

# COUNTY EMPLOYEE COMMUTER BENEFITS OPTIONS

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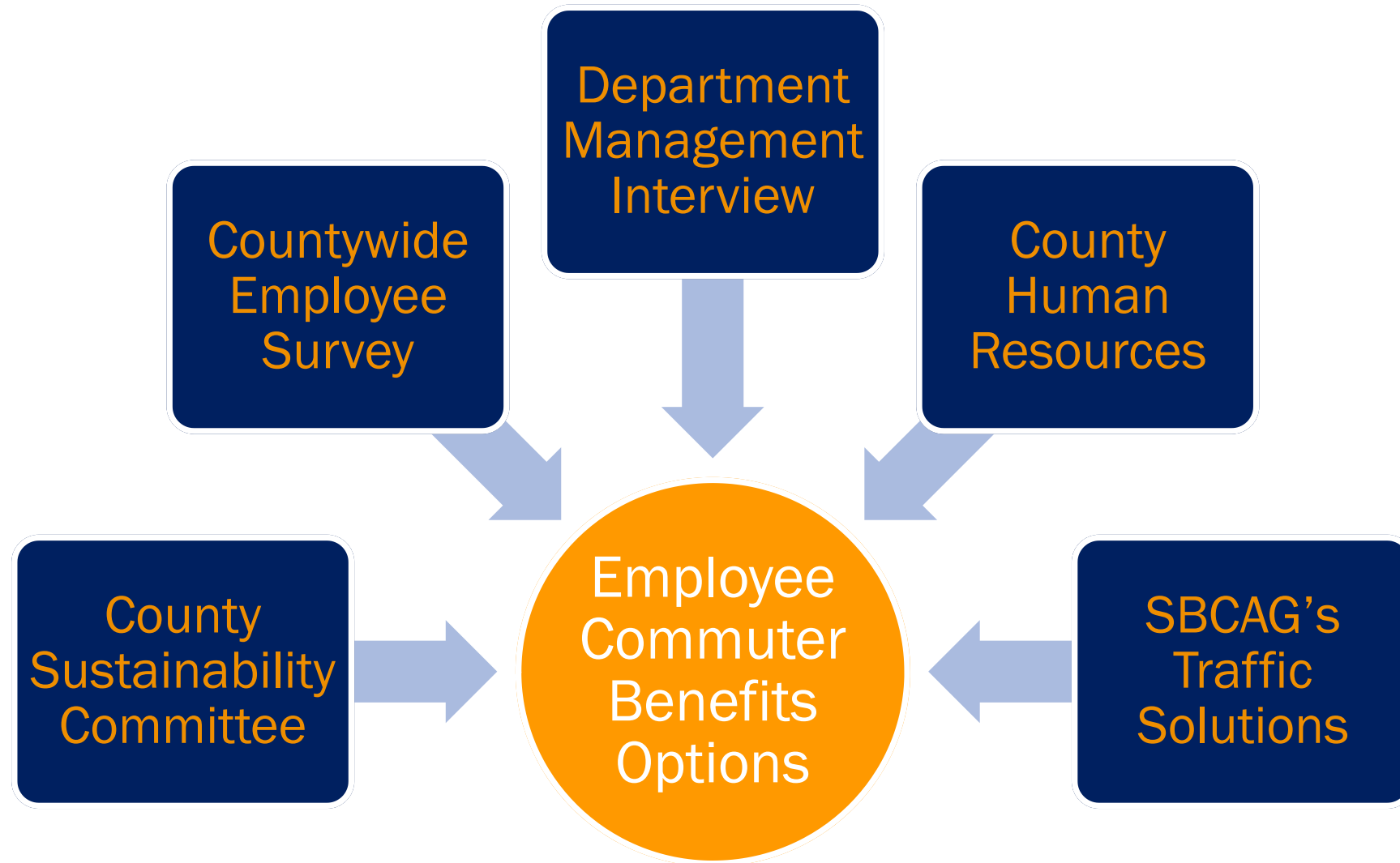
Presentation to the County Board of Supervisors  
May 14, 2019



# Agenda

- Background
- Current Employee Commuter Benefits
- Enhancement Options for Consideration
- Board Direction

