

# 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](https://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.

<b>VANPOOL OPTIONS</b>	<b>Owner-Operated Vans</b>	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.
	<b>Third-Party Vans</b>	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.
	<b>Employer-Provided Vans</b>	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](https://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](mailto:support@FrederickCountyEC.com)

Web: [FrederickCountyMD.gov/EmployerConnection](https://FrederickCountyMD.gov/EmployerConnection)

Learn more about vanpools: [FrederickCountyMD.gov/210/Vanpools](https://FrederickCountyMD.gov/210/Vanpools)

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