COMMUTER CONNECTIONS
A SMARTER WAY TO WORK

EMPLOYER SERVICES PARTICIPATION LEVELS

Effective Date: November 17, 2026

Commuter Connections Employer Service Participation Levels are consensus-built regional categories that classify employers by their demonstrated commitment to offering transportation demand management (TDM) solutions. Each level comprises a set of actions, programs, and policies that an employer can adopt to encourage employees to commute by modes other than driving alone.

The levels guide local jurisdictional outreach representatives as they encourage employers to advance their commuter benefits from one level to the next. Representatives can use the program overview feature in OneCommute to classify employers accurately. Because the data entered into OneCommute determines how an employer's TDM engagement is measured, it is essential that entries be complete and current. Employers classified as Gold or Platinum are included in the regional TDM Analysis, which demonstrates the programmatic impact across the region, and are counted toward the Employer Outreach Team Award at the annual Commuter Connections Employer Awards.

Please contact Rachel Coppe at rcoppe@mwcog.org with questions or comments related to the Employer Services Participation Levels or the OneCommute platform.

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 and/or compressed work schedules;
0% to 9% with telework and/or 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 flextime 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
- Maintains 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
- 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 telework and/or compressed work schedules; 5% to 20% with telework and/or compressed work schedules

Implements at least one of the following strategies, in addition to 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 telework and/or compressed work schedules; 5% to 30% with telework and/or compressed work schedules

Implements at least two or more Level 3 strategies in addition to two or more Level 2 strategies, and actively promotes these programs and non-SOV commuting.