



State Government Employee TDM Study

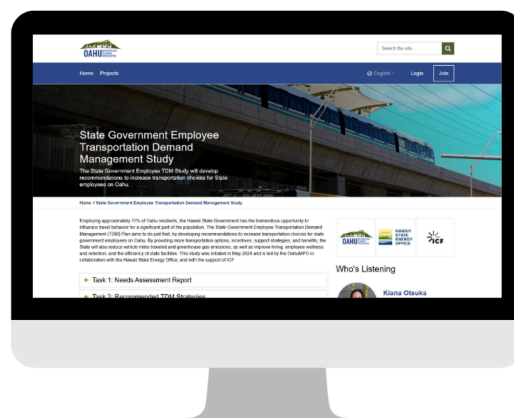


Happy New Year!

As we begin 2025, OahuMPO staff want to wish you a happy new year and thank each and every one of you for taking time in 2024 to provide us valuable insight and feedback on your commuting experiences and ideas. We look forward to keeping you updated on this project as we move forward in 2025.



New Project Website



This website serves as a comprehensive information resource for all projects that OahuMPO is managing, including the State Government Employee Transportation Demand Management (TDM) Project. While the newsletter will continue to provide brief updates about the project, the new website will provide

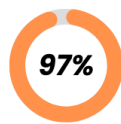
Reports, summaries, and comprehensive updates about the TDM project can be accessed via the link below!

[Check out the TDM Study page on the OahuMPO Public Engagement Website.](#)

Focus Groups

In July 2024, we conducted ten focus groups with state employees to hear more about experiences and preferences regarding commuting and teleworking. These sessions engaged over 100 participants and provided valuable insights that will be used to inform recommendations for this project.

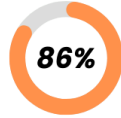
Below is a summary of key findings from the discussions.



were in favor of more departments allowing telework.



While telework is available to eligible State of Hawai'i employees, each department sets its own remote work policies.



would be more likely to stay in their state job if they can telework.



Teleworking plays a vital role in employee retention and satisfaction, and many shared during the focus group that they feel this is important.

78%

would support paying for parking daily instead of monthly.



Some focus group members use their parking stall 1-3 times/week and telework on other days. Daily rate parking allows unused parking to be utilized by other employees.

50%

would support paying more for a guaranteed spot, or to get off the waitlist quicker.



The state employee parking waitlist is currently at 1,100 people, with the average wait time being 3-7 years. One focus group member shared that their colleague has been on the waitlist for 20 years.

55%

would ride public transit to work if the state provided free passes.



As of November 2024, the City and County of Honolulu has reduced their employee parking waitlist to zero by providing their employees with fully subsidized transit passes.

For a more detailed overview of the focus group findings, please see the [Focus Group Summary \(PDF\)](#).

To express our gratitude, we randomly selected eight participants from the focus group to receive \$50 Foodland gift cards! Here's an excerpt of what some of the winners had to say about their experience:

I was interested to hear about how to encourage alternative transportation, but what seemed to have the broadest appeal was the option for some state employees to work remotely and eliminate their commute for a few days a week.

Clay
Department of Health

I found out that most people would still rather drive to work as it allows more flexibility and freedom to be able to pick up children or run errands to or from work.

Gregory
Department of Human Services

“

The Focus Group highlighted the importance of developing diverse and sustainable transportation options to enhance convenience and reduce environmental impact for State employees on Oahu.

Bonhee
Department of Agriculture

“

It was encouraging to hear that there are efforts being made to improve the cycling commuter experience. I appreciated hearing the feedback from all the other cyclist commuters as well.

Katelyn
State Foundation on Culture and Arts

“

I gained a better understanding of the transportation difficulties: heavy rush hour traffic, parking costs, and bicycle accidents experienced by the focus group members when they travel to work in downtown Honolulu.

Romala
Department of Health

“

One key takeaway from the focus group was that there is a lot of interest in taking alternative methods of commuting if the incentives are right.

Sunshine
Office of Lieutenant Governor

Your participation and input are crucial to the outcome of this study.
We appreciate your willingness to share more about your commute.

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