



Transportation Benefits Equity Amendment Act of 2020 Presentation for Employer Outreach Committee

February 2022

Agenda



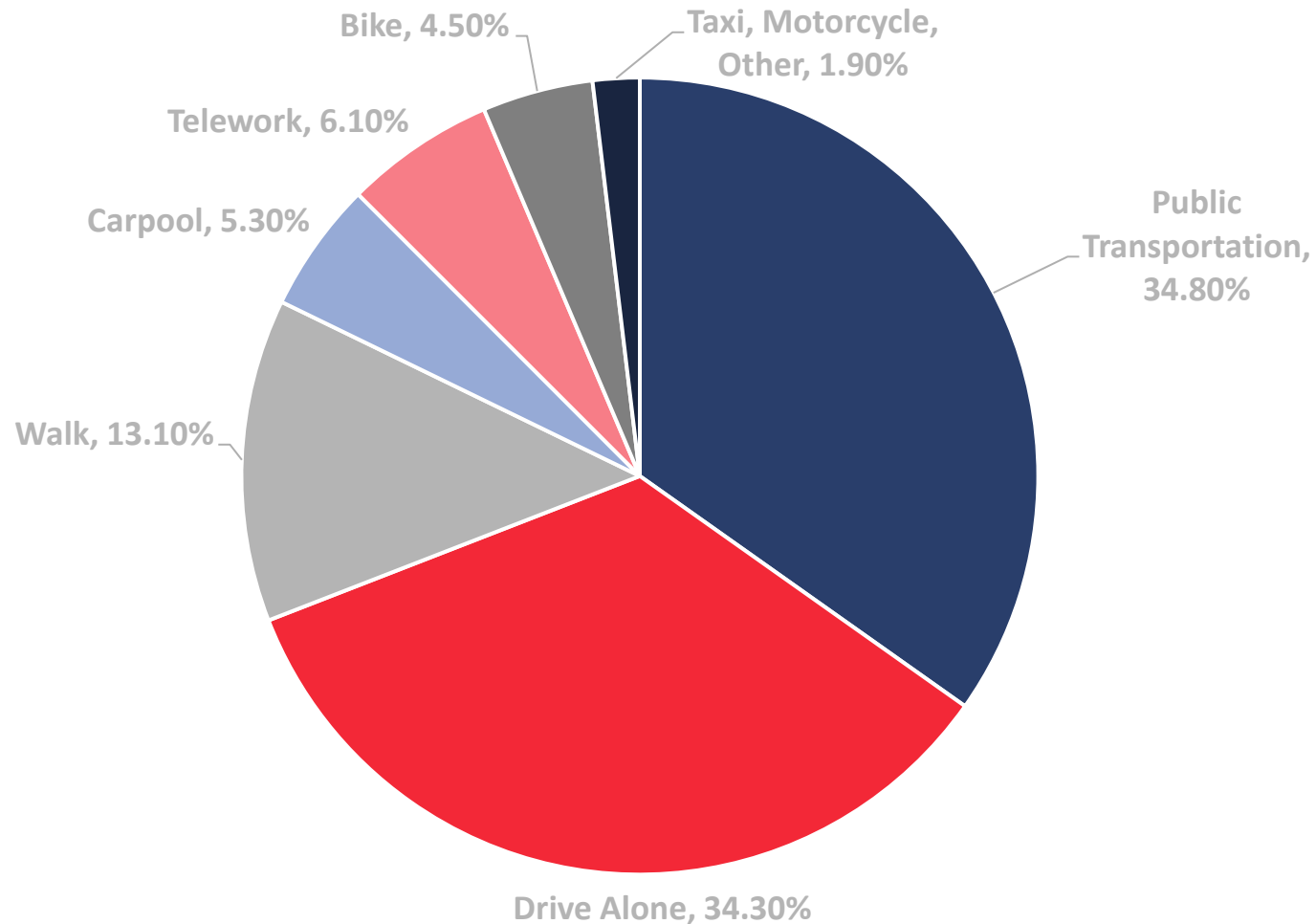
- Sustainable DC & moveDC Goals
- Transportation Benefits Equity Amendment Act of 2020
- goDCgo Assistance
- Q&A



