

Bay Area Commuter Benefits Program

Option 4: Draft “Pre-Approved” Alternative Commuter Benefit Options

Senate Bill 1339 contains a provision to allow employers to propose an alternative benefit (Option 4). The Air District and MTC would need to review the proposed alternative benefit and determine that it would be as effective as Options 1, 2 or 3 in reducing single-occupant vehicle trips (and/or vehicle emissions) to the work site. Air District and MTC staff believe that it would make sense to define several “pre-approved” alternatives to help interested employers select an effective alternative benefit. Air District and MTC staff seeks comments on the following draft, pre-approved alternative benefit options:

Option A: Menu-Style

The employer would select one primary benefit, of their choice, along with 3 supporting benefits, of their choice, to offer to employees. Option A provides employers with flexibility, and promotes modes of transportation not highlighted under Options 1, 2 or 3.

Primary (Select 1):

- Carpool Subsidy (\$3/day that employees carpool)
- Telecommute Schedule*
- Compressed Workweek Schedule*
- Electric Vehicle Implementation**

Supporting (Select 3):

- Preferred parking for carpools
- Bicycle Subsidy (\$20/month)
- Participation in guaranteed ride home
- Secure, on-site bicycle parking
- Employee commute “awards”
- On-site amenity (ATM, café, etc.)
- Participate in Air District & 511 Employer Programs

Option B: Carpool

The employer would offer all four carpool benefits to employees. Option B highlights carpooling, a popular and flexible mode of alternative transportation for many employees.

- Preferred parking for carpools
- Participation in a guaranteed ride home program
- Employee commute “awards” (ex: free vacation day for X days of carpooling/year)
- On-site amenity (ATM, café, etc.)

Option C: Bicycle

The employer would offer all four bicycle benefits to employees. Option C highlights bicycling, which (if offered as a subsidy), is pre-taxable income under the current IRS code.

- Bicycle subsidy (\$20/month)
- Secure, on-site bicycle parking
- Employee commute “awards” (ex: free vacation day for X days of carpooling/year)
- On-site amenity (ATM, café, etc.)

*Air District & MTC staff will provide a model policy for telecommute/compressed worked week.

** Electric vehicle implementation will still require review/approval by Air District/MTC staff.