

Commuter Programs

Carpooling

By carpooling, you keep pollutants out of our air and reduce traffic. You save money and by using the uncongested HOV lane, you save time.

Employers can encourage carpooling by offering ridematch services for their employees. Free ridematch services are available through the NTCAC Transit Partners; Dallas Area Rapid Transit (DART) and the Fort Worth Transportation Authority (The T)

DART: www.dart.org

The T: www.the-t.com



Vanpooling

Vanpooling is great for everyone. Vanpools are made up of 6-15 employees who live and work near each other, and may have little or no access to bus or rail service. A majority of the vanpools operating in the region are set up and maintained by DART and The T. Vanpoolers save money on gas and car expenses and keep dangerous pollutants out of our air. Vanpools can travel in the uncongested HOV lane, so everyone can kick back and relax.

Guaranteed Ride Home

Employers can also offer a guaranteed ride home for carpoolers/vanpoolers. This allows employees an opportunity to get a ride home in case of an emergency that prevents them from riding in the car/vanpool, alleviating many employees' fears about not being able to leave work if a serious situation arises.

Mass Transit

Mass transit is one of the easiest ways to remove cars and trucks from roads, which helps air quality and congestion. DART, the T, and DCTA operate the region's mass transit system. All of these agencies work with employers and employees and can help finance passes and or/provide education on how riding the bus or train can be a part of their commute.

As with other commute alternatives, the benefits of mass transit use are numerous and impact the employers, employees, and the community by improving air quality and saving money on parking and gas.

Bicycle/Pedestrian

Bicycling and walking are cost-effective ways to commute. Combined with transit, walking and cycling can be an effective and economical way to get to work not to mention the health benefits.

Local transit agencies have recognized the importance of bicycle/pedestrian travel. Many buses are now equipped with carrier racks. Bikes are also allowed on both light rail transit and the TRE. Many transit centers and train stations have bike racks and bike lockers for bicycle parking.

http://www.bikedfw.org/area_cycling.shtml

<http://www.dorba.org/>

<http://www.nctcog.org/trans/sustdev/bikeped/veloweb.asp>

<http://www.dfwmaps.com/index.asp?mapTheme=dfwmaps&mapOption=pedestrian&BPTRAILS=on>

★**Consult your insurance professional for potential insurance savings and benefits.**



Tax Benefits

Besides helping air quality, traffic congestion and employee morale, you and your employees can benefit from tax savings.

Under the Tax Code 132 (F), an employer can deduct \$230 per month per employee for transit and vanpool fees and \$230 per month per employee for qualified tax-free parking. If you compare that to a \$230 per month salary increase, for example, both the employer and employee come out ahead when commuter benefits are offered.

★*Consult your tax professional for a complete analysis of potential savings and benefits.*

There are three ways to set up these benefits:

1. Employer and employee share the cost
2. Employer sets up a pre-tax system, like a flexible medical spending account (many payroll systems offer this option.)
3. Employer covers the entire amount.

	Transit	Vanpool	Qualified Parking
Incentive Levels	Up to \$230/month for bus/rail expenses	Up to \$230/month for vanpool expenses	Up to \$230/month for parking at or near an employer's worksite, or at a facility from which employee commutes via transit, vanpool, or carpool
Employer Tax Benefit	Employers give their employees up to \$230/month to commute via transit; gets a tax deduction and saves over providing same value in gross income or Employers allow employees to use pre-tax income to pay for transit and employers save on payroll tax (at least 7.65% savings) or A combination of both up to statutory limits	Employers give their employees up to \$230/month to commute via vanpool; gets a tax deduction and saves over providing same value in gross income or Employers allow employees to use pre-tax income to pay for vanpooling and employers save on payroll tax (at least 7.65% savings) or A combination of both up to statutory limits	Employers give their employees up to \$230/month for qualified parking; gets a tax deduction and saves over providing same value in gross income or Employers allow employees to use pre-tax income to pay for qualified parking and employers save on payroll tax (at least 7.65% savings) or A combination of both up to statutory limits
Employee Tax Benefit	Employee receives up to \$230/month tax free (not on their W-2 form) or Employee pays for commute benefit with the pre-tax income and saves on income tax or A combination of both	Employee receives up to \$230/month tax free (not on their W-2 form) or Employee pays for commute benefit with the pre-tax income and saves on income tax or A combination of both	Employee receives up to \$230/month tax free (not on their W-2 form) for qualified parking or Employee pays for commute benefit with the pre-tax income and saves on income tax or A combination of both



Commute Alternatives

Telecommuting

Telecommuting, or teleworking, allows employees to work from home or a remote location closer to home. Research shows the telecommuters are 10-20% more productive than office workers. Many employees view this option as a benefit when considering a potential job. There are potential costs savings associated with telecommuting such as decreased office space and parking space needs, and lower energy bills resulting from the decreased need for space.

Employees also enjoy benefits—such as shorter or no commute, greater schedule flexibility, and decreased stress levels. Additionally, telecommuting helps reduce emissions by reducing vehicle miles traveled and relieving congestion.

Flexible Scheduling

This program helps reduce typical rush hour traffic, which helps reduce vehicle emissions. There are three different types of flexible scheduling:

Compressed work-week: Employees are given some flexibility in choosing the start and finish time, but not the total number of hours worked per week or per pay period. Common examples are employees who work for 10-hour days per week with one day off, eight 9-hour days and one 8-hour day during a two week period with one day off, or four 9-hour days with one half day off.

Staggered shifts: Employees arrive and depart work at different times during the day. Shifts are often staggered anywhere from 15 minutes to two hours apart.

Flextime: Employees work specified hours each week but are given flexibility on when they want to arrive/depart from work and take lunch.