
HOUSE RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO CONDUCT A SAMPLE SURVEY OF FOR-PROFIT, NON-PROFIT, AND GOVERNMENT ORGANIZATIONS IN HAWAII THAT HAVE SUCCESSFULLY IMPLEMENTED REMOTE WORK, HYBRID WORK, OR TELEWORK ARRANGEMENTS.

1 WHEREAS, housing costs in the State have sharply increased
2 in recent years; and

3
4 WHEREAS, the University of Hawaii Economic Research
5 Organization reported that between 2000 and 2022, the median
6 single family home price increased by two hundred sixty percent
7 and, according to the Repeat Sales Index, home prices are 4.7
8 times higher than in 2000; and

9
10 WHEREAS, there are areas in Hawaii, including rural
11 portions of every island, that have substantially less expensive
12 housing costs than those in urban and more populated areas; and

13
14 WHEREAS, the Department of Human Resources Development
15 reported to the Legislature that nearly four thousand of the
16 seventeen thousand civil service positions in the state
17 executive branch were vacant as of November 2022, not including
18 the University of Hawaii System or Department of Education; and

19
20 WHEREAS, identifying state jobs that are good candidates
21 for remote work, identifying areas of the State where housing is
22 relatively affordable but good-paying jobs are not readily
23 available, and pairing the remote jobs with Hawaii workers who
24 can work remotely would meaningfully address issues of
25 affordability, help keep local families in Hawaii, and
26 strengthen community ties; and

27
28 WHEREAS, funds should be invested to ensure that households
29 have sufficient broadband infrastructure to support an increase
30 in remote workers and co-working facilities; this will allow



1 more people who want to stay in their communities to work but do
2 not have appropriate space in their own homes to work remotely;
3 and

4
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 like state libraries could be
8 utilized as co-working facilities; and

9
10 WHEREAS, the federal government has had remote work options
11 for its employees since the 1970s; and

12
13 WHEREAS, before the COVID-19 pandemic, only three percent
14 of federal employees teleworked every day, but that amount grew
15 substantially during the peak of the pandemic when a record
16 fifty-nine percent of federal employees worked from home daily;
17 and

18
19 WHEREAS, similarly in the State, the COVID-19 pandemic led
20 to much of the State working remotely full-time; and

21
22 WHEREAS, even after the COVID-19 pandemic, telecommuting
23 and remote services have remained popular, which has led to
24 renewed interest in strategies to create more sustainable
25 communities; and

26
27 WHEREAS, remote work arrangements help alleviate
28 transportation costs for employees and simultaneously ease
29 traffic congestion for other commuters; and

30
31 WHEREAS, according to the Honolulu Transportation Demand
32 Management Plan, approximately thirty to fifty percent of trips
33 by vehicles are made by people driving alone; and

34
35 WHEREAS, there are best practices for remote work and
36 hybrid work with respect to management and productivity,
37 including establishing policies that provide clear guidelines
38 and expectations, providing appropriate training sessions and
39 materials to support training for managers and employees,
40 providing clear communication, recognizing employees and
41 managers must invest additional effort to ensure their
42 communications are effective and that they are providing a



1 continuous flow of information, and engaging in frequent
2 consultations with labor unions to ensure a clear understanding
3 of policies and procedures; now, therefore,
4

5 BE IT RESOLVED by the House of Representatives of the
6 Thirty-second Legislature of the State of Hawaii, Regular
7 Session of 2024, that the Department of Human Resources
8 Development is requested to conduct a sample survey of for-
9 profit, non-profit, and government organizations in Hawaii that
10 have successfully implemented remote work, hybrid work, or
11 telework arrangements; and
12

13 BE IT FURTHER RESOLVED that the Department of Human
14 Resources Development is requested to examine the following:
15

- 16 (1) Best practices for managers and supervisors of remote
17 workers;
- 18
- 19 (2) Best practices for measuring productivity in a remote
20 work or hybrid work environment; and
21
- 22 (3) Lessons learned from running a remote work or hybrid
23 work program in Hawaii; and
24

25 BE IT FURTHER RESOLVED that the Department of Human
26 Resources Development is requested to determine how these
27 strategies can be incorporated in existing and vacant state job
28 positions to retain and attract a healthy public employee
29 workforce; and
30

31 BE IT FURTHER RESOLVED that the University of Hawaii
32 Economic Research Organization is requested to identify areas in
33 the State that have lower housing costs and decreased access to
34 good-paying jobs; and consultant to the Department of Human
35 Resources and Development; and
36

37 BE IT FURTHER RESOLVED that the Hawaii Broadband and
38 Digital Equity Office is requested to analyze the condition of
39 the existing broadband infrastructure in the areas of the State
40 that have lower housing costs and decreased access to good-
41 paying jobs, as identified by the University of Hawaii Economic
42 Research Organization; and



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17

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

BE IT FURTHER RESOLVED that certified copies of this Resolution be transmitted to the Director of Human Resources Development, State Broadband Coordinator, and Executive Director of the University of Hawaii Economic Research Organization.