Sustainable DC & moveDC Goals

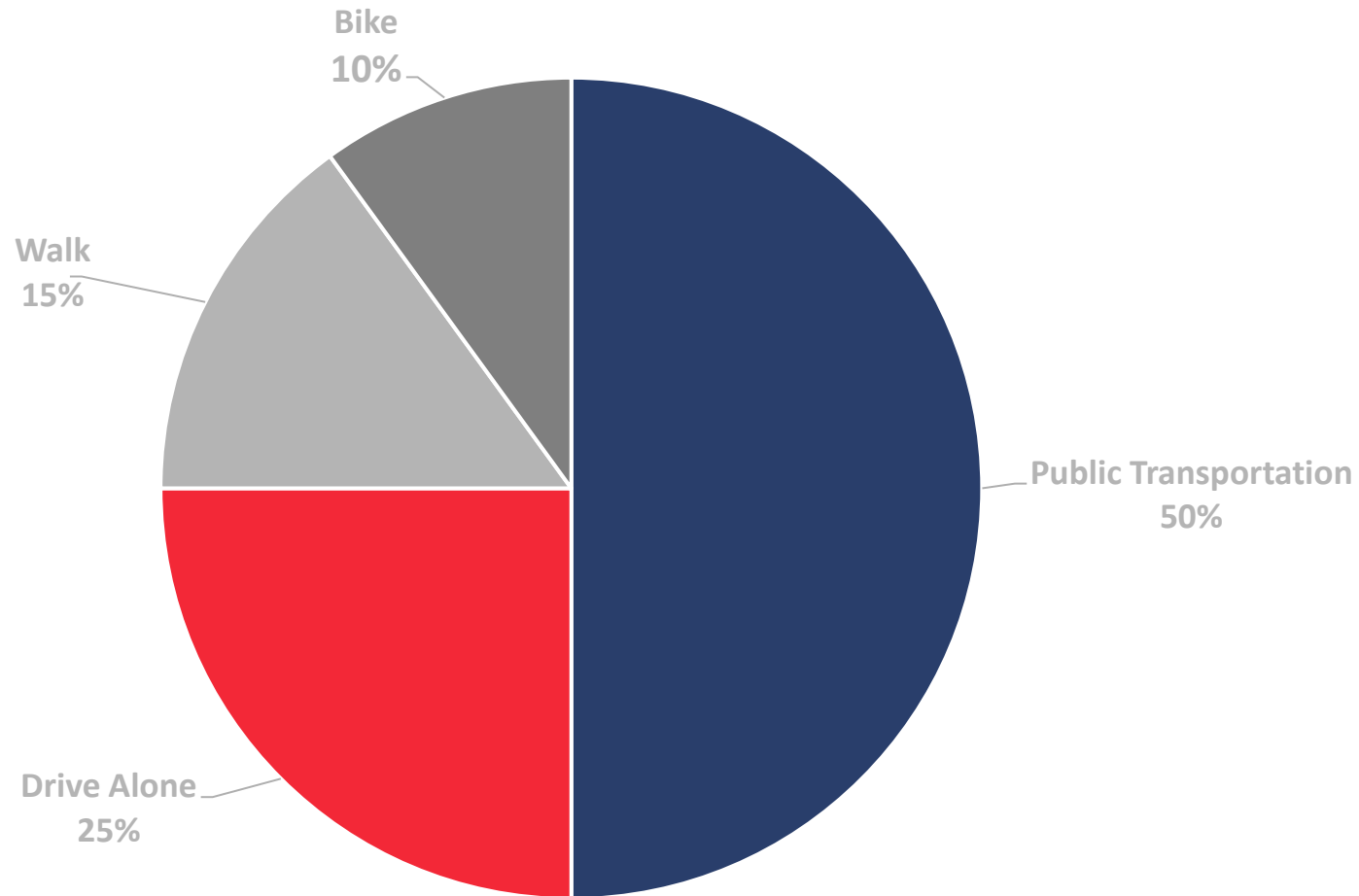
How Residents Get to Work (Data Source: ACS 2018)

- Over 34% of District workers drove to work in 2018



Sustainable DC & moveDC Goals

- Reduce the drive alone rate to 25% of all commuter trips by 2032



What are Commuter Benefits?

