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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. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON GOVERNMENT OPERATIONS
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Thursday, February 6, 2025
3:05 PM
State Capitol, Conference Room 225

In consideration of
SB 1091, RELATING TO REMOTE WORK ASSESSMENTS

Chair McKelvey, Chair Aquino, and members of the Committee on Government Operations and the Committee on Labor and Technology:

The Department of Human Resources Development (HRD) offers the following comments for SB 1091.

The purpose of SB 1091 is to require the comptroller to periodically assess telework-eligible positions and notify all eligible employees of their eligibility to telework. It also requires HRD and the Office of Enterprise Technology Services to assist.

- In January 2023, HRD issued the State Telework Program Guidelines, which provides the framework for telework opportunities for state employees as an alternative work option, in appropriate circumstances. Participation in the Telework Program is determined by each department head in the executive branch.
- The State Telework Program Guidelines outline the responsibilities of the department should they decide to offer their employees the option to telework that includes, but is not limited to:
 - Identify and select positions and employees best suited for telework;
 - Determine whether certain positions will be designated full time or hybrid telework as part of the department's initiative to address office space needs and, if appropriate, initiate meetings with the Department of Accounting and General Services.

- Telework may not be feasible for some departments or for certain positions within a department. Determinations of work suitable for teleworking is made on a case-by-case basis by the department head or designated representative, based on factors such as job duties and responsibilities rather than job title, type of appointment, work schedule, or the employee's desire to telework. Departments must continue to be given the latitude to determine which positions are telework-eligible based on their operational needs.
- HRD does not have data on the job titles or location of the employees that a department has approved to telework since the State's Telework Program Guidelines does not require departments to provide that information.

For the foregoing reasons, we believe that it would be more efficient to have departments work directly with DAGS, rather than HRD, to assess the department's office space needs and infrastructure requirements to allow for telework. As such, should this bill move forward, we respectfully request that the language of the bill be revised. Specifically, we suggest the following revision to Section 2(a)(6)(A):

*“No later than June 30 of every even-numbered year:
(A) In coordination with all departments and the office of enterprise technology services, complete an assessment of telework-eligible positions; and”*

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



Testimony of the Oahu Metropolitan Planning Organization

Committee on Government Operations Committee on Labor and Technology

February 6, 2025 at 3:05PM
Conference Room 225

SB 1091 Relating to Remote Work Assessments

Dear Chairs McKelvey and Aquino, Vice Chairs Gabbard and Lee, and Committees Members,

The Oahu Metropolitan Planning Organization (OahuMPO) **supports SB1091**, which would require the Comptroller to periodically assess telework-eligible positions and notify all eligible employees of their eligibility to telework and requires the Department of Human Resources Development and Office of Enterprise Technology Services to assist.

This bill is aligned with the high priority recommendations¹ identified in the State Government Employee Transportation Demand Management Study, which OahuMPO conducted in partnership with the Hawaii State Energy Office, and in collaboration with the Department of Human Resources Development and the Department of Accounting and General Services.

As part of the Study, the OahuMPO conducted an employee survey, employee focus groups, an origin-destination analysis, and other spatial analyses to understand what employee transportation challenges are, and to identify potential opportunities. Challenges include high drive alone commute rates and long employee parking waiting lists. Opportunities include high employee interest in teleworking and allowing more state employees to telework.

The employee survey conducted in May 2024 indicated that a large majority (about 78%) of the state employees do not telework at all.² Of those who telework only 45 employees indicated they telework fulltime (1%) Most employees that did telework did so through a hybrid schedule: 4 days (1.9%), 3 days (7%) 2 days (8.7%) or only 1 day a week (3%).³

¹ https://oahumpo.org/?wpfb_dl=3428 (starting on page 50)

² https://hdp-us-prod-app-oahumpo-engage-files.s3.us-west-2.amazonaws.com/6617/3394/8638/Summary_PDF_excludes_open-ended_State_Government_Employee_Survey_OahuMPO.pdf

³ IBID.

