

# EMPLOYEE COMMUTING



## Strategies

- EC1** Flexible work arrangements
- EC2** Update employee commute benefits
- EC3** Expand employee communication and enhance education as new opportunities emerge to expand lower-emission commute options
- EC4** Continue to advocate for more accessible multimodal transportation options for Port Maritime worksites

Emissions: Scope 3  
2%  
of Port Maritime GHG  
2019 emissions

53%

Of commutes made while driving alone

20%

City's target "Drive Alone Rate" for the Belltown neighborhood

Pier 69 is required to have a commute trip reduction plan to keep commuting routes moving and reduce carbon emissions per the Washington State Commute Trip Reduction law. The Port offers a wide range of commuter benefits, but is not currently achieving commute trip reduction targets.

## EMPLOYEE COMMUTING

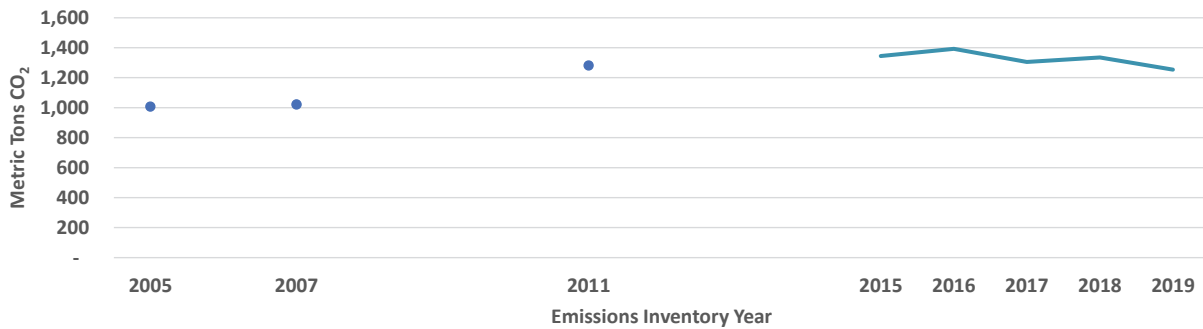


### Context

To comply with a statewide Commute Trip Reduction (CTR) program administered by Washington State Department of Transportation (WSDOT), the Port conducts an employee commuting survey every two years for work locations with 100 or more employees. The Port’s Pier 69 headquarters is the only Port maritime building to date covered by this Plan that meets the WSDOT CTR threshold.

The Pier 69 drive alone rate in 2019—54 percent—remained relatively stable compared to previous CTR surveys. However, the rate is well above the drive alone target for commute trips within Belltown/Denny Triangle, where Pier 69 is located. This target decreased to 20 percent in the City of Seattle’s 2019-2023 Strategic Plan. A significant decline in drive alone trips is needed to meet the city target and reduce employee commuting emissions.

**Figure 16. Annual GHG emissions from Employee Commuting**

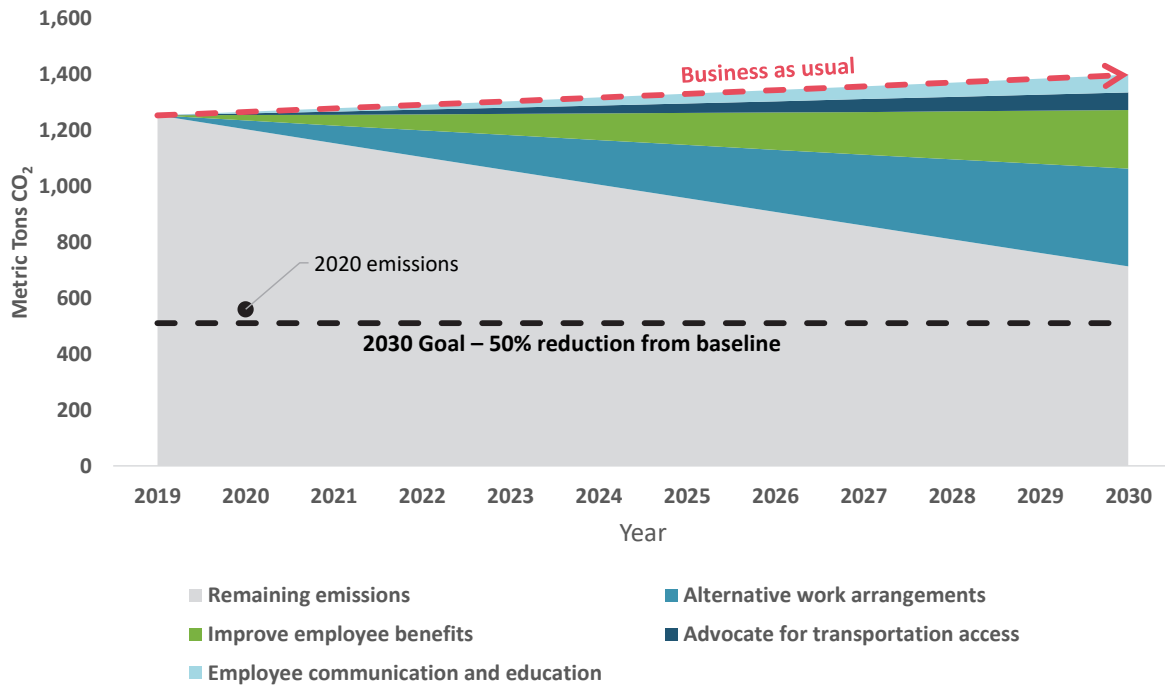


*Emissions have trended downward in recent years.*



## Strategies to 2030

**Figure 17. 2030 GHG emission reduction potential of Employee Commuting strategies**



The strategies identified for this sector will reduce GHG emissions, but the employee commuting sector will not independently achieve the 2030 reduction target. Emission data from the 2020 inventory was not used in the analysis.

### EC1

**Flexible work arrangements.** Flexible work arrangements include teleworking or compressed work weeks to reduce the number of days employees must commute to work. Flexible work arrangements are the most direct way to reduce GHG emissions from commute trips by reducing the number of commute trips taken.

**MT CO<sub>2</sub> Reduced Annually by 2030**

**Approximately  
220 MT CO<sub>2</sub> per year**  
by maximizing various alternative work arrangements

<b>Actions</b>	<b>By 2025</b>
	<ul style="list-style-type: none"> <li>◆ Identify options to encourage the use of telework and compressed work weeks</li> <li>◆ On an annual basis, evaluate options for providing financial support