# Background



# Commuter Benefits

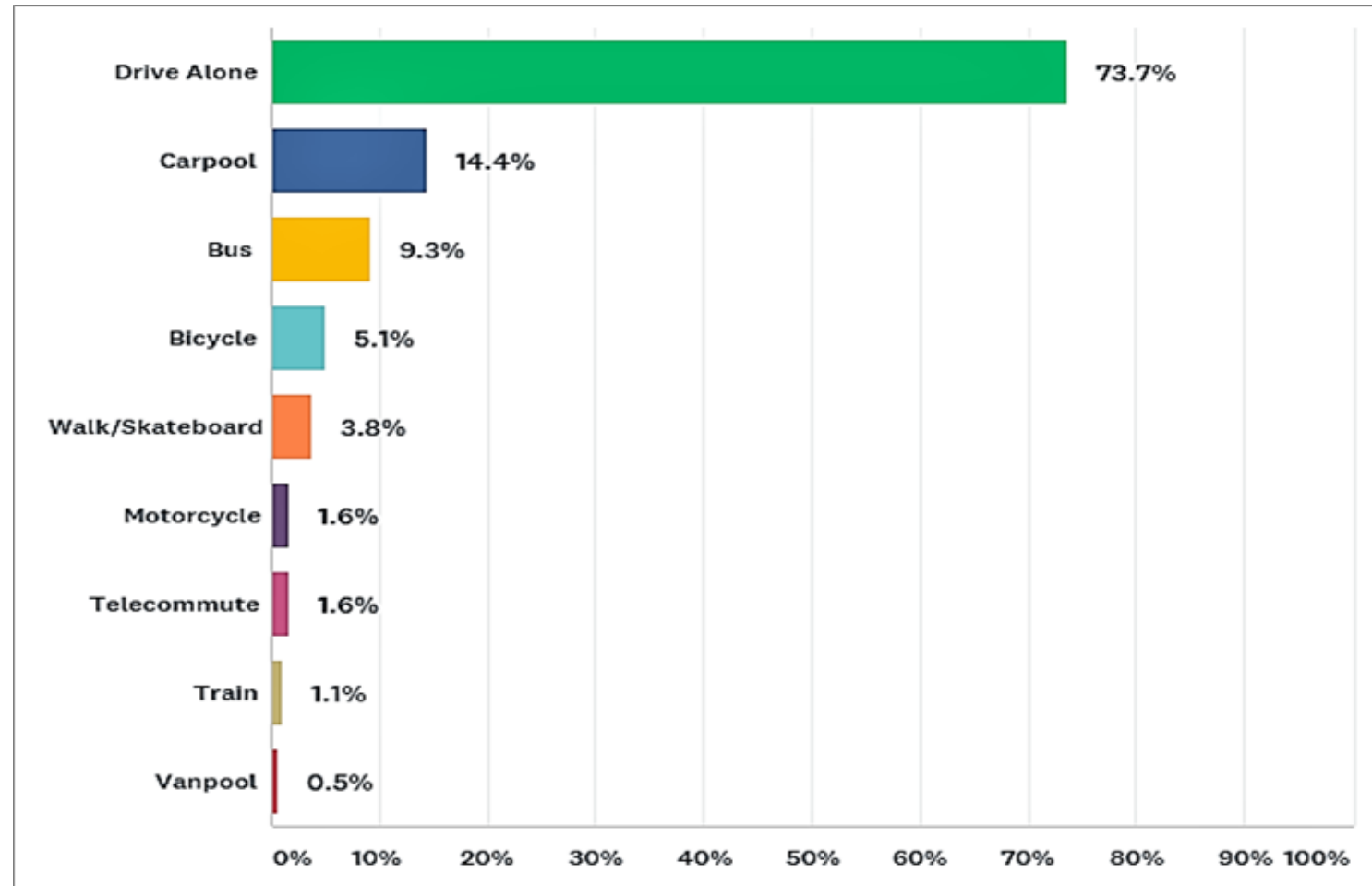
- Incentivize commute options other than driving alone
- Promote the use of less-polluting vehicles
- Promote not commuting at all by offering teleworking or alternative work week schedules
- Reduce roadway congestion, GHG emissions and air pollution
- Can increase employer attractiveness and job satisfaction; help attract and retain employees
- Improve organizational resiliency and productivity

