



DC Employer Transit Benefits Ordinance Overview

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Official Language



Sec. 302. Transportation benefit program.

1) By January 1, 2016, a covered employer shall provide at least one of the following benefit programs

to its employees:

(1) A pre-tax election transportation fringe benefits program that provides commuter highway vehicle, transit or bicycling benefits consistent with section 132(f)(1)(A), (B) and (D) of the Internal Revenue Code at benefit levels at least equal to the maximum amount that may be deducted for those programs from an employee's gross income pursuant to section 132(f)(2) of the Internal Revenue Code;

(2) An employer-paid benefit program whereby the employer supplies, at the election of the employee, a transit pass for the public transit system requested by each covered employee or reimbursement of vanpool or bicycling costs in amount at least equal to the purchase price of a transit pass for an equivalent trip on a public transit system; or

(3) Employer-provided transportation at no cost to the covered employee in a vanpool or bus operated by or for the employer."

Let's break that down now...

What's the Deal?



- By January 1, 2016 employers in DC with 20 or more employees will be required to offer one of three transit benefit options:
 - Employee-Paid Pre-Tax Benefit
 - Employer-Paid Direct Benefit
 - Employer-Provided Transportation Service

Opportunity vs. Ordinance



- Focusing on how this can benefit companies
- Opportunity to increase TDM awareness around the region
- No direct penalties for non-compliance
- Encouraging rather than enforcing employers to comply

Let's Focus on the Benefits



- **Reduced Cost and Tax Savings**
 - Company saves on: FICA, Medicare, Federal and state income taxes
 - Employees save money
- **Recruitment and Retention**
 - Increased job satisfaction
 - Less stress than driving alone
- **Recognition**
 - LEED
 - Competitive
 - Awards

Option #1: Employee-Paid Pre-Tax Benefit



- Employees set aside pre-tax money from their paycheck to use for commuter transit
- Up to \$130/month directly from paycheck
- Costs the employer very little to set up
- Vendor or employer managed options
- Many DC employers are already offering this benefit



Option #2: Employer-Paid Direct Benefit



- Employer contribute up to \$130/month for transit or \$20/month for bicycling costs
- Employer subsidized benefits to reduce commuting costs associated with:
 - Transit
 - Bicycling
 - Vanpooling



Option #3: Employer-Provided Transportation Service



- Includes:
 - Vanpools
 - Shuttles
- “Last Mile” Service
- Best for: employers with majority of employees coming from outside of the District



Want to learn even more?



goDCgo invites you to

Employer Transit Ordinance Workshop: Benefits for Your Organization

At our FREE seminar, you'll learn more about:

- How the commuter transit ordinance can benefit both employer and employees
- Each transit benefit option and implementation steps
- Best practices from industry experts

When:
Thursday, November 6
8-10AM

Where:
Busboys and Poets
1025 5th St NW
Washington, DC 20001

RSVP:
By November 4
[HERE](#)

Join us over breakfast at Busboys and Poets with our experts who will help guide you on alternative, sustainable and affordable commute options.

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- Employer Transit Ordinance Workshop:
 - Hosted by goDCgo
 - Thursday, November 6, 2014
 - 8:00am-10:00am
 - Busboys and Poets, 5th and K St NW
 - RSVP via www.goDCgo.com
- Experts include:
 - Sam Zimbabwe, DDOT
 - Larry Filler, LF Consulting
 - Lorraine Taylor, WMATA
 - Michelle Landrum, Enterprise