



EMPLOYER SERVICES PARTICIPATION LEVELS

September 2026

SUPPORT STRATEGIES

Likely range of trip reduction: 0%

- Expresses interest and/or distributes/displays information about TDM campaigns and events, such as goDMV Commuter Competition, Bike to Work Day, etc.

LEVEL 1 (BRONZE)

Likely range of trip reduction: 0% to 1%

- Expresses interest in offering transit benefits or enacting other TDM strategies
- Conducts an employee commuter survey to assess travel behavior and interest.
- Distributes or posts non-drive alone commute information for employees through channels such as new hire orientation, permanent displays or brochure holders, intranet sites, newsletters, or email.
- Provides electric car charging station(s) at worksite
- Offers or establishes a telework or compressed workweek program
- Offers pre-tax benefits for employees to pay for eligible transit/vanpool expenses

LEVEL 2 (SILVER)

Likely range of trip reduction:

- **0% to 3% without Telework/Compressed Work Schedules**
- **0% to 9% with Telework/Compressed Work Schedules**

Implements two or more of the following strategies:

- Conducts an employee commuter survey AND creates a TDM plan
- Provides access to real-time travel information for transit and other mobility options through digital displays or applications
- Participates in the Capital Bikeshare Corporate Program and provides employees with a partial or full membership subsidy
- Provides preferential parking for carpools and vanpools
- Offers a telework program with 5-20% of employees participating
- Offers pre-tax transit benefits, with 5-20% of employees participating
- Facilitates car/vanpool formation meetings
- Hosts/sponsors a commuter information day, transportation fair, or commuter benefit orientation annually
- Offers flex-time or staggered work schedule
- Implements compressed work week for 5-20% of employees
- Provides bicycle racks, lockers, bike rooms, or secure bike parking
- Provides access to shower facilities for bicyclists and walkers (onsite or nearby, such as a gym)
- Designates an Employee Transportation Coordinator (ETC) who regularly provides non-drive alone commute information to employees
- Becomes a Commuter Connections member and provides on-site ridematching or co-branding
- Supplements Guaranteed Ride Home (GRH) program with payment for additional trips or own program
- Holds a bike safety class at worksite
- Participates in the goDMV Commuter Competition or conducts annual commuter challenge at worksite

- Employer has a shared vehicle fleet (e.g., cars, cargo bikes) for staff to use for business or personal trips during the workday to support employees who commute without a car
- Employer is located less than 0.5 miles away from the nearest transit station

LEVEL 3 (GOLD)

Likely range of trip reduction:

- **2% to 5% without financial incentive/disincentive, Telework/Compressed Work Schedules**
- **5% to 20% with financial incentive/disincentive, Telework/Compressed Work Schedules**

Implements at least one of the following (in addition to the two or more Level 2 strategies):

- Implements a telework program with more than 20% of employees participating
- Implements compressed work week with more than 20% of employees participating
- Offers pre-tax payroll deductions for employees, with more than 21% of employees participating
- Implements an employer-paid transit subsidy toward eligible transit expenses
- Implements a carpool incentive program for employees who commute by carpool
- Implements an active transportation benefit that provides incentives, reimbursements, or other benefits to employees who bike or walk to work (gift card rewards, bike maintenance, visibility gear, bikeshare membership, etc.)
- Offers a parking "cashout" program that incentivizes employees who forgo their parking benefits
- Provides free or reduced-fee parking for carpools and vanpools (valid only for companies where employees pay for parking)
- Implements a parking fee for employees who drive alone (valid only for companies that previously did not charge for parking)
- Eliminates subsidy of employer-provided parking or benefits (valid only for employers that currently provide free or subsidized parking for employees)
- Provides employee shuttle service or on-demand TNC as a first/last mile solution to primary commute mode
- Provides employer sponsored or subsidized vanpools for employees' commute to work
- Implements a comprehensive bicycle/walking program (includes installation of showers bicycle racks/lockers, and financial incentives for bicycling and/or walking, or a Capital Bikeshare Station or Capital Bikeshare Corporate full subsidy Membership) with 20% or more employee participation

LEVEL 4 (PLATINUM)

Likely range of trip reduction:

- **2% to 8% without financial incentive, Telework/Compressed Work Schedules**
- **5% to 30% with financial incentive, Telework/Compressed Work Schedules**

Implements two or more of the Level 3 TDM programs (in addition to the 2 or more Level 2 strategies) and actively promotes these programs and alternative commuting.