# Countywide Survey Results

**Employees surveyed most frequently cited a desire for:**

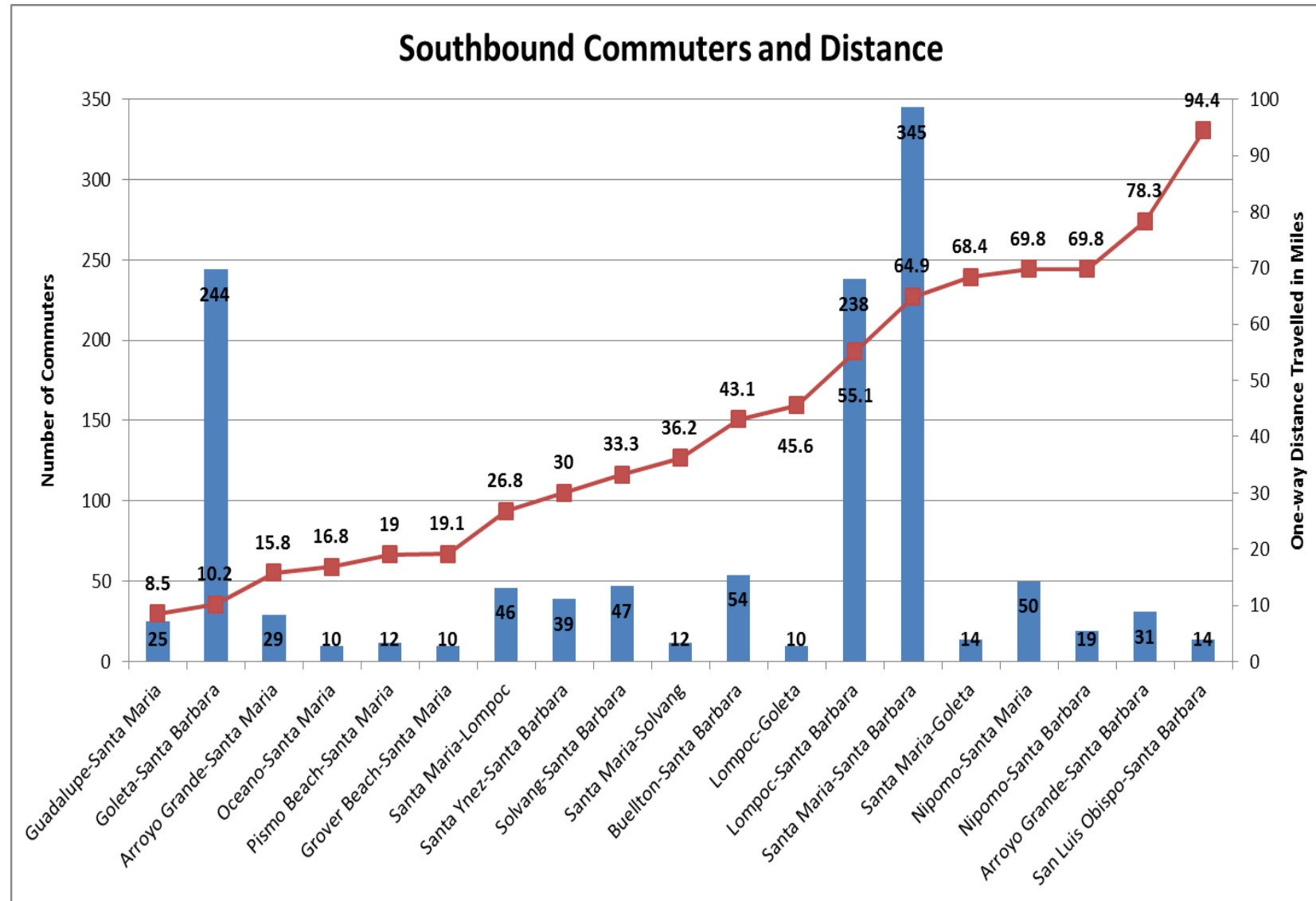
- Increasing and scaling the transportation demand management (TDM) vacation benefit
- Providing laptops for telework eligible employees
- Establishing flex hours to facilitate transit use and reduce time spent in traffic
- Reduced cost transit passes
- Greater scheduling flexibility

