
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 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 employees'
17 workplace through pre-tax payroll deductions. In addition to



1 the savings for purchasing parking on a pre-tax basis, the
2 parking privileges are offered at a rate of approximately one-
3 third of the public rate. For example, employee parking rates
4 in the Honolulu downtown area range from \$20 to \$60 per month
5 before any pre-tax savings, which is a fraction of the cost to
6 park in 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, other mobility aid,
12 or private car sharing also do not receive any transportation
13 benefit or support even though their commuting modes reduce the
14 number of cars driven in the State and parked in state lots.

15 The legislature also finds that other jurisdictions, such
16 as Washington, D.C., have enacted equitable transportation
17 benefits laws and policies. Various options, such as offering
18 an equivalent transportation benefit that employees could select
19 to apply to the cost of their preferred mode of transportation,
20 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 Hawaii state energy office, and department of accounting and
5 general services, to develop and implement a commuting choice
6 benefit 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, Hawaii state energy
11 office, and department of accounting and general services, shall
12 develop and implement a comprehensive commuting choice benefit
13 program for all state employees regardless of mode of
14 transportation. The program shall administer, promote, and
15 conduct education and outreach of state employee transportation
16 benefits and encourage the use of healthy, economical, and
17 environmentally sustainable commuting and discourage the use of
18 single-occupant vehicle commuting.

19 (b) Each state department and agency shall establish a
20 volunteer employee transportation coordinator at each physical
21 worksite of the department or agency. The department of human



1 resources development, in collaboration with the Oahu
2 metropolitan planning organization, shall work with the
3 volunteer employee transportation coordinator to hold monthly
4 meetings to assist with the distribution of educational and
5 marketing materials and provide guidance on encouraging
6 employees to participate in the commmuting choice benefit
7 program.

8 (c) The department of human resources development shall
9 offer fully subsidized public transit and bikeshare passes as a
10 benefit option to all state employees. The public transit and
11 bikeshare passes shall be integrated into state employee badges
12 and shall be in accordance with existing transit pass badging
13 programs.

14 (d) The department of human resources development, in
15 coordination with the department of accounting and general
16 services, shall develop a parking opt-out program to allow all
17 state employees to opt-out of a parking stall to receive a
18 financial incentive.

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



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

3 SECTION 3. There is appropriated out of the general
4 revenues of the State of Hawaii the sum of \$ or so
5 much thereof as may be necessary for fiscal year 2025-2026 and
6 the same sum or so much thereof as may be necessary for fiscal
7 year 2026-2027 for the development of a commuting choice benefit
8 program and the establishment of full-time equivalent
9 (FTE) permanent positions within the department of human
10 resources development and full-time equivalent (FTE)
11 permanent positions within the Oahu metropolitan planning
12 organization to administer and promote the program.

13 The sums appropriated shall be expended by the department
14 of human resources development for the purposes of this Act.

15 SECTION 4. This Act shall take effect on July 1, 3000.



Report Title:

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

Description:

Requires the Director of Human Resources Development, in consultation with the Hawaii Climate Change Mitigation and Adaptation Commission, Hawaii 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. Appropriates funds. Effective 7/1/3000. (HD1)

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

