

MAR 08 2024

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# SENATE 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 has  
6 increased by two hundred sixty percent from 2000 to 2022, and  
7 that home prices are 4.7 times higher now than in 2000,  
8 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, identifying 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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30 WHEREAS, to assist with the need for remote work jobs in  
31 areas where high-paying job opportunities are limited, funds  
32 should be invested in these areas to ensure that there is  
33 sufficient broadband infrastructure to support an increase in



1 remote workers and sufficient co-working facilities to assist  
2 people who want to stay in their communities to work but do not  
3 have appropriate space in their own homes; and  
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5 WHEREAS, co-working facilities can also be used for  
6 community events in the evenings, weekends, and off-work hours,  
7 and existing state facilities such as state libraries could be  
8 utilized as co-working facilities; and  
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10 WHEREAS, through efforts such as the mandate of the School  
11 Facilities Authority to build educator workforce housing on  
12 underutilized Department of Education land, the State is  
13 addressing the demands for work and jobs while making them both  
14 accessible to communities near where workers live, work, play,  
15 and shop; and  
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17 WHEREAS, the coronavirus disease 2019 (COVID-19) pandemic  
18 led to much of the State working remotely full-time and  
19 workplace flexibilities played a significant role nationwide in  
20 ensuring employees were able to meet both their work and family  
21 responsibilities; and  
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23 WHEREAS, the federal government has had remote work options  
24 for its employees since the 1970s; and  
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26 WHEREAS, before the COVID-19 pandemic, only three percent  
27 of federal employees teleworked every day, but that percentage  
28 grew substantially during the pandemic when a record fifty-nine  
29 percent of employees worked from home daily, and in March 2020,  
30 the United States Office of Management and Budget released  
31 guidance on telework flexibilities for the federal government;  
32 and  
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34 WHEREAS, even after the COVID-19 pandemic, telecommuting  
35 and remote services have remained popular, which has led to  
36 renewed interest in strategies to create more sustainable  
37 communities; and  
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39 WHEREAS, transportation costs tend to be borne  
40 disproportionately by the most vulnerable in the community and  
41 must be addressed alongside affordable housing strategies, or  
42 these inequities will persist; and



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WHEREAS, in the State, Ulupono Initiative's *Vehicle Economy Study* (2021) showed that personal vehicles cost an additional \$16,200 per household per year, or \$8,100 per vehicle per year, and that, regardless of whether households owned cars, the public cost of sustaining the State's vehicle economy amounts to roughly \$15,000 per taxpayer per year, or \$24,400 per household per year, and for a state where household median income is roughly \$80,000 per year, these costs amount to about thirty percent of household pre-tax income; and

WHEREAS, providing transportation options along with affordable housing will not only make life more affordable in the State, but also support broader efforts to reduce greenhouse gas emissions to support the State's decarbonization goals; and

WHEREAS, according to the Honolulu Connect Transportation Demand Management Plan, approximately thirty to fifty percent of trips made by people driving alone in Honolulu are under three miles, which presents a key opportunity for shifting travel behavior to more sustainable and affordable modes of transportation; and

WHEREAS, there are established best practices for remote work and hybrid work with respect to management and productivity, including:

- (1) Establishing policies that provide clear guidelines and expectations;
- (2) Providing appropriate training sessions and materials to support training both for managers and employees;
- (3) Providing clear communications, recognizing that employees and managers must invest additional effort to ensure their communications are effective and that they are providing a continuous flow of information; and
- (4) Engaging in frequent consultations with unions to ensure a clear understanding of policy and procedures;



1 now, therefore,  
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3 BE IT RESOLVED by the Senate of the Thirty-second  
4 Legislature of the State of Hawaii, Regular Session of 2024,  
5 that the Department of Human Resources Development is requested  
6 to conduct a sample survey of organizations in the State within  
7 the for-profit, nonprofit, and government sectors that have  
8 successfully implemented remote work, hybrid work, or telework  
9 arrangements; and

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11 BE IT FURTHER RESOLVED that the sample survey is requested  
12 to identify examples of best practices for implementation of a  
13 remote work program, including:

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15 (1) Best practices for managers or supervisors of remote  
16 workers;

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18 (2) Best practices for measuring productivity in a remote  
19 work or hybrid work environment; and

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21 (3) Lessons learned from running a remote work or hybrid  
22 work program in the State; and

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24 BE IT FURTHER RESOLVED that the University of Hawaii  
25 Economic Research Organization is requested to identify areas of  
26 the State that have a combination of lower housing costs and  
27 decreased access to high-paying jobs; and

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29 BE IT FURTHER RESOLVED that the Hawaii Broadband and  
30 Digital Equity Office is requested to analyze the condition of  
31 the existing broadband infrastructure in the areas of the State  
32 that have a combination of lower housing costs and decreased  
33 access to high-paying jobs; and

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35 BE IT FURTHER RESOLVED that the Department of Human  
36 Resources Development is requested to submit a report of its  
37 findings and recommendations, in collaboration with the findings  
38 of the University of Hawaii Economic Research Organization and  
39 Hawaii Broadband and Digital Equity Office, including any  
40 proposed legislation, to the Legislature no later than twenty  
41 days before the convening of the Regular Session of 2025; and

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1 BE IT FURTHER RESOLVED that certified copies of this  
2 Resolution be transmitted to the Director of Human Resources  
3 Development, Executive Director of the University of Hawaii  
4 Economic Research Organization, and Broadband Director of the  
5 Hawaii Broadband and Digital Equity Office.

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OFFERED BY:

*Dana K. K. [Signature]*

