

MERCY HOSPITAL:

Summary of Employee Transportation Benefits Program

Miami-Dade County ranks in the Top 10 list of the most congested metropolitan areas in the United States. Drivers in Miami sit countless hours in traffic and spend thousands of dollars on their commute to work. In 2005, the average American spent an estimated \$1,285 per year just on the gas needed for the daily work commute. South Floridians battle severe congestion on a daily basis and spend an additional \$927 yearly for the extra fuel used sitting in traffic. In addition, these severely congested traffic conditions reduce productivity by resulting in frequent tardiness. This is often through no fault of the employee, as a single accident can bring traffic on the county's already overloaded roads and highways to a virtual standstill. In addition to the economic costs, traffic congestion contributes to smog and its associated negative consequences on health and the environment.

In an effort to address this issue, Mercy Hospital has teamed up with South Florida Commuter Services and Miami-Dade Transit to address the hospital's transportation and parking needs.

South Florida Commuter Services



South Florida Commuter Services (SFCS) is a regional commuter assistance program funded by the Florida Department of Transportation (FDOT) providing assistance to commuters and businesses in Miami-Dade, Broward and Palm Beach Counties. This program was established to increase the use of alternative modes of transportation by offering South Florida employers and their employees alternatives to driving to work alone. SFCS provides FREE assistance to employers in the tri-county area that would like to implement transportation solutions at their company. Some of the ways we can help are:

- Carpooling & Vanpooling Programs
 - Emergency Ride Home Program
 - Preferential Parking Program
 - Commuter Tax Benefit Program
 - Customized Employee Rideshare Programs
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Miami-Dade Transit and the Corporate Incentive Program



Miami-Dade Transit is the largest transit agency in Florida and the fourteenth largest in the United States. It provides public transportation via Metrobus, Metrorail and Metromover to more than 240,000 daily passengers. The Corporate Incentive program provides group discounts, pre-tax savings and other benefits to employees who purchase the Metropass through their employer. The Metropass entitles passengers to unlimited rides on Metrorail and Metrobus for the entire month.

The Corporate Incentive program allows employees of large corporations and entities to:

- Take advantage of significant group discounts on the monthly Metropass (\$67.50 instead of \$75 a month)
- Benefit from a pre-tax payroll deduction on both the Metropass and the \$6.25 Metrorail Parking Permit, which allows them to deduct the monthly cost of commuting from their taxable income
- Enroll in the Emergency Ride Home Program, which entitles them to vouchers for six free taxi rides a year in case of emergency

New Transportation Benefits & Programs

Mercy Hospital will be offering the following transportation benefits and programs to employees. The program will be administered by Ms. Janet Lara-Vital from Human Resources. Ms. Lara-Vital will receive on-going support from SFCS, Miami-Dade Transit and Tri-Rail.

80% MONTHLY TRANSPORTATION SUBSIDY FOR TRANSIT & VANPOOLING

Mercy Hospital employees that elect to use public transportation (MDT or Tri-Rail) or form a South Florida Vanpool will receive an 80% tax-free subsidy from Mercy Hospital. They will also be allowed to pre-tax the remaining amount. The total amount of the tax-free benefit is not to exceed \$105 (additional benefits will be paid on a post-tax basis).

\$25 MONTHLY CARPOOLING INCENTIVE

Mercy Hospital employees that carpool to work with fellow co-workers will be paid an additional \$25 per month. Employees will register their carpool with SFCS. Every month SFCS will send Mercy Hospital a list of all of the employees in the carpool program.

PREFERENTIAL PARKING PROGRAM

SFCS recommends the implementation of a Preferential Parking Program at Mercy Hospital. SFCS will provide the signs, register participants and send permits to employees to park in the reserved spaces. *(See sample sign attached).*

VANPOOL PROGRAM

The South Florida Vanpool Program, a program subsidized by the Miami-Dade County Metropolitan Planning Organization, provides a group of 5-15 individuals a van to get to work. The van is fully insured and offers employees a flexible month-to-month lease. All maintenance costs are covered. The average monthly fee for the program is \$80-120 per month.

PROMOTE RIDESHARING

SFCS recommends that Mercy Hospital incorporate transit and rideshare information into new hire orientations and employee intranet site/handbook and schedule quarterly Transportation Days to promote alternative transportation programs.

Timeline & Target Dates

June 29	SFCS to send MH draft of implementation plan, sample pre-tax forms and sample preferential parking signs SFCS to add Mercy Hospital to South Florida's Best Workplaces for Commuters SM List
July 14	MH to finalize pre-tax deduction form
July 17	SFCS to send promotional posters, email and carpool registration form for MH approval
July 19	MH to approve all promotional materials
July 24	MH to approve preferential parking signs and request number of signs SFCS to deliver posters & promotional Email
July 25	SFCS to send "General Overview" employee newsletter article
July 31	MH should have all information available on Employee Intranet/Benefits site

August 1	MH to begin communication to employees SFCS to order preferential parking signs NDT to send “Transit Program” employee newsletter article
August 8	Management Meeting SFCS to send “Carpool Program” employee newsletter article
August 15	Transportation Day SFCS to send “Vanpool Program” employee newsletter article
August 16	Transportation Day
August 22	SFCS to send “ERH” employee newsletter article
September 6	SFCS to send event follow-up report Deliver New Hire Orientation Packets
September 11	First payment must be received by MDT and finalize arrangements for pick-up of Metropasses SFCS to send first list of carpoolers for Carpool Incentive Program
September 20	Mercy Hospital can pick up MDT Metropasses or they will be shipped to Mercy Hospital (prior arrangements made for shipment)
October	Hold vanpool cluster meetings

Benefits

The benefits of implementing rideshare benefits and programs are numerous:

- Mercy Hospital will be seen as a community leader doing their part to alleviate traffic & congestion in the county
 - Positive media attention – SFCS will work with their local public relations firm to announce any new partnership with Mercy Hospital
 - Increased parking capacity
 - Improve employee arrival times
 - New employee benefit
 - Assist with recruitment and retention
 - Best Workplaces for CommutersSM Designation – Established by the U.S. Environmental Protection Agency (EPA) and the U.S. Department of Transportation (DOT), this program publicly recognizes employers whose commuter benefits reach the *National Standard of Excellence*. Providing commuter benefits helps employers address limited or expensive parking, reduce traffic congestion, improve employee recruiting and retention, and minimize the environmental impacts associated with drive-alone commuting. Participating companies earn the designation "Best Workplaces for CommutersSM"—a mark of excellence for environmentally and employee-friendly organizations.
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Contact Information

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