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BRENN A H. HASHIMOTO
DIRECTOR
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STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
BRENN A H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Wednesday, February 1, 2023
3:00PM
State Capitol, Conference Room 224

In consideration of
SB725, RELATING TO TELEWORKING

Chair Moriwaki, Vice Chair Lee, and the members of the committee.

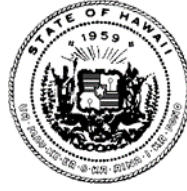
The Department of Human Resources Development (DHRD) is in **support** of SB725.

The purpose of this bill are to: (1) require the Department of Human Resources Development to submit an annual report to the Legislature on the telework policies of the executive branch; and (2) appropriate funds.

DHRD understands the importance of having measures and metrics in place to implement the newly agreed upon Executive Branch Telework Program Guidelines and would, therefore, require the proposed 1.0 FTE and funds to ensure that this annual report could be submitted.

Thank you for the opportunity to provide testimony on this measure.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



CATHY BETTS
DIRECTOR
KA LUNA HO'OKELE

JOSEPH CAMPOS II
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII
KA MOKU'ĀINA O HAWAI'I
DEPARTMENT OF HUMAN SERVICES
KA 'OIHANA MĀLAMA LAWELAWE KANAKA
Office of the Director
P. O. Box 339
Honolulu, Hawaii 96809-0339

January 30, 2023

TO: The Honorable Senator Sharon Y. Moriwaki, Chair
Senate Committee on Labor & Technology

FROM: Cathy Betts, Director

SUBJECT: [SB 725](#) – RELATING TO TELEWORKING.

Hearing: February 1, 2023, 3:00 p.m.
Conference Room 224 & Videoconferencing, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) provides comments and defers to the Department of Human Resources Development.

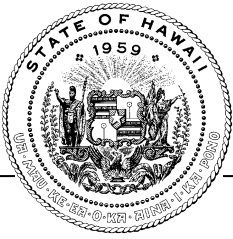
PURPOSE: The bill will require the Department of Human Resources Development to submit an annual report to the Legislature on the telework policies of the executive branch. Appropriates funds.

DHS supports modernizing the State's telework policies to improve human services delivery and to support and attract our workforce. Before the pandemic, Margaret Weigher, the federal Acting Director of the Office of Personnel Management (OPM), said, “[w]hen implemented as a strategic management tool, robust and well-practiced telework programs improve staff performance and engagement, and maximize organizational mission productivity, efficiency, and government stewardship.”¹

¹ See the 2019 Report, [US Office of Personnel Management, Status of Telework In the Federal Government, Report to Congress, Fiscal Year 2017](#).

The department's successful pivot to a hybrid telework environment at the pandemic's start allowed DHS to provide continuous access to benefits and services while keeping residents and the workforce safe. In addition, DHS will continue to build upon the investments in technology and knowledge gained in the last three years to improve our services.

Thank you for the opportunity to provide comments on this measure.



**STATE OF HAWAI'I
OFFICE OF PLANNING
& SUSTAINABLE DEVELOPMENT**

LATE

IN PERSON

JOSH GREEN, M.D.
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Statement of
SCOTT GLENN, Director

before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY

Wednesday, February 1, 2023

3:00 PM

State Capitol, Conference Room 224

in consideration of
SB 725
RELATING TO TELEWORKING.

Chair Moriwaki, Vice Chair Lee and Members of the Senate Committee on Labor and Technology.

The Office of Planning and Sustainable Development (OPSD) supports SB 725 which requires the Department of Human Resource Development (DHRD) to submit an annual report to the Legislature on the telework policies of the Executive Branch and appropriates funds. OPSD offers the following comments.

OPSD collaborated with DHRD, DOT, OMPO, and C&C DTS to design and conduct a survey of state employees and supervisors on their experience of teleworking during the pandemic. A goal of the survey was to determine if teleworking could assist in reducing traffic congestion. A majority of employees and supervisors who responded indicated that telework was a positive and productive experience. The report on the survey is posted on the OPSD website.

Based on the results of the survey, OPSD supports this measure as it will provide the Legislature with additional information on which to base future policies and legislation regarding telework for state employees. OPSD defers to other agencies on the impacts of this measure on their operations.

Thank you for the opportunity to testify on this measure.



TIME/DATE: 3:00 p.m., February 1, 2023
PLACE: State Capitol Conference Room 224 & Videoconference
COMMITTEE: Senate Labor & Technology
BILL: SB 725, Relating to Teleworking
POSITION: Support

Aloha Chair Moriwaki, Vice Chair Lee, and members of the committee!