# Primary Commute Mode (All Locations)

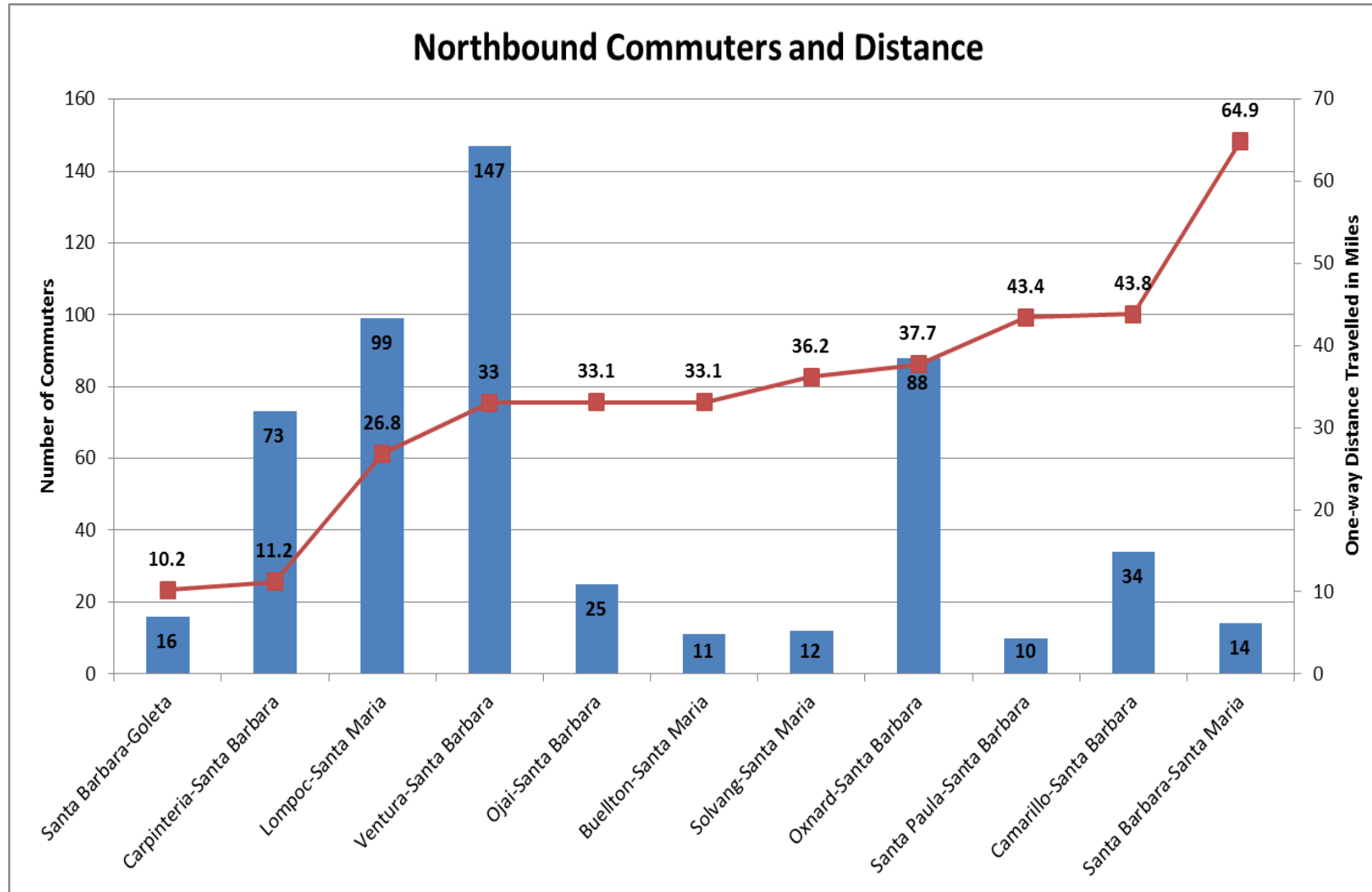


Response Rate: 926 employees (24%)

# Commute by Travel Distance



# Commute by Travel Distance





# Current Employee Commuter Benefits

Current Benefit:	Participation: (% of employees)	Barriers:
<p><b>TDM Vacation Bonus:</b> Allows employees to earn up to two extra vacation days each year if a qualifying commute type is used at least 80% of the days worked in a pay period.</p>	<p>LOW 11%</p>	<p>--&gt; Train or zero emission vehicles are not currently eligible. --&gt; Limits participation from employees who use sustainable transportation but not enough to meet the 80% threshold.</p>
<p><b>\$10 Pre-Tax County Contribution to Bus Fare:</b> County matches up to \$10/month for employees who contribute a minimum of \$10/month.</p>	<p>LOW 2%</p>	<p>--&gt; \$10 contribution is not significant enough to claim or incentivize transit use when bus fares cost \$50-150 per month. --&gt; Not applicable to train or vanpool</p>
<p><b>Free Parking for Ridesharing:</b> Carpoolers and vanpoolers are eligible to apply for a parking pass for the Administration Building lot or the Garden Street lot in Santa Barbara.</p>	<p>LOW 5% of downtown parking passes are carpool permits</p>	<p>--&gt; Limited employee awareness of the program or how to apply.</p>

