

## Employee Commute Program

### *Measures and Strategies*

- ◇ **Commuter Choice Pre-tax** enables employees to set aside pre-tax money to pay for transit, vanpooling, or some bicycle maintenance costs. You can find a comprehensive guide explaining this benefit and how to implement it at [511.org](https://www.511.org).
- ◇ **Emergency Ride Home** is a service provided by TAM that offers a free ride home in cases of emergency to help commuters switch from driving alone. It's like an insurance program for your employee's commute! To learn more, visit [MarinCommutes.org](https://MarinCommutes.org).
- ◇ **Preferential parking** for drivers of carpools and vanpools can sometimes be provided near the entrance to your building and encourages ride-sharing.
- ◇ **Bicycle amenities** such as lockers, showers, changing rooms and secured bike parking can help employees hop onto their bike instead of into their car. Partner with a local bike shop and offer bike tune-ups and bike maintenance classes to your employees.
- ◇ **Car/bike sharing** can help employees get to workday appointments and accomplish errands. Provide fleet cars and loaner bikes to employees, or participate in a carshare or bikeshare program, where available. This also can provide midday trip support to enable an employee to use transit for commuting to and from work.
- ◇ **Monetary incentives** can entice employees to switch their commute mode. Ongoing incentives are a great way to reward employees for their good commute habits, and periodic campaigns can help encourage those driving alone to try something new. Offer quarterly prize drawings or competitions to create a bigger impact and maintain greater control over small budgets.
- ◇ **Parking Cash-out** requires California employers that subsidize parking spaces to offer a cash allowance in lieu of a parking space to those who don't drive to work. To learn more, visit the [California Air Resource Board](https://www.californiaairresourceboard.com).
- ◇ **Compressed workweek scheduling** can help employees drive less by allowing them to work a full-time schedule in fewer days. Employers can offer a 9/80 schedule where an employee works 80 hours in nine days and gets the 10<sup>th</sup> day off (usually a Friday) or a 4/10 schedule in which employees work 10 hours four days a week and have every Friday off.
- ◇ **Flexible Scheduling** can help employees with certain commute needs, such as the timing of carpools and bus schedules. For employees who drive, it can also help reduce congestion and lower emissions by shifting commute times outside of the most congested periods and reducing time spent idling in traffic.
- ◇ **Telecommuting** reduces driving, and it has been shown to have a significant impact on employee recruitment, retention, and productivity. For more information, visit [MarinCommutes.org](https://MarinCommutes.org).
- ◇ **Charging for parking** provides a disincentive to drive and creates a fund that can be used to support other elements of your commute program or business.