

JAN 15 2025

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# A BILL FOR AN ACT

RELATING TO COMMUTING.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that the State's policy  
2 of providing highly subsidized parking for state employees  
3 limits the employees' choices, does not reduce traffic  
4 congestion or greenhouse gas emissions, and contradicts state  
5 policies to encourage alternative modes of transportation.  
6 According to the department of accounting and general services,  
7 four thousand and seventy-six subsidized parking stalls are made  
8 available to state employees on O'ahu, not including stalls  
9 located at the university of Hawai'i or the department of  
10 education buildings. An additional two hundred forty-three are  
11 made available on Hawai'i island, two hundred seventy-eight on  
12 Maui, and one hundred fifty-one on Kaua'i.

13           The legislature further finds that for many years the State  
14 has offered the limited option to employees to pay for monthly  
15 parking privileges at the department of accounting and general  
16 services' controlled lot located at or near the employee's  
17 workplace through pre-tax payroll deductions. In addition to



1 the savings for purchasing parking pre-tax, the parking  
2 privileges are offered at a rate of approximately one-third of  
3 the public rate. For example, employee parking rates in the  
4 Honolulu downtown area range from \$20 to \$60 per month before  
5 any pre-tax savings, which is a fraction of the cost to park in  
6 a nearby private lot.

7       Comparatively, the cost of a monthly adult bus pass on O'ahu  
8 is \$80 and the State does not provide a comparable bus pass  
9 benefit to its employees nor offer to all employees the ability  
10 to purchase a bus pass on a pre-tax basis. State employees who  
11 travel to work by bicycle, foot, wheelchair or other mobility  
12 aid, or private car sharing also do not receive any  
13 transportation benefit or support even though their commuting  
14 modes reduce the number of cars driven in the State and parked  
15 in state lots.

16       The legislature also finds that other jurisdictions, such  
17 as Washington, D.C., have enacted equitable transportation  
18 benefits laws and policies. Various options, such as offering  
19 an equivalent transportation benefit that employees could select  
20 to apply to the cost of their preferred mode of transportation,  
21 could be implemented to increase parity.



1           Accordingly, the purpose of this Act is to require the  
2 director of human resources development, in consultation with  
3 the Hawai'i climate change mitigation and adaptation commission,  
4 state energy office, and department of accounting and general  
5 services, to develop and implement a commuting choice benefit  
6 program for all state employees regardless of mode of  
7 transportation.

8           SECTION 2. (a) The director of human resources  
9 development, in consultation with the Hawai'i climate change  
10 mitigation and adaptation commission, state energy office, and  
11 department of accounting and general services, shall develop and  
12 implement a comprehensive commuting choice benefit program for  
13 all state employees regardless of mode of transportation. The  
14 program shall include walking, rolling using a wheelchair or  
15 other mobility aid, car sharing, biking, and using public  
16 transportation, and shall encourage the use of healthy, safe,  
17 economically sound, and environmentally sustainable commuting  
18 modes.

19           (b) The director of human resources development shall  
20 submit a report on the progress made toward implementing the



# S.B. NO. 396

1 program to the legislature no later than forty days prior to the  
2 convening of the regular session of 2026.

3 SECTION 3. This Act shall take effect upon its approval.

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INTRODUCED BY:

*Karl Rhoad*



# S.B. NO. 396

**Report Title:**

DHRD; Transportation; Commuting; State Employees; Plan;  
Commuting Choice Benefit Program; Report

**Description:**

Requires the Director of Human Resources Development, in consultation with the Hawaii Climate Change Mitigation and Adaptation Commission, State Energy Office, and Department of Accounting and General Services, to develop and implement a comprehensive Commuting Choice Benefit Program for all state employees regardless of mode of transportation. Requires a report to the Legislature.

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