Additionally, focus groups conducted by the O’ahu Metropolitan Planning Organization in July and August 2024 with state government employees revealed that telework has improved performance, morale, and increased the desire to remain in their state job^{4,5}

As the vast majority of state employees commute to their offices by driving alone, the state has a significant opportunity to reduce traffic congestion, greenhouse gas emissions⁶, and funding needs for the transportation system⁷. All while also improving employee performance, morale, retention, and attracting new employees to the state workforce.⁸ If just 10% of employees who currently drive alone to work, choose to telework, the state may see a reduction in vehicle miles traveled by approximately 93,000 miles, each work day.⁹ This bill helps move the state closer to meeting multiple state laws/requirements, including those related to decarbonization¹⁰, reducing state office space¹¹, and more equal participation in the state telework program¹².

More information about the study and its findings can be viewed on the study website: <https://engage.oahumpo.org/transportation-demand-management-tdm-study>

The OahuMPO is the federally designated Metropolitan Planning Organization (MPO) on the island of Oahu responsible for carrying out a multimodal transportation planning

⁴ Eighty-six percent of focus group participants indicated that having the ability to telework makes or would make them more likely to stay in their state job: https://hdp-us-prod-app-oahumpo-engage-files.s3.us-west-2.amazonaws.com/9917/3388/1610/Task_2.3_Focus_Group_Summary.pdf

⁵ IBID

⁶ The 2023 Decarbonization Report by the Hawai’i State Energy Office emphasized that reducing ground transportation emissions is heavily dependent on both the switch to zero-emission vehicles, as well as the reduction of vehicle miles traveled: energy.hawaii.gov/wp-content/uploads/2022/10/Act-238_HSEO_Decarbonization_FinalReport_2023.pdf

⁷ The 2022 Hawai’i Department of Transportation’s Statewide Transportation Plan cites the implementation of transportation demand management strategies as key to reducing funding needs. By reducing the demand on the transportation system, potential needs could be reduced without investing directly into the transportation network. The Plan specifically cites strategies an increase in teleworking, among other strategies: https://hidot.hawaii.gov/administration/files/2022/12/HawaiiStatewideTransPlan_Draft_compressed.pdf

⁸ As of November 2023, the vacancy rate for state government positions has climbed to 27%, with over 4,600 vacancies, and 30% of the workforce eligible for retirement by 2028: [Act-57-SLH-2019-Vacancy-Report-OCR-Post.pdf](https://www.capitol.hawaii.gov/hrscurrent/Vol01_Ch0001-0042F/HR0040/HR0040-0014.htm)

⁹ https://hdp-us-prod-app-oahumpo-engage-files.s3.us-west-2.amazonaws.com/6617/3394/8638/Summary_PDF_excludes_open-ended_State_Government_Employee_Survey_OahuMPO.pdf

¹⁰ Under Hawai’i Revised Statutes §225P-5, Hawai’i has a target “to sequester more atmospheric carbon and greenhouse gases than emitted within the State as quickly as practicable, but no later than 2045”, effectively establishing a net-negative emissions target: <https://energy.hawaii.gov/what-we-do/clean-energy-vision/decarbonization-strategy/#:~:text=OVERVIEW,a%20net%2Dnegative%20emissions%20target.>

¹¹ In response to the success of teleworking during the height of the COVID-19 pandemic, Act 219 was passed, which requires a 10% reduction in state government office space by July 1, 2026: https://www.capitol.hawaii.gov/hrscurrent/Vol01_Ch0001-0042F/HR0040/HR0040-0014.htm

¹² The Governor signed Executive Order No. 23-01 which allows civil service and exempt employees who were previously ineligible to telework to participate in the State Telework Program, if their department elected to participate: <https://dhrd.hawaii.gov/wp-content/uploads/2023/05/EM-23-01-Telework-Program-part-2-signed.pdf>

process, including the development of a long-range (25-year horizon) metropolitan transportation plan, referred to as the Oahu Regional Transportation Plan (ORTP), which encourages and promotes a safe, efficient, and resilient transportation system that serves the mobility needs of all people and freight (including walkways, bicycles, and transit), fosters economic growth and development, while minimizing fuel consumption and air pollution ([23 CFR 450.300](#)).

