

JAN 22 2026

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 that encourage alternative modes of transportation.
6 According to the department of accounting and general services,
7 3,968 parking stalls managed by that department are made
8 available to state employees on O'ahu, in addition to three
9 hundred forty-seven on Hawai'i, two hundred ninety-six on Maui,
10 and two hundred sixty-six on Kaua'i.

11 The legislature further finds that for many years the State
12 has offered the limited option to employees to pay for monthly
13 parking privileges in lots managed by the department of
14 accounting and general services located at or near the
15 employee's workplace through pre-tax payroll deductions. In
16 addition to the savings for purchasing parking pre-tax, the
17 parking privileges are offered at a rate of approximately



S.B. NO. 2455

1 one-fourth of the public rate. For example, employee parking
2 rates in the Honolulu downtown area range from \$30 to \$70 per
3 month before any pre-tax savings, which is a fraction of the
4 cost to park in nearby private lots.

5 Comparatively, the cost of a monthly adult bus pass on O'ahu
6 is \$80, and the State does not provide a comparable bus pass
7 benefit to its employees nor offer to all employees the ability
8 to purchase a bus pass on a pre-tax basis. State employees who
9 travel to work by bicycle, foot, wheelchair or other mobility
10 aid, or private car sharing also do not receive any
11 transportation benefit or support even though their commuting
12 modes reduce the number of cars driven in the State and parked
13 in state lots.

14 The legislature also finds that other jurisdictions, such
15 as Washington, D.C., have enacted equitable transportation
16 benefits laws and policies. Various options, such as offering
17 an equivalent transportation benefit that employees could select
18 to apply to the cost of their preferred mode of transportation,
19 could be implemented to increase parity.

20 Accordingly, the purpose of this Act is to require the
21 director of human resources development, in consultation with



1 the Hawai'i climate change mitigation and adaptation commission,
2 state energy office, and department of accounting and general
3 services, to:

4 (1) Develop a commuting choice benefit program regardless
5 of mode of transportation for all state employees in
6 the executive branch; and

7 (2) Recommend a similar program for state employees of the
8 legislative and judiciary branches.

9 SECTION 2. (a) The director of human resources
10 development, in consultation with the Hawai'i climate change
11 mitigation and adaptation commission, state energy office, and
12 department of accounting and general services, shall develop a
13 comprehensive commuting choice benefit program regardless of
14 mode of transportation for all state employees in the executive
15 branch. The director shall also recommend a comprehensive
16 commuting choice benefit program for state employees of the
17 legislative and judiciary branches. Each program shall include
18 walking, rolling using a wheelchair or other mobility aid, car
19 sharing, biking, and using public transportation, and shall
20 encourage the use of healthy, safe, economically sound, and
21 environmentally sustainable commuting modes.



1 (b) The director of human resources development shall
2 submit a report on the progress made toward developing the
3 program to the legislature no later than forty days prior to the
4 convening of the regular session of 2027.

5 SECTION 3. This Act shall take effect upon its approval.

6

INTRODUCED BY: Karl Rhoads



S.B. NO. 2455

Report Title:

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

Description:

Requires the Director of Human Resources Development, in consultation with the Hawaii Climate Change Mitigation and Adaption Commission, State Energy Office, and Department of Accounting and General Services to develop a comprehensive Commuting Choice Benefit Program regardless of mode of transportation for all state employees in the executive branch and to recommend a similar program for state employees of the other branches. Requires a report to the Legislature.

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