
HOUSE CONCURRENT RESOLUTION

REQUESTING THE DIRECTOR OF HUMAN RESOURCES DEVELOPMENT TO
EQUALIZE TRANSIT BENEFITS AND SUBSIDIES FOR ALL STATE
EMPLOYEES REGARDLESS OF MODE OF TRANSPORTATION.

1 WHEREAS, section 132(f) of the Internal Revenue Code, known
2 as the Transportation Equity Act for the 21st Century, allows
3 employers to offer qualified transportation benefits for transit
4 passes, parking, bicycle commuting, and van pool rides on a pre-
5 tax basis, providing employees with an opportunity to save money
6 on federal, state, and Federal Insurance Contributions Act
7 (FICA) taxes and thereby increasing their take-home pay; and

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9 WHEREAS, since 2007, the State, through the Department of
10 Human Resources Development, has operated a public
11 transportation benefit program, The Pre-Tax Transportation
12 Benefit Pilot Program, that allows certain State executive
13 branch employees who live and work on Oahu to purchase monthly
14 bus passes, fare coupons for The Handi-Van, and vouchers for the
15 cost of vRide vanpool rides through payroll deductions taken
16 before taxes are calculated; and

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18 WHEREAS, although Act 45, Session Laws of Hawaii 2012,
19 sought to make benefits similar to the Pre-Tax Transportation
20 Benefit Pilot Program available to more employees by authorizing
21 the chief executives of all State Executive and Judicial Branch
22 entities and the Mayors of the counties to establish
23 transportation benefit programs, numerous state employees are
24 still denied the opportunity to participate in such a program
25 and realize the pre-tax savings; and

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27 WHEREAS, for many years, the State has offered its
28 employees the ability to pay for monthly parking privileges at a
29 Department of Accounting and General Services controlled lot



1 located at or near the employee's workplace through pre-tax
2 payroll deductions; and

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4 WHEREAS, in addition to the savings for purchasing the
5 employee parking passes pre-tax, the parking privileges are
6 offered at a rate of approximately one-third of the public rate
7 for parking in the same State lots so that employee parking
8 rates in the Honolulu downtown area, for example, are \$30 to \$60
9 per month prior to any pre-tax savings, which is a fraction of
10 the cost to park in a nearby private lot; and

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12 WHEREAS, the cost of a monthly adult bus pass on Oahu is
13 \$60 and the State does not reduce the cost through a subsidy for
14 its employees; and

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16 WHEREAS, State employees who travel to work by bicycle,
17 foot, or private car-sharing do not receive any transportation
18 subsidy or other fringe benefit even though their modes of
19 transportation reduce the number of cars driving on the State's
20 roads and parking in state lots; and

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22 WHEREAS, a pre-tax payroll deduction, subsidy, or other
23 comparable benefit for public transportation, walking, biking,
24 and car-sharing for all state employees would further encourage
25 greater use of alternative transportation means, in addition to
26 making compensation for state employees more equitable; now,
27 therefore,

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29 BE IT RESOLVED by the House of Representatives of the
30 Twenty-eighth Legislature of the State of Hawaii, Regular
31 Session of 2015, the Senate concurring, that the Director of
32 Human Resources Development, in consultation with the Department
33 of Accounting and General Services as necessary, is requested to
34 develop and implement a comprehensive pre-tax public
35 transportation benefit program for various modes of
36 transportation that equalizes the transportation benefits,
37 including subsidies, available to all state employees,
38 regardless of mode of transportation; and

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40 BE IT FURTHER RESOLVED that the Director of Human Resources
41 Development is requested to submit a report to the Legislature
42 no later than 20 days before the convening of the Regular



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1 Session of 2016 on the progress made toward implementing the
2 program; and

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4 BE IT FURTHER RESOLVED that certified copies of this
5 Concurrent Resolution be transmitted to the Director of Human
6 Resources Development and the Comptroller.

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OFFERED BY: _____

Hal Abrah
Clara

MAR 13 2015

