

## Be a part of the Commuter Tax Incentive & Save



**What is the Commuter Tax Incentive?** Federal tax code allows up to \$230 a month (\$2760 a year) to be set aside tax free to pay for qualified commuter expenses. Employers can permit employees to set aside some of their gross income, cover qualified expenses, or do some of both, "sharing the fare" with employees.

**A cost-effective benefit** This tax incentives allows businesses and workers keep more money in their pockets, while encouraging the many benefits of diverse commuter options. As an employer, you can offer a valuable benefit to employees at a considerable savings over offering the equivalent cash value in the form of a salary increase.

**Easy and flexible** The Commuter Tax Benefit requires no plan filings, forms to fill out or mandatory enrollment dates—you can offer it to all or just some of your employees, as an annual benefit or as a reward, incentive or bonus. Many third-party providers offer administration of Commuter Tax Benefits, and you can set it up to meet your own needs.



### Additional Resources

Will go here.

# Way2Go

## Supporting Commuting Options is Good Business



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**Cooperative  
Extension**  
Tompkins County

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**Way2Go, Tompkins** is a county-wide educational resource that supports win-win commuting solutions for employers and employees. A program of Tompkins County Cooperative Extension, Way2Go promotes transportation choices that foster individual, community and environmental well-being.

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## Employers can make a difference



All 200 of Calvert Group's employees in Maryland participate in their transportation and telecommuting program in some way. In 2007, Calvert's employee retention rate was over 90 percent.<sup>1</sup>



One study calculated that replacing an employee costs about 25% of the position's annual salary and benefits<sup>2</sup>, while another organization estimated it at 150%!<sup>3</sup>

## Commuting Options that come with benefits

**Walking or bicycling** carry a host of health benefits that can minimize long term illness-related losses and improve response to stress in the workplace.[Ref] They also combine well with **riding the bus**, a low-cost way to leave the driving to someone else.

**Ridesharing/carpooling** and **vanpooling** saves money over driving alone, while shrinking parking needs and transportation-related tardiness and absences. Plus, employees can make better use of their travel time, sharing knowledge and building camaraderie along the way.

**CityVan** is a pilot rural van, reserve-a-ride service, while a nearby **Ithaca Carshare** car can provide employees with transportation during the workday. Ithaca Carshare continues to add to the number and reach of their cars and is currently accepting organizational memberships.

**Teleworking** is a growing trend, as companies find teleworking employees easy to manage, productive, and more satisfied with their job.

1. As reported by the Commuting Transportation Association of America's Employer Profiles. [[web address]]

2. Carol A. Schwartz and Nancy L. McCabe. "Stat turnover: What is Costs in Dollars and Cents" Optometric Management, May 2000.

3. Arlington Transportation Partners. Retaining Skilled Employees. www.commuterpage.com/atp/suc-retain.cfm.



“Cornell University has been promoting alternative commuting strategies for its employees for nearly 20 years. These programs are an attractive benefit, reduce environmental impact, make Cornell a better neighbor, and allow the University to make better use of its resources.”

David Lieb, TRANSPORTATION & MAIL SERVICE ADMINISTRATION

## A happier, less-stressed workforce is good business

No- and low-cost supports for commuting options can reduce business expenses, cut transportation- and health-related losses, boost employee morale, and attract and retain desirable employees—even enhance your business' reputation as a leader of the clean, green economy. **Way2Go** can help you:

- Provide employee education that introduces new options, reduces barriers to active transportation, and promotes win-win commuting solutions.
- Create a supportive workplace culture through top-down modeling, commuter-friendly facilities, and employee incentives, contests or recognition programs.
- Facilitate ridesharing through employee mapping and simple communication strategies, such as an upcoming custom-designed ride-matching website for Tompkins County.
- Consider commuter tax benefit options, which can increase your employees' take-home pay without increasing your payroll. See back for more info..
- Implement flexible scheduling and telework options that are right for your business, cutting commute time, expense and stress, while retaining or improving employee productivity and satisfaction.

**Way2Go** offers customized, one-on-one services to employers and their employees. Call us at 607-272-2292, or go to way2goinfo.org.