My name is Christine Maii Sakuda and I serve as the executive director of Transform Hawai'i Government (THG), a nonprofit organization that advocates for a more accessible and responsive state government that leverages technology to help citizens, communities, and businesses throughout Hawai'i thrive. In collaboration with state government partners, we strive to keep modernization a top priority. We are writing in **support** of SB 725, relating to teleworking. This measure requires the Department of Human Resources Development to submit an annual report to the Legislature on the telework policies of the executive branch and appropriates funds for it to do so.

Successfully delivering government services to Hawai'i residents requires investments in people, processes, and technology. Not only can governmental agencies save money on office space, energy use, and related purchases by having employees telework, we believe that teleworking is a necessary adaptation that can effectively promote excellent work and attract top talent to government positions. Facilitating telework for some positions and at least some of the time would benefit government employees by reducing the need for commuting, saving time and reducing traffic. Among the well documented benefits for employees are the savings on fuel, vehicle maintenance and parking costs. There are also societal benefits to reducing commutes, including a reduction in the consumption of petroleum products, reduced risk of traffic accidents, and increased time that people can spend with families. We support government implementation of telework strategies.

Please continue to call upon Transform Hawai'i Government as a resource on government modernization. Through research, data, and in-depth policy recommendations, and resources we wish to support your efforts to make Hawai'i a better place and look forward to working closely with you.

Sincerely,

A handwritten signature in blue ink, appearing to read 'C. Sakuda', is written over a light blue circular graphic element.

Christine Sakuda
Executive Director
Transform Hawai'i Government
email: csakuda@TransformHawaiiGov.org | phone: (808) 321-2811
web: www.TransformHawaiiGov.org

SB-725

Submitted on: 1/28/2023 4:05:56 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Samuel M Mitchell	Individual	Support	Written Testimony Only

Comments:

The Federal Government has been using Telework for many years and the Unions supported this. I support allowing Telework and a 10-hour 4 Day work week for all city & state employees.

LATE

SB-725

Submitted on: 2/1/2023 12:26:39 PM

Testimony for LBT on 2/1/2023 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Shana Kukila	Individual	Support	Written Testimony Only

Comments:

Aloha Senators,

This testimony is in support of SB725, Relating to Teleworking, which will require the Department of Human Resources to submit an annual report to the Legislature on its telework policies for the executive branch.

As a graduate student of the organizational development and change program of Hawai'i Pacific University as well as a UH alumn, I have earned my degrees partly through online and in person classes, and will be submitting some solutions to the workforce shortage to the Legislature in future testimony because I believe I have some solutions that could work.

For this hearing, I will provide a more personal story.

First, my suggestion for this bill is for all three branches of state government to be required to report on telework policies across the board, particularly because the Legislature has no policy (as stated on the official hiring page of the Legislature's website) and the Judiciary has its own policies, all of which are not in alignment and should be if we are to reduce the staffing shortages being experienced on all levels. Here's my experience.

As a Hilo resident and former employee of the Hawai'i State Senate (2021), I had to pay my own way to work at the State Capitol, which was costly considering airfare, lodging, and transportation. I was never offered a per diem for these costs (of which neighbor island legislators are afforded) and these expenses took my entire paycheck of just under \$2500/month. In 2022, when I was asked to returned to work at the Legislature, I had to turn down the position because it was costly, even at the wage being offered of about \$3,000/month. It made me think of the high unemployment rate on the neighbor islands, and how state work is out of reach for most of us, particularly at the Legislature. So it is important to ask if the Legislature is doing everything it can to bridge these gaps and allow for solutions like telework to provide staffing from the neighbor islands to be included in the talent pool, as well as to provide a pathway for leadership within the Legislature, the Judiciary, and the Executive offices for those of us who do not live in Honolulu. Please ask yourselves this question, and if the Legislature is inadvertently putting up barriers to neighbor island residents who live in rural areas and do not have transportation or the money to fly to or live in Honolulu, and if the solutions such as telework are options that can be worked out for those who are interested in working for the state or learning about the legislative process.

Therefore, to restate my position, this bill should be amended to include all branches of state government and to look at how telework can be a real and viable option for those who do not live in the urban core of the state.

Thank you for your time in reading this testimony and for the important work you do for the people of Hawai'i. I hope these words have had an impact.

Mahalo nui,

Shana W. Kukila

Hilo, Hawai'i