- Qualified Transportation Fringe Benefits (IRS-approved)
 - Pre-tax deduction for riding public transit and vanpooling (\$280 per month)
 - Lowers an employee's taxable income while reducing the cost of commuting to work
 - Bike Voucher (\$20/month); paused until 2024
- But also other benefits, information, or amenity that make commuting to/from work easier, faster, more affordable, and enjoyable
 - Flexible arrival/departure times
 - Telework policy
 - Showers/lockers
 - Comfortable walking shoes
 - Transit Screen/ train schedules



Impact on Mode Shift

- Increase access to pre-tax transportation benefits
- Reduce # of free/subsidized parking spaces at employer sites
- Empower commuters to choose transit, biking, and walking through goDCgo program





Transportation Benefits Equity Amendment Act of 2020

Transportation Benefits Equity Amendment Act of 2020

- Legislation [HERE](#)



D.C. Law 23-113. Transportation Benefits Equity Amendment Act of 2020.

AN ACT

*To amend the Sustainable DC Omnibus Amendment Act of 2014 to require covered **employers that offer parking benefits** to any employees to offer those employees a **Clean-air Transportation Fringe Benefit, pay a Clean Air Compliance fee, or successfully implement a transportation demand management plan**, and to require covered employers and the Mayor to submit reports.*

Option 1: Clean Air Transportation Fringe Benefit

- *If a covered employer offers a parking benefit to an employee, the covered employer shall offer the employee a Clean-air Transportation Fringe Benefit **in an amount equal to or greater than** the monthly market value of the parking benefit offered to the employee.*



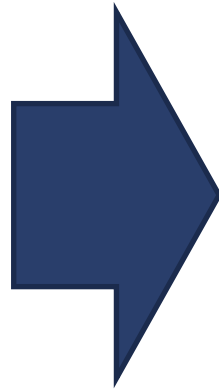
Option 1: Clean Air Transportation Fringe Benefit

- *If a covered employer offers a parking benefit to an employee, the covered employer shall offer the employee a Clean-air Transportation Fringe Benefit **in an amount equal to or greater than** the monthly market value of the parking benefit offered to the employee.*

*Parking Benefit
(\$200/month)*



Free/Subsidized Parking



*Equivalent Value for Public Transportation and/or Vanpooling
(\$200/month)*



Public Transportation



Vanpooling

Option 1: Clean Air Transportation Fringe Benefit

- If the estimate provided is less than the Clean-air Transportation Fringe Benefit offered to the employee, the covered employer shall provide the employee with one of the following in an amount that, when combined with the estimate, is equal to the Clean-air Transportation Fringe Benefit offered to the employee:
 - Additional compensation;
 - An increased contribution to the employee's health coverage;
 - A combination of (a) and (b) of this subsection.



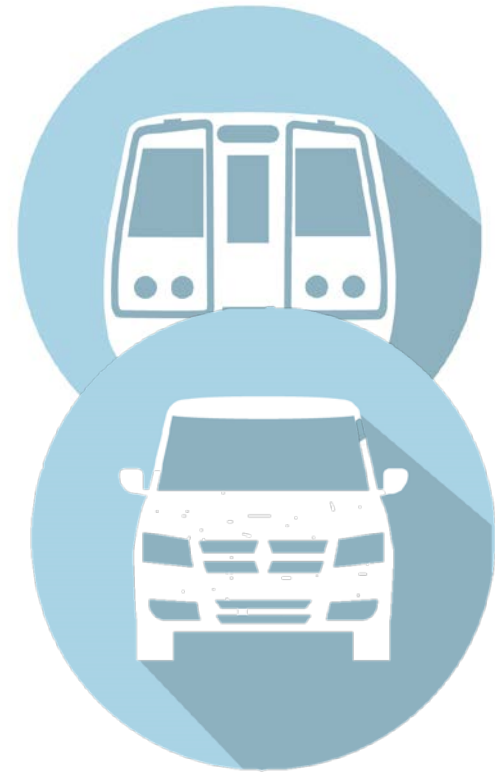
Parking Benefit (\$200/month)



