



Employer Commute Policy Change Program:

Flexible Start Times

Flexible start times help employees share the ride. On the other hand, rigid workday start and stop times may give employees no choice but to drive alone to work.

Why change?

Policies that require fixed start times can be counter-productive to your efforts to get employees to use transit or carpool or VanPool. By making start times more flexible, you strengthen the impact of your employee transportation program, make it easier to achieve Commute Trip Reduction goals, and save money. You also empower your employees by giving them the opportunity to select the commute option that works best for them. And, when employees rideshare to work, they free up valuable parking for customers, clients and vendors.

Choose a better alternative.

The more flexible an employee’s start time, the more likely that he or she will find a rideshare match or be able to take the bus. King County Metro offers free ridematching services that match up individuals by where they live, where they work, and when they start work (visit www.RideshareOnline.com). Regional transit centers are a great place to catch the bus, but service schedules can make it difficult for an employee to arrive at work at an exact time. When a company policy allows for a bit of flexibility, everyone wins.

Flexible start times for employees using commute alternatives allow employees to save money, reduce parking hassles at your worksite, and help our region deal with traffic and congestion.

Earn financial incentives for your business.

When your company changes its policy to allow employees who use transit, carpool or VanPool to change their start times (up to 30 minutes), you can earn an incentive and see for yourself how a little flexibility can encourage your employees to choose an alternative to solo driving.

**King County will reward your company up to \$5,000,
depending on the size of your organization,
to implement a flexible start time policy for your employees.**

Company Size	Reward
25 – 99 employees	\$ 1,000
100 or more employees	\$ 5,000

This program is brought to you by King County Metro, to participate, just complete a short contract that documents your flexible start times policy change, and hold two ridesharing events at your worksite. Then, complete a brief survey after your new program has been in effect for 12 months. Company can not currently have a flex time policy in place to qualify. It's as easy as that.