# Current Employee Commuter Benefits

Current Benefit:	Participation: (% of employees)	Barriers:
<p><b>Guaranteed Ride-Home Program:</b> Alternative transportation users can utilize a County motor pool vehicle to commute home in the event of an unexpected emergency. Traffic Solutions offers an Emergency Ride Home service.</p>	<p>UNAVAILABLE</p>	<p>--&gt; Limited employee awareness of the program</p>
<p><b>Alternative Work Week Schedules:</b> Board-adopted policies offer employees the option of alternative schedules (e.g. 4/10s, 9/80s, and flex hours). Subject to manager approval.</p>	<p>HIGH 35%</p>	<p>--&gt; Alternative work week schedule support is high, although there is room to expand to all eligible employees.</p>
<p><b>Teleworking:</b> Teleworking eliminates the need for trips to a worksite altogether by allowing the employee to work from an approved alternate worksite or home location.</p>	<p>LOW 5%</p>	<p>--&gt; IT resources to support teleworking (e.g. access to laptops) --&gt; Employees and supervisors may need clarity on the telework policy, process, and help crafting strong employee proposals.</p>

# Possible Commuter Benefits Enhancement Options

Potential Commuter Benefit	GHG Reduction (lbs CO <sub>2</sub> e)/yr	Number of Cars Off Road/yr
Modify TDM Vacation Bonus to: 1) expand eligibility to include train and zero emission vehicle trips; 2) replace 80% participation threshold with sliding scale and 3) increase from two vacation days to three vacations days per year	Incremental: 892,008 - 1,368,866 Total: 6,558,887 - 7,035,745	Incremental: 86-132 Total: 633-680
Increase adoption of teleworking and alternative work week schedules	Incremental: 1,084,781 Total: 3,615,939	Incremental: 104 Total: 349
Modify \$10 Pre-Tax contribution to: 1) expand eligibility to include train and vanpool and 2) increase county contribution	Incremental: 1,770,899 Total: 2,557,966	Incremental: 170 Total: 247

# Possible Commuter Benefits Enhancement Options

Potential Commuter Benefit	GHG Reduction (lbs CO <sub>2</sub> e)/yr	Number of Cars Off Road/yr
Assign dedicated car/vanpool spots at all County Campuses	477,705	46
Enhance IT support for remote work by: 1) defaulting to laptops upon replacement and 2) investigating effectiveness of remote access options	Incremental: 218,629 Total: 400,641	Incremental: 21 Total: 38
Create hoteling work stations at County and/or partner organizations' work sites	354,362	34
Utilize Traffic Solutions subsidized vanpool program	131,177	13

# Possible Commuter Benefits Enhancement Options

Potential Commuter Benefit	GHG Reduction (lbs CO <sub>2</sub> e)/yr	Number of Cars Off Road/yr
Enhance bike parking and add bike repair station at downtown Santa Barbara campus	1,793	0
Make commuter benefits information easier to access by: 1) consolidating information on single intranet and public facing internet page; 2) updating and streamlining forms/policies; 3) integrating commuter benefits into new employee orientation material and; 4) offering annual commuter fair	Supportive Enhancement	Supportive Enhancement
Enhance reporting & monitoring through: 1) conducting an annual commute survey; 2) providing bi-ennial Board updates; and 3) integrating with budget performance measures	Supportive Enhancement	Supportive Enhancement
Provide Zero Emission Vehicle bulk purchasing benefit to employees	Supportive Enhancement	Supportive Enhancement

# Recommended Actions

- Receive and file this briefing on County Employee Commuter Benefits Options;
- Direct applicable departments to pursue recommended commuter benefits selected by the Board;
- Provide input as appropriate;
- Direct Human Resources Director to return in 90 days with recommendations on Commuter Employee Benefits after confirming costs and consulting with County Executive Office, Auditor Controller, General Services, and affected departments; and
- Determine that the recommended actions do not constitute a project and are exempt from the California Environmental Quality Act (CEQA).

# QUESTIONS?

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