature prior to the Regular Session of 2024, that nearly  
17 four thousand seven hundred out of the seventeen thousand six  
18 hundred civil service positions in the State's Executive Branch  
19 were vacant as of November 2023, not including the University of  
20 Hawaii System or the Department of Education; and

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22 WHEREAS, identifying state jobs that are viable prospects  
23 for remote work and areas of the State where housing is  
24 affordable but high-paying jobs are not readily available, and  
25 pairing the identified remote job prospects with the State's  
26 local workforce would meaningfully address the State's lack of  
27 affordable housing in certain areas, help keep local families in  
28 the State, and strengthen community ties; and

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1           WHEREAS, to assist with the need for remote work jobs in  
 2 areas where high-paying job opportunities are limited, funds  
 3 should be invested in these areas to ensure that there are  
 4 sufficient broadband infrastructure to support an increase in  
 5 remote workers and sufficient co-working facilities to assist  
 6 people who want to stay in their communities to work but do not  
 7 have appropriate space in their own homes; and

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

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 14           WHEREAS, through efforts such as the mandate of the School  
 15 Facilities Authority to build educator workforce housing on  
 16 underutilized Department of Education land, the State is  
 17 addressing the demands for work and jobs while making them both  
 18 accessible to communities near where workers live, work, play,  
 19 and shop; and

20  
 21           WHEREAS, the coronavirus disease 2019 (COVID-19) pandemic  
 22 led to much of the State working remotely full-time and  
 23 workplace flexibilities played a significant role nationwide in  
 24 ensuring employees were able to meet both their work and family  
 25 responsibilities; and

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

29  
 30           WHEREAS, before the COVID-19 pandemic, only three percent  
 31 of federal employees teleworked every day, but that percentage  
 32 grew substantially during the pandemic when a record fifty-nine  
 33 percent of employees worked from home daily, and in March 2020,  
 34 the United States Office of Management and Budget released  
 35 guidance on telework flexibilities for the federal government;  
 36 and

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 38           WHEREAS, even after the COVID-19 pandemic, telecommuting  
 39 and remote services have remained popular, which has led to  
 40 renewed interest in strategies to create more sustainable  
 41 communities; and

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1 WHEREAS, transportation costs tend to be borne  
2 disproportionately by the most vulnerable in the community and  
3 must be addressed alongside affordable housing strategies, or  
4 these inequities will persist; and  
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6 WHEREAS, in the State, Ulupono Initiative's *Vehicle Economy*  
7 *Study* (2021) showed that personal vehicles cost an additional  
8 \$16,200 per household per year, or \$8,100 per vehicle per year,  
9 and that regardless of whether households owned cars, the public  
10 cost of sustaining the State's vehicle economy amounts to  
11 roughly \$15,000 per taxpayer per year, or \$24,400 per household  
12 per year, and for a state where household median income is  
13 roughly \$80,000 per year, these costs amount to about thirty  
14 percent of household pre-tax income; and  
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16 WHEREAS, providing transportation options along with  
17 affordable housing will not only make life more affordable in  
18 the State, but also support broader efforts to reduce greenhouse  
19 gas emissions to support the State's decarbonization goals; and  
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21 WHEREAS, according to the Honolulu Connect Transportation  
22 Demand Management Plan, approximately thirty to fifty percent of  
23 trips made by people driving alone in Honolulu are under three  
24 miles, which presents a key opportunity for shifting travel  
25 behavior to more sustainable and affordable modes of  
26 transportation; and  
27

28 WHEREAS, there are established best practices for remote  
29 work and hybrid work with respect to management and  
30 productivity, including:  
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- 32 (1) Establishing policies that provide clear guidelines  
33 and expectations;
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- 35 (2) Providing appropriate training sessions and materials  
36 to support training for both managers and employees;  
37
- 38 (3) Providing clear communications, recognizing that  
39 employees and managers must invest additional effort  
40 to ensure their communications are effective and that  
41 they are providing a continuous flow of information;  
42 and



1  
2 (4) Engaging in frequent consultations with unions to  
3 ensure a clear understanding of policy and procedures;

4  
5 now, therefore,

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7 BE IT RESOLVED by the Senate of the Thirty-second  
8 Legislature of the State of Hawaii, Regular Session of 2024, the  
9 House of Representatives concurring, that the Department of  
10 Human Resources Development is requested to conduct a sample  
11 survey of organizations in the State within the for-profit,  
12 nonprofit, and government sectors that have successfully  
13 implemented remote work, hybrid work, or telework arrangements;  
14 and

15  
16 BE IT FURTHER RESOLVED that the sample survey is requested  
17 to identify examples of best practices for implementation of a  
18 remote work program, including:

- 19  
20 (1) Best practices for managers or supervisors of remote  
21 workers;  
22  
23 (2) Best practices for measuring productivity in a remote  
24 work or hybrid work environment; and  
25  
26 (3) Lessons learned from running a remote work or hybrid  
27 work program in the State; and  
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29 BE IT FURTHER RESOLVED that the Department of Human  
30 Resources Development is requested to collaborate with the  
31 University of Hawaii Economic Research Organization to identify  
32 areas of the State that have a combination of lower housing  
33 costs and decreased access to high-paying jobs; and  
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35 BE IT FURTHER RESOLVED that the Hawaii Broadband and  
36 Digital Equity Office is requested to analyze the condition of  
37 the existing broadband infrastructure in the areas of the State  
38 that have a combination of lower housing costs and decreased  
39 access to high-paying jobs; and  
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41 BE IT FURTHER RESOLVED that the Department of Human  
42 Resources Development is requested to submit a report of its



1 findings and recommendations, in collaboration with the findings  
2 of the University of Hawaii Economic Research Organization and  
3 Hawaii Broadband and Digital Equity Office, including any  
4 proposed legislation, to the Legislature no later than twenty  
5 days before the convening of the Regular Session of 2025; and

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7 BE IT FURTHER RESOLVED that certified copies of this  
8 Concurrent Resolution be transmitted to the Director of Human  
9 Resources Development, Executive Director of the University of  
10 Hawaii Economic Research Organization, and Broadband Director of  
11 the Hawaii Broadband and Digital Equity Office.

