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# WAYS TO EASE EMPLOYEES' COMMUTES

## Offer a Commuter Benefit

Set up a commuter benefit program that allows employees to set aside up to \$315 per month pre-tax for transit and vanpool commute-related expenses or go one step further by offering a subsidy to support your staff's commutes.

BENEFIT	DESCRIPTION	SAVINGS
<b>Pre-Tax Benefit</b>	Allows employees to set-aside income on a pre-tax basis for commute expenses.	Employees save annually in taxes and employers save an average of 7.65% on payroll taxes per employee.
<b>Direct Benefit</b>	Provides employees with a direct subsidy each month to pay for transit or vanpool fares.	Employees see direct savings monthly from subsidy and employers save in compensation offers, retention rates, and through available tax credits.

Employers can also offer a combination of the two, by subsidizing part of an employees' commuting costs and offering a pre-tax benefit of up to the remaining amount to fill the gap.



## Connect Employees with Vanpool and Carpool Options

Help employees with longer commutes find carpool and vanpool partners to reduce tardiness and absenteeism, commute-related stress and costs. Employers can offer priority parking for carpools and vanpools, provide a stipend for carpoolers, or work with a vanpool provider to form vanpools.

	DESCRIPTION	COST
<b>Carpool</b>	Best for groups of 2-3 individuals commuting less than 15 miles one-way. Uses one of the participant's vehicles.	Arranged and agreed upon by participants.
<b>Vanpool</b>	Best for groups of 4 or more individuals commuting more than 15 miles one-way. The group will rent a vehicle from a vanpool provider and meet at a central location to travel to work.	Dependent on vendor, distance, and vehicle. Can be paid using commuter benefits and the Frederick County vanpool incentive.

Frederick County offers a vanpool subsidy of up to \$500 per month to subsidize any un-filled seats in a vanpool and lower employees' commuting costs.



## Provide a Benefit for Bicyclists

Frederick County is a great place for bicycling! Employers can support their employees who bike to work by offering:

Amenities such as secure bicycle parking, shower and locker facilities

A monthly stipend to help employees maintain their bicycle for commuting purposes

Bicycles for employees to use around your worksite's campus or to reach nearby lunch spots and client meetings without a vehicle.

Find more ways to promote and offer commuting options for your employees and see if your company is eligible for the Maryland Commuter Tax Credit.

**FREDERICK COUNTY EMPLOYER  
CONNECTION**

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