

FREDERICK COUNTY EMPLOYER CONNECTION

Helping Frederick County employers improve transportation, telework, and commuter benefits for staff members—at no cost.

HOW THE EMPLOYER CONNECTION TEAM CAN HELP:



Assist in establishing a formalized telework program, fine-tune your existing telework program, or address telework struggles your company may be facing



Provide resources for getting your staff to the office safely and efficiently



Provide up-to-date transit and travel information



Develop customized commute plans for employees, including assistance with forming carpools and vanpools, identifying which bus routes are available, and more.

BENEFITS

PRE-TAX COMMUTER BENEFITS

As an employer, you can offer your employees pre-tax deductions following the IRS Code 132(f) Commuter Tax Benefit. The IRS currently allows employers to provide up to \$265 per month to staff as a tax-free benefit for transit/vanpool costs.

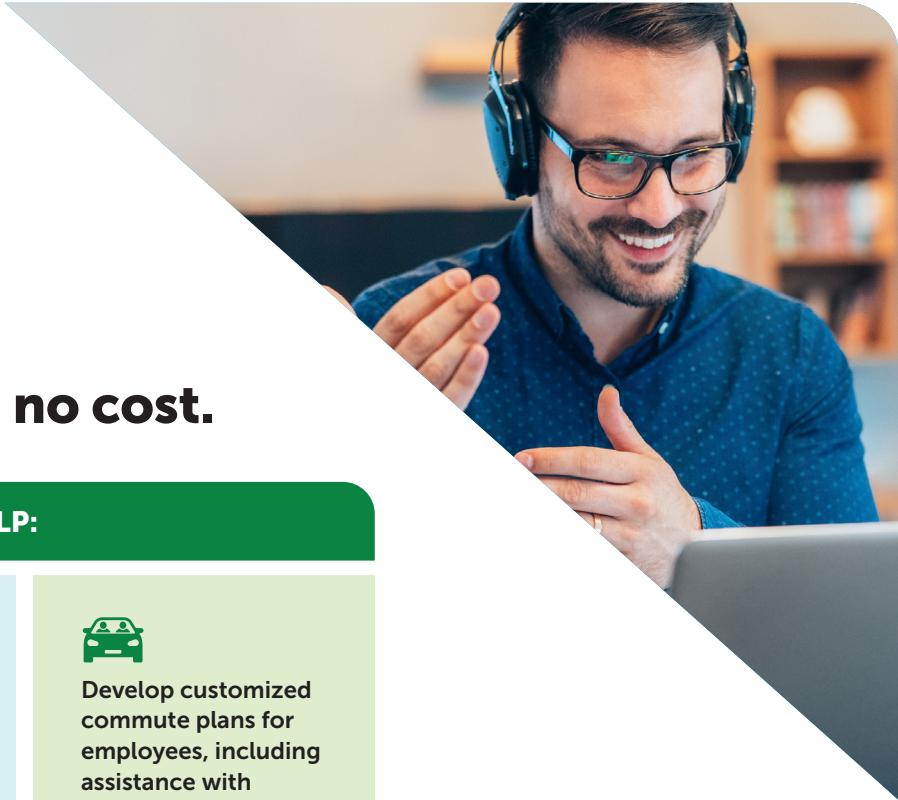
Pre-tax benefits not only improve employee trips to work, but they can offer considerable tax advantages for your company.

COMMUTER TAX CREDIT

Maryland employers may claim a tax credit for a portion of the eligible costs of providing commuter benefits to participating employees. The tax credit is 50% of the cost of providing the commuter benefits up to a maximum of \$100 per month for each employee. The tax credit can be taken against the state personal income tax, corporate income tax, or the insurance premium tax.

Transit, vanpool-related costs, Guaranteed Ride Home, and parking "cash-out" are all eligible commuter expenses.

Visit OneStop.MD.Gov to apply for pre-tax benefits or contact the Employer Connection team to learn more.



Vanpool Incentive Program

- The Vanpool Incentive Program is designed to encourage new vanpool formations within Frederick County.
- The incentive program offers a financial subsidy funding unoccupied seats in the vanpool during the vanpool's first year of operation.

VANPOOL OPTIONS	Owner-Operated Vans	An individual leases or purchases a van and operates the van independently. Riders generally meet at a central location and pay the owner a set monthly fee.
	Third-Party Vans	A vanpool "vendor" leases the vanpool vehicle for a monthly fee that includes the vehicle operating cost, insurance, and maintenance. The vendor can contract directly with 1 or more employees. The monthly lease fee is paid by the group of users.
	Employer-Provided Vans	The employer (or a group of employers) buys or leases vans for employees' commute use. The employer organizes the vanpool riders and insures and maintains the vehicles. The employer may charge a fee to ride in the van or subsidize the service.

Transit will assist in the recruitment of new riders. Additional eligibility, amongst other, is as follows:

VERIFICATION PROCESS FOR THE VANPOOL INCENTIVE PROGRAM

- ✓ Proof of leasing agreement with van rental company
- ✓ Verification that vanpool was nonexistent prior to subsidy
- ✓ Operated on a not-for-profit basis
- ✓ Proof of Vehicle registration
- ✓ Verification of good driving records for principle and alternative drivers



Learn more at FrederickCountyMD.gov/210/Vanpools or reach out to the Employer Connection team for tips on starting or joining a vanpool.

Benefits of Working with the Employer Connection Program



REDUCE STRESS & ABSENTEEISM



BOOST MORALE & PRODUCTIVITY



INCREASE RETENTION

LET'S GET STARTED

Email: support@FrederickCountyEC.com

Web: FrederickCountyMD.gov/EmployerConnection

Learn more about vanpools: FrederickCountyMD.gov/210/Vanpools

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