This bill is consistent with several goals of the Oahu Regional Transportation Plan including promoting an equitable transportation system and improving air quality and protecting environmental and cultural assets.¹³ Implementing telework more equally across all state departments can help more employees save on their transportation costs, and reduce transportation emissions and traffic congestion.

Thank you for the opportunity to provide testimony on this measure. We'd be happy to answer any questions about the Study.

¹³ https://oahumpo.org/?wpfb_dl=2215

SB-1091

Submitted on: 2/1/2025 12:26:01 PM

Testimony for GVO on 2/6/2025 3:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Caroline Kunitake	Individual	Support	Written Testimony Only

Comments:

I support SB1091.

Dear Chairs McKelvey and Aquino, Vice Chairs Gabbard and Lee, and Committees Members,

My name is Kiana Otsuka and I am a state employee. I am writing in **support of SB 1091**, which would require the Comptroller to periodically assess telework eligible positions and notify all eligible employees of their eligibility to telework and requires the Department of Human Resources Development and Office of Enterprise Technology Services to assist.

I've spent almost \$700 last year paying for my commute to the office, a mixture of transit and Biki fares. This is a huge expense for me. Having the state identify which state positions are eligible for telework and notifying them, could help employees start a conversation with their supervisors and departments to allow telework to be implemented more equally, and save employees money on their commuting expenses.

More state employees teleworking also means less traffic congestion and greenhouse gas emissions, and improved employee morale, retention, and the opportunity to attract new people to the state workforce.

Thank you for the opportunity to testify on this bill.

Mahalo,

Kiana Otsuka

SB-1091

Submitted on: 2/4/2025 9:36:12 AM

Testimony for GVO on 2/6/2025 3:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Molly Mamaril	Individual	Support	Written Testimony Only

Comments:

Dear Chairs McKelvey and Aquino, Vice Chairs Gabbard and Lee, and Committees Members,

My name is Molly Mamaril and I am writing in **support of SB 1091**, which would require the Department of Human Resources Development, in collaboration with various state and county agencies, to establish a Transportation Demand Management Program and appropriate funds.

I feel it's important to have more state employees teleworking to reduce traffic congestion and greenhouse gas emissions, and improve employee performance, morale, retention, and attract new employees to the state workforce.

Thank you for the opportunity to testify.

Molly Mamaril

Kaimukī resident

SB-1091

Submitted on: 2/5/2025 10:28:44 AM

Testimony for GVO on 2/6/2025 3:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Julie Kuo	Individual	Support	Written Testimony Only

Comments:

Aloha Chairs McKelvey and Aquino, Vice Chairs Gabbard and Lee, and Committees Members,

My name is Julie Kuo. I am writing in **support of SB 1091**, which would require the Department of Human Resources Development, in collaboration with various state and county agencies, to establish a Transportation Demand Management Program and appropriates funds.

I feel it's important to have more state employees teleworking to reduce traffic congestion and greenhouse gas emissions, and improve employee performance, morale, retention, in addition to recruiting new talent to the state workforce.

Thank you for the opportunity to testify.

Mahalo,

Julie Kuo

SB-1091

Submitted on: 2/5/2025 10:44:32 AM

Testimony for GVO on 2/6/2025 3:05:00 PM

Submitted By	Organization	Testifier Position	Testify
Nathan Dube	Individual	Support	Written Testimony Only

Comments:

Dear Chairs McKelvey and Aquino, Vice Chairs Gabbard and Lee, and Committees Members,

My name is Nathan Dube and I am a State worker writing in support of SB 1091, which would require the Department of Human Resources Development, in collaboration with various state and county agencies, to establish a Transportation Demand Management Program and appropriates funds.

