

BREAKING DOWN THE COMMUTER BENEFITS ORDINANCE & COMMUTE TRIP REDUCTION IN SEATTLE



At its core, Transportation Demand Management (TDM) refers to any attempt to make a behavioral change outside of infrastructure, meaning encouraging a behavioral change.

The commute looks different for everyone, which is why Seattle broke down the regulations into multiple groups. The two that matter to you are the **Commute Trip Reduction (CTR)** and the **Commuter Benefits Ordinance** (a new TDM effort in 2020).

Commuter Benefits Ordinance:

As of 2020, all employers with 20+ employees will be required to offer pre-tax benefits to employees in an effort to reduce the number of single-occupancy drivers on the road.

- First things first: You need an **Employee Transportation Coordinator** for your company. You can either hire someone for this exact role or have it be adapted into someone's existing role.
- Your company's ETC will gather and report on company commute data and alternative transit options every 2 years.
- Establish and incentivize alternative transit options company-wide:
 - Subsidize transit fares
 - Offer and assist employees with vanpooling and/or carpooling services
 - Provide reserved parking for vanpool or large transportation vehicles
 - Charge employees to park by the day, not by the month
 - Implement a parking-cash out program
 - Provide safe bike parking and repair stations
 - Offer shower facilities for employees who bike
- Partner with services like the Seattle Department of Transportation (SDOT) or Commute Seattle to learn how to get transit initiatives like these started.
- Provide employees with modern benefits like flexible work hours. You don't need to work with any external services to do this — it's super easy! Implementing a program and educating employees on maintaining and executing your guidelines is all you need to do.
 - Want to keep track of all of this? Many HR services like JustWorks have applications built in for you to track and monitor when employees work from home!
- Make TDM part of your company culture! Companies need to do their part to meet commuter goals halfway. Plus, you'll be charged a **fine of \$250 per day** if you don't comply with TDM initiatives in Washington state.
- Commute Trip Reduction Law:** If you currently have 100+ employees coming to one office site between 9am - 6pm, then you must:
 - **Appoint** an **Employee Transit Coordinator (ETC)** to be the liaison between you and the city. They are to promote, maintain, and track the employers' Commute Trip Reduction (CTR) Program.
 - **Display** the ETC contact information clearly on your website.
 - **Submit** an program report to the city every 2 years for approval.
 - **Collaborate** with the city on best practices and implementation of the CTR program as it continues to develop.
 - **Administer** a commuter survey every 2 years to track your drive-alone rate.

*Check out your neighborhood's drive reduction goal [HERE!](#)