



## State Government Employee TDM Study



Aloha!

We're excited to announce that we've completed our State Government Employee Transportation Demand Management (TDM) Study!

Detailed reports covering existing conditions, survey results, and focus group findings, and our proposed action plan can be read at the [TDM Study Project Website](#)



## 2025 TDM Final Report Highlights



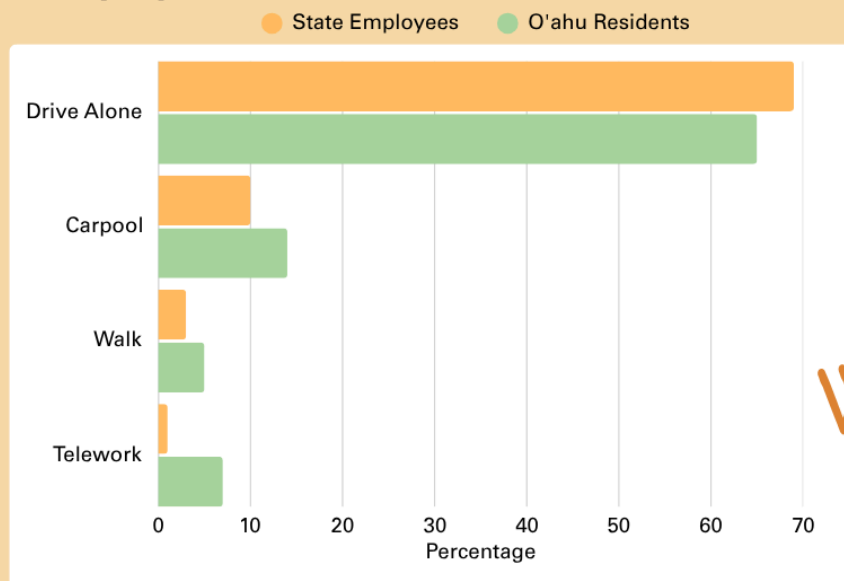
The final report summarizes previous reports shared in the newsletter and provides insights into state employee commuting patterns, transportation

[View TDM Full Report](#)

## Identified Challenges

There are several challenges to encouraging employees to use more active and shared modes of transportation to work, including:

### State Employees Drive Alone More Than O'ahu Residents



Why?



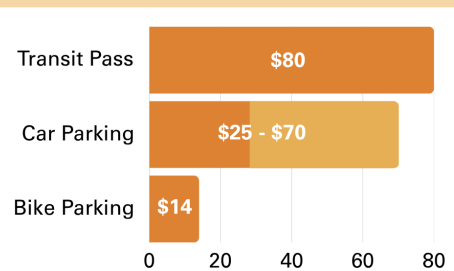
#### Lack of Information

Many employees are unaware of their transportation benefits, options, and resources.



