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# A BILL FOR AN ACT

RELATING TO REMOTE WORK ASSESSMENTS.

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

1           SECTION 1. The legislature finds that during the height of  
2 the COVID-19 pandemic, many state employees were able to  
3 efficiently fulfill their work duties from home. Current  
4 teleworking arrangements, while limited, have demonstrated the  
5 continued capacity of state employees to efficiently fulfill  
6 their work duties from home. Although the state currently  
7 offers telework and hybrid work schedule options for state  
8 employees by executive order no. 23-01 (2023) signed by governor  
9 Josh Green, many state departments have yet to widely adopt  
10 these practices. It is estimated that forty-two per cent of  
11 state employees do not telework at all or infrequently,  
12 fifty-four per cent telework at least once a week, and only one  
13 per cent telework full-time, with most of the remainder  
14 participating in a hybrid three-day telework program. While  
15 certain allocations within the state government may be  
16 incompatible with teleworking or hybrid work schedules, many  
17 roles can benefit from teleworking as a strategy to meet



1 multiple state goals. Currently, the department of human  
2 resources development has a teleworking policy, an employee  
3 teleworking agreement, telework guidelines, and online telework  
4 training.

5 The legislature further finds that the 2023 decarbonization  
6 report by the Hawaii state energy office emphasized that  
7 reducing ground transportation emissions is heavily dependent on  
8 both the switch to electric vehicles as well as the reduction of  
9 vehicle miles traveled. Additionally, one of the department of  
10 transportation's goals as stated by the Hawaii statewide  
11 transportation plan 2045 is to protect and enhance natural and  
12 cultural resources and reduce climate impacts by implementing  
13 initiatives to reduce fossil fuel consumption, mitigate  
14 greenhouse gases, and improve air quality. The Maryland  
15 department of transportation, through the implementation of its  
16 telework assistance program, collectively reduced over  
17 twenty-four thousand daily vehicle trips and over 489,000 daily  
18 vehicle miles traveled between 2020 and 2023.

19 The legislature finds that Act 219, Session Law of Hawaii  
20 2021 (Act 219), was enacted to build on the success of  
21 teleworking during the height of the COVID-19 pandemic and



1 mandates a ten per cent reduction in state government office  
2 space leased by July 1, 2026. The 2023 progress report on the  
3 implementation of Act 219 by the department of accounting and  
4 general services noted that as of December 2023, there had only  
5 been a 4.3 per cent reduction in the total square footage of  
6 offices in leased space. Teleworking can further reduce the  
7 need for office space for the department to meet its mandate.  
8 State departments like the department of health have offered  
9 teleworking opportunities to their employees on Maui and Hawaii  
10 islands and were able to downsize their office spaces.

11 The legislature also finds that the 2022 vacancy report by  
12 the department of human resources development identifies that  
13 employees are changing allocations or leaving state service at a  
14 faster rate than job vacancies can be filled, causing the  
15 vacancy rate to increase. As of November 2024, the vacancy rate  
16 for state government allocations has climbed to twenty-four per  
17 cent, with over four thousand vacancies, and thirty per cent of  
18 the workforce eligible to retire by 2029.

19 Focus groups conducted in July and August of 2024 by the  
20 Oahu metropolitan planning organization with state employees  
21 revealed that telework has improved performance, increased the



1 desire to remain in their state job, and improved morale.  
2 Further, eighty-six per cent of responding focus group  
3 participants indicated that having the ability to telework makes  
4 or would make them more likely to stay in their state job.  
5 However, barriers to telework adoption were identified. These  
6 included long probation periods of up to six months before new  
7 employees could qualify for teleworking, the need for  
8 employer-provided equipment such as laptops, and a lack of  
9 willingness by department leadership to allow employees to  
10 telework.

11 Accordingly, the purpose of this Act is to require the  
12 comptroller to periodically assess telework-eligible allocations  
13 of certain state executive branch departments and agencies and  
14 notify all eligible employees of their telework eligibility.

15 SECTION 2. Section 40-14, Hawaii Revised Statutes, is  
16 amended by amending subsection (a) to read as follows:

17 "(a) For state agencies occupying space in facilities  
18 managed by the department of accounting and general services or  
19 in non-state facilities, the comptroller shall:

20 (1) Assess and determine office space requirements;



- 1 (2) Initiate or cancel leases upon the determination of  
2 each agency's requirements;
- 3 (3) Renegotiate existing leases;
- 4 (4) Authorize office space allocation; [~~and~~]
- 5 (5) Determine infrastructure requirements to allow  
6 employees to telework[~~+~~]; and
- 7 (6) No later than June 30 of every even-numbered year:
- 8 (A) In coordination with the department of human  
9 resources development, complete an assessment of  
10 telework-eligible allocations; and
- 11 (B) Notify all employees of their eligibility to  
12 telework;
- 13 provided that this paragraph shall apply only to state  
14 executive branch departments and agencies occupying  
15 space in facilities managed by the department of  
16 accounting and general services or non-state  
17 facilities leased through the department of accounting  
18 and general services."

19 SECTION 3. No later than June 30, 2026, the comptroller  
20 shall complete the first assessment and notification required  
21 pursuant to section 40-14(a)(6), Hawaii Revised Statutes.



1 SECTION 4. There is appropriated out of the general  
2 revenues of the State of Hawaii the sum of \$ or so  
3 much thereof as may be necessary for fiscal year 2025-2026 and  
4 the same sum or so much thereof as may be necessary for fiscal  
5 year 2026-2027 for one full-time equivalent (1.0 FTE) management  
6 analyst position in the administrative services office of the  
7 department of accounting and general services.

8 The sums appropriated shall be expended by the department  
9 of accounting and general services for the purposes of this Act.

10 SECTION 5. Statutory material to be repealed is bracketed  
11 and stricken. New statutory material is underscored.

12 SECTION 6. This Act shall take effect July 1, 2491.



**Report Title:**

DAGS; Comptroller; DHRD; Telework; Assessment; Positions;  
Appropriations

**Description:**

Requires the Comptroller, in coordination with the Department of Human Resources Development, to periodically assess telework-eligible allocations of employees of certain state executive branch departments and agencies. Requires the first assessment and notification to be completed by 6/30/2026. Establishes a position within the Department of Accounting and General Services. Appropriates funds. Effective 7/1/2491.  
(SD1)

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