Additional Compensation



Increased Contribution to the Employee's Health Coverage



Public Transportation & Vanpooling

Option 2: Clean Air Transportation Compliance Fee



- Clean Air Transportation Compliance Fee
 - Pay \$100 per employee offered parking benefit per month to District Government

Option 3: Transportation Demand Management (TDM) Plan

- A TDM plan is a document that clearly outlines the TDM strategies & amenities to achieve the trip reduction goal for this compliance option
- That would reduce by at least 10% from the previous year the number of commuter trips employees of the covered employer made by car, including for-hire vehicles, **until 25% or less of employees' commuter trips are made by car, including for-hire vehicles.**



Who does the law effect?

- All employers with 20 or more employees (except Federal Govt)
 - Includes full-time and part-time employees of a covered employer
 - Who perform at least fifty percent (50%) of their working time in the District of Columbia; or
 - Whose employment is based in the District of Columbia and the employees performs a substantial amount of their work in the District of Columbia and less than fifty percent (50%) in any other state
- Not applicable to employers who:
 - Leased their parking before October 1, 2020 and until end of lease term (regardless if the agreement includes lease extensions)
 - Owned their parking before October 1, 2020
 - Were party to a Campus Plan before October 1, 2020 and until end of term, must also meet conditions in law
 - Employers who do not offer a free or subsidized parking benefit

Reporting to DDOT



- Employers who choose Clean Air Transportation Fringe Benefit
 - Submit report to DDOT by January 15, 2023 and every 2 years thereafter
- Employers who choose Clean Air Transportation Compliance Fee
 - Will need to pay a check to the order of DC Treasurer and provide proof of payment to DDOT
- Employers who choose TDM Plan
 - Submit first report to DDOT by January 15, 2023 and every year thereafter, reports must include results of a Commuter Survey
 - Show a 10% reduction in driving each year, until a 25% threshold is reached
- More info about how to submit reports and checks to DC Treasurer will be posted to DDOT's website

Next Steps for Employers

- As an employer, what am I supposed to do?
 - Determine which compliance option is best for your organization
 - Work with goDCgo, a DDOT program, if needed on next steps toward compliance
 - Provide information to covered employees on how to apply and receive benefits
 - Issue benefits to covered employees
 - Report to DDOT by January 15, 2023



goDCgo Assistance

How we can help you comply with the TBEAA

goDCgo Assistance



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goDCgo is an initiative of the District Department of Transportation (DDOT)



Leading resource for transportation information and options.



Encourage the use of sustainable transportation.



We offer complimentary transit resources and consulting services to DC organizations and commuters.



Our goal serves to decrease traffic congestion, improve air quality, and create a better quality of life in the DC area.



goDCgo Compliance Assistance



- Determine whether your organization needs to comply
- Provide guidance on which compliance option is the best fit
- Help calculate your Clean Air Transportation Fringe Benefit
- Develop commuter surveys for compliance and reporting
- Help create your Transportation Demand Management (TDM) Plan

To get started, contact William Feeney at william.feeney@goDCgo.com or select the [Transportation Benefits Equity Amendment Act option on my online calendar.](#)

DC Parking Cashout Law Resources

[DC Parking Cashout Law – A Guide for Employers](#)

[DC Parking Cashout Law Handout](#)

[Full text of the law](#)

[Notice of Rulemaking](#) for DC Parking Cashout Law

[DC Commuter Benefits Law Rulemaking](#) which contains definitions for Covered Employer, Covered Employee, etc.

All resources are also listed at goDCgo.com/employer



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