In order to help reduce greenhouse gas emissions and achieve sustainable energy goals for the State, it will be important to have more State employees teleworking more frequently. While a transition to electric vehicles is another component to decarbonization, reducing the amount of miles driven will also significantly enhance the State’s ability to build climate resilience. Reducing the need to travel to an office is a clear path toward this objective.

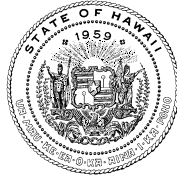
Additionally, the State still needs to more than double the reduction in office square footage to achieve the 10% reduction goal set by Act 219 by July 1, 2026. Transitioning to more permanent telework options for State employees would help to ensure the State reaches that benchmark. Increased travel to offices will also reduce traffic congestion, improve employee performance, morale, retention, and attract new employees to the state workforce.

Mahalo nui for the opportunity to testify.

Sincerely,

Nathan Dube

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



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

MEOH-LENG SILLIMAN
DEPUTY COMPTROLLER
KA HOPE LUNA HO'OMALU HANA LAULĀ

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES | KA 'OIHANA LOIHELU A LAWELAWE LAULĀ
P.O. BOX 119, HONOLULU, HAWAII 96810-0119

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

**GOVERNMENT OPERATIONS
LABOR AND TECHNOLOGY**

FEBRUARY 6, 2025, 3:05 P.M.
CONFERENCE ROOM 225 AND VIA VIDEOCONFERENCE, STATE CAPITOL

S.B. 1091

RELATING TO REMOTE WORK ASSESSMENTS

Chair McKelvey, Chair Aquino, Vice Chair Gabbard, Vice Chair Lee and Members of the Committees, thank you for the opportunity to submit testimony on S.B. 1091.

The Department of Accounting and General Services (DAGS) offers **comments** on this bill which requires the Comptroller to periodically assess telework-eligible positions and notify all eligible employees of their eligibility to telework. The proposed measure also requires the Department of Human Resources Development and Office of Enterprise Technology Services to assist.

The department agrees with the overall intent of this measure to promote and support teleworking as a viable tool for recruitment and retention. The telework

guidelines produced by the Department of Human Resources Development (DHRD) has been used to set the parameters and structure of teleworking within executive branch departments since it was developed and published. We believe strongly that DHRD's overall statutory mission aligns directly with providing oversight of the State's overall telework program. We believe determining whether or not an employee is telework-eligible should be a function of DHRD working directly with departments through the established guidelines.

We would recommend that the legislature consider working towards a more comprehensive telework policy that would become the standard that all departments be required to follow, at a minimum, if telework was a desired option for their respective programs. A formal telework policy might include mandatory space reductions and standards which would require a program to right-size their space allocation before being permitted to telework. We believe this is where DAGS, through our Public Works Division, would be able to play a role in ensuring that the respective space be properly designed and reconfigured in accordance with specific standards for a model teleworking environment, as provided in Section 40-14(a)(5), HRS.

Should this measure move forward, we would humbly request the following considerations:

1. Remove reference to the office of enterprise technology services (ETS). ETS is a division of DAGS, not an attached agency or department, making it unnecessary to specify them in statute since they are under the direction of the comptroller.
2. Provide a management analyst position in the Administrative Services Office of DAGS. We will task this position with the responsibility of completing this semi-

annual assessment. Given the magnitude of this assessment and the significant work involved, we do not have existing resources that would be able to be tasked with this responsibility.

3. Specify in the measure that the assessment is only applicable to executive branch departments and agencies that occupy DAGS managed facilities or are in non-state facilities that are leased through DAGS. This will further clarify the parameters of the assessment and limit it to only facilities that are under the control of DAGS.

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