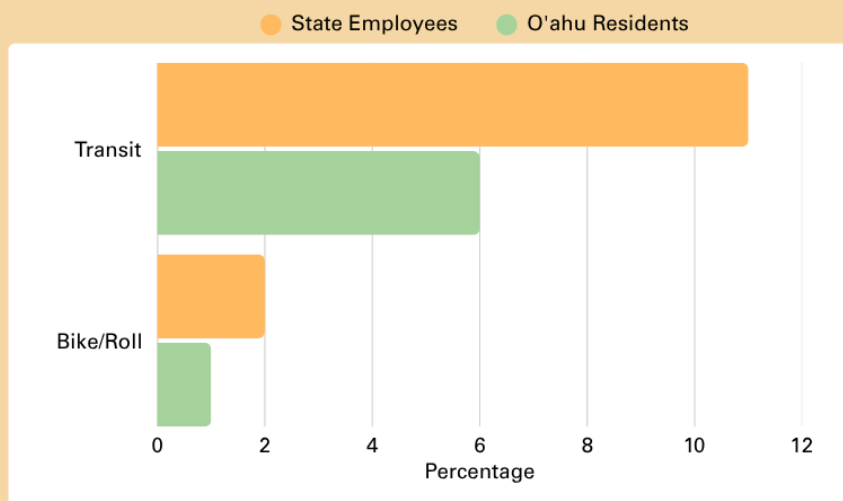
#### Monthly Transportation Costs

Inequitable Incentives



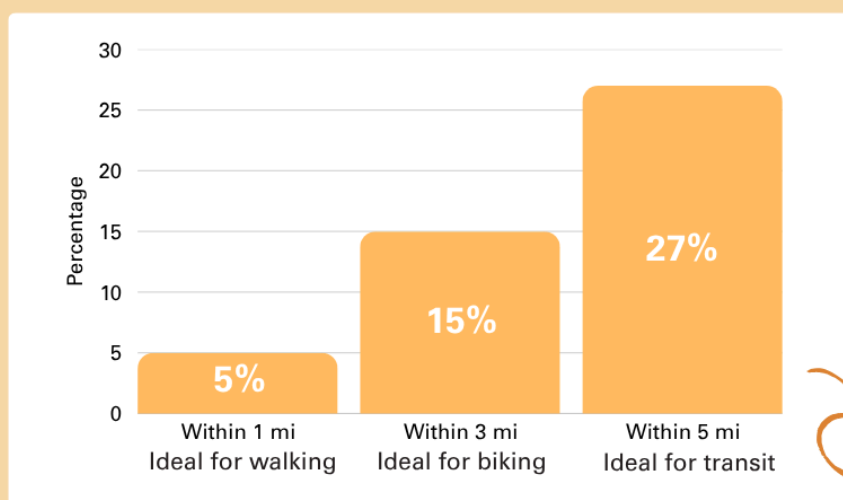
## Identified Opportunities

### State Employees Use Transit and Bike/Roll More Than O'ahu Residents



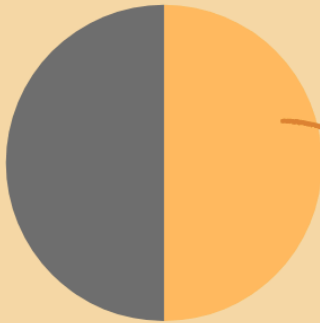
### State Employees Live Close to Their Office

More incentives could help short-distance commuters leave their cars behind



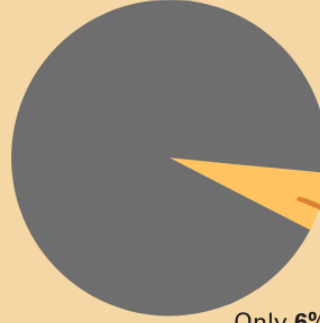


## Many State Employees Have Ideal Transit Commutes



50% of employees...

- Have <30-minute transit commute
- Make no stops on their commute



Only 6% of those with a <30-minute transit commute use transit

## State Employees: Strong TDM Interest

### 💡 Top Incentives for Shifting Commute Habits



#### Free Transit Passes

- 55% would use transit if transit passes were free



#### Telework Options

- 97% support expanding telework
- 86% would stay longer in their jobs with telework



#### Parking Management

- 1,100+ on the parking waitlist
- 78% support daily parking
- 50% would pay more for a guaranteed parking spot

Top incentives were identified through focus group input

**The Opportunity Is Clear:** With the right incentives, more State employees could adopt sustainable commute options.

High Priority Recommended TDM Strategies Report

ranked as high-priority for their potential to influence commuter behavior and cost-effectiveness.

### High-Impact, Cost-Effective Commute Strategies



#### Incentives

- Fully subsidized Transit Pass
- Fully subsidized Bikeshare Pass
- Financial Incentive for Opting Out of Parking



#### Parking Waitlist Management

- Daily Rate Parking
- Flexible Shared Parking
- Market Rate Monthly Parking



#### Alternative Work Arrangements

- Teleworking
- Hybrid Schedules
- Flexible Start Times



#### Program Support

- Promotion and Marketing
- Employee Transportation Coordinators
- Education and Outreach

[View All Recommended TDM Strategies](#)

### Other Statewide Efforts

The 2025 legislative session did not allocate funding for implementation of the high priority strategies, however, there are other statewide efforts to help employees get to work, including:

**HNL Connect**

The City and County of Honolulu launched HNL Connect to implement the City's TDM Plan and help residents, visitors, and City employees discover sustainable transportation alternatives.

[Learn More](#)

The Hawai'i Department of Transportation offers a free statewide carpool matching service, HiRideShare, to help residents save money and reduce traffic.

[Sign Up](#)

## Other Upcoming City of Honolulu TDM Initiatives

**Social Media**

info sharing for TheBus and Skyline routes  
**@HNL.Transit**

**City Transit Benefits**

Free transit passes and transportation education for City workers.

**Kalihi Valley RPZ**

Restricted Parking Zone program to better manage local parking

**Vanpool Subsidies**

Financial support for vanpooling, for all O'ahu residents

**Microtransit & Micromobility**

Expanding small-scale transportation options islandwide

**Travel Challenge & Marketing**

Annual campaign encouraging sustainable commuting

**Mobile & Web App**

User-friendly app for transportation resources

**See You Soon - Not Goodbye!**

With the study now complete, things may be a little quieter on our end, but this isn't farewell! We'll continue to keep you informed with updates on future legislative efforts and related initiatives. Thank you for your ongoing support, engagement, and advocacy. Stay tuned! There's more to come!



## Stay Connected!



We hope you found this update insightful. Stay connected with us on our [Project Website](#) for more updates and comprehensive reports.

If you have any feedback or ideas, we'd love to hear from you at [oahumpo@oahumpo.org](mailto:oahumpo@oahumpo.org). Don't forget to follow us on our social media platforms to stay in the loop [@OahuMPO](#)!

For a monthly roundup of transportation news, events, and opportunities to get involved, [subscribe to our OahuMPO Monthly Newsletter](#).





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