
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

2
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 in the
6 State has increased by two hundred sixty percent from 2000 to
7 2022, and that home prices are 4.7 times higher now than in
8 2000, according to the repeat sales index; and

9
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

13
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

21
22 WHEREAS, identifying state jobs that are viable prospects
23 for remote work and 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

29
30 WHEREAS, to assist with the need for remote work jobs in
31 areas where high-paying job opportunities are limited, funds



1 should be invested in these areas to ensure that there are
2 sufficient broadband infrastructure to support an increase in
3 remote workers and sufficient co-working facilities to assist
4 people who want to stay in their communities to work but do not
5 have appropriate space in their own homes; and

6
7 WHEREAS, co-working facilities can also be used for
8 community events in the evenings, weekends, and off-work hours,
9 and existing state facilities such as state libraries could be
10 utilized as co-working facilities; and

11
12 WHEREAS, through efforts such as the mandate of the School
13 Facilities Authority to build educator workforce housing on
14 underutilized Department of Education land, the State is
15 addressing the demands for work and jobs while making them both
16 accessible to communities near where workers live, work, play,
17 and shop; and

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19 WHEREAS, the coronavirus disease 2019 (COVID-19) pandemic
20 led to much of the State working remotely full-time and
21 workplace flexibilities played a significant role nationwide in
22 ensuring employees were able to meet both their work and family
23 responsibilities; and

24
25 WHEREAS, the federal government has had remote work options
26 for its employees since the 1970s; and

27
28 WHEREAS, before the COVID-19 pandemic, only three percent
29 of federal employees teleworked every day, but that percentage
30 grew substantially during the pandemic when a record fifty-nine
31 percent of employees worked from home daily, and in March 2020,
32 the United States Office of Management and Budget released
33 guidance on telework flexibilities for the federal government;
34 and

35
36 WHEREAS, even after the COVID-19 pandemic, telecommuting
37 and remote services have remained popular, which has led to
38 renewed interest in strategies to create more sustainable
39 communities; and

40
41 WHEREAS, transportation costs tend to be borne
42 disproportionately by the most vulnerable in the community and



1 must be addressed alongside affordable housing strategies, or
2 these inequities will persist; and
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4 WHEREAS, in the State, Ulupono Initiative's *Vehicle Economy*
5 *Study* (2021) showed that personal vehicles cost an additional
6 \$16,200 per household per year, or \$8,100 per vehicle per year,
7 and that regardless of whether households owned cars, the public
8 cost of sustaining the State's vehicle economy amounts to
9 roughly \$15,000 per taxpayer per year, or \$24,400 per household
10 per year, and for a state where household median income is
11 roughly \$80,000 per year, these costs amount to about thirty
12 percent of household pre-tax income; and
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14 WHEREAS, providing transportation options along with
15 affordable housing will not only make life more affordable in
16 the State, but also support broader efforts to reduce greenhouse
17 gas emissions to support the State's decarbonization goals; and
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19 WHEREAS, according to the Honolulu Connect Transportation
20 Demand Management Plan, approximately thirty to fifty percent of
21 trips made by people driving alone in Honolulu are under three
22 miles, which presents a key opportunity for shifting travel
23 behavior to more sustainable and affordable modes of
24 transportation; and
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26 WHEREAS, there are established best practices for remote
27 work and hybrid work with respect to management and
28 productivity, including:
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- 30 (1) Establishing policies that provide clear guidelines
31 and expectations;
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- 33 (2) Providing appropriate training sessions and materials
34 to support training for both managers and employees;
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- 36 (3) Providing clear communications, recognizing that
37 employees and managers must invest additional effort
38 to ensure their communications are effective and that
39 they are providing a continuous flow of information;
40 and
41



1 (4) Engaging in frequent consultations with unions to
2 ensure a clear understanding of policy and procedures;
3
4 now, therefore,
5

6 BE IT RESOLVED by the Senate of the Thirty-second
7 Legislature of the State of Hawaii, Regular Session of 2024,
8 that the Department of Human Resources Development is requested
9 to conduct a sample survey of organizations in the State within
10 the for-profit, nonprofit, and government sectors that have
11 successfully implemented remote work, hybrid work, or telework
12 arrangements; and
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14 BE IT FURTHER RESOLVED that the sample survey is requested
15 to identify examples of best practices for implementation of a
16 remote work program, including:
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- 18 (1) Best practices for managers or supervisors of remote
19 workers;
- 20
- 21 (2) Best practices for measuring productivity in a remote
22 work or hybrid work environment; and
23
- 24 (3) Lessons learned from running a remote work or hybrid
25 work program in the State; and
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27 BE IT FURTHER RESOLVED that the Department of Human
28 Resources Development is requested to collaborate with the
29 University of Hawaii Economic Research Organization to identify
30 areas of the State that have a combination of lower housing
31 costs and decreased access to high-paying jobs; and
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33 BE IT FURTHER RESOLVED that the Hawaii Broadband and
34 Digital Equity Office is requested to analyze the condition of
35 the existing broadband infrastructure in the areas of the State
36 that have a combination of lower housing costs and decreased
37 access to high-paying jobs; and
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39 BE IT FURTHER RESOLVED that the Department of Human
40 Resources Development is requested to submit a report of its
41 findings and recommendations, in collaboration with the findings
42 of the University of Hawaii Economic Research Organization and



1 Hawaii Broadband and Digital Equity Office, including any
2 proposed legislation, to the Legislature no later than twenty
3 days before the convening of the Regular Session of 2025; and
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5 BE IT FURTHER RESOLVED that certified copies of this
6 Resolution be transmitted to the Director of Human Resources
7 Development, Executive Director of the University of Hawaii
8 Economic Research Organization, and Broadband Director of the
9 Hawaii Broadband and Digital Equity Office.

