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

Before the
HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS
Thursday, March 21, 2024
10:00 AM
State Capitol, Conference Room 309

In consideration of
**HCR 76 / HR 61 URGING STATE DEPARTMENTS AND AGENCIES TO ENABLE
EMPLOYEES TO TELEWORK TO THE GREATEST EXTENT**

Chair Matayoshi, Vice Chair Garrett, and the members of the committee.

The Department of Human Resources Development (DHRD) offers the following comments for HCR 76 / HR 61.

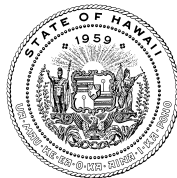
The purpose of HCR 76 and HR 61 is to urge state departments and agencies to enable employees to telework to the greatest extent possible and request that they adopt telework policies to monitor employee productivity and, if necessary, require an employee to return to the office if the employee demonstrates that they are unable to meet deliverables when teleworking.

DHRD, on behalf of the State of Hawaii Executive Branch, entered into a memorandum of agreement with the Hawaii Government Employees Association (HGEA) outlining the state's telework program guidelines. Under the telework program guidelines, a provision already exists that allows supervisors/managers to return employees to the office if the employee is unable to meet the deliverables while teleworking. Executive Branch departments intending to provide telework opportunities to their employees must follow the negotiated guidelines. Departments are not permitted to establish their own policies without DHRD approval and consultation with HGEA.

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

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KEITH A. REGAN
COMPTROLLER
KA LUNA HO'OMALU HANA LAULĀ

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WRITTEN TESTIMONY
OF
KEITH A. REGAN, COMPTROLLER
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES
TO THE

COMMITTEES ON LABOR AND GOVERNMENT OPERATIONS

THURSDAY, MARCH 21, 2024, 10:00 A.M.
CONFERENCE ROOM 309 AND VIA VIDEOCONFERENCE, STATE CAPITOL

H. R. 61 and H. C. R. 76

URGING STATE DEPARTMENTS AND AGENCIES TO ENABLE EMPLOYEES TO
TELEWORK TO THE GREATEST EXTENT POSSIBLE.

Chairs Matayoshi, Vice Chair Garrett, and members of the Committees, thank
you for the opportunity to submit testimony on H. R. 61 and H. C. R. 76.

H. R. 61 and H. C. R. 76 encourages state departments and agencies to allow
employees to telework as a tool to help improve overall operations. The Department of
Accounting and General Services (DAGS) offers testimony in **support** of this measure.

DAGS appreciates the work done by the Department of Human Resources and
Development (DHRD) to develop and implement telework guidelines. Through our
experience, we have found that many (approximately 8 out of 10) potential candidates
for positions that are suited for telework have inquired as to the availability of telework.
While DAGS has embraced the concept of telework, we have implemented it in a very

limited capacity.

As the work environment continues to change, the State, in order to remain relevant and competitive, must also consider changing its approach to be more accepting of telework as a benefit that would make the State a more attractive place to work. As the existing DHRD telework guidelines continue to be implemented by various departments, there is an opportunity to further enhance these guidelines through input from the legislature, employees, supervisors, and department heads. This measure will encourage departments to review their operations and share, with the legislature, additional opportunities to address a myriad of concerns related to continuity of operations, workforce resiliency, employee turnover and absenteeism, traffic congestion, strain on public infrastructure and resources, and work-life balance.

Thank you for the opportunity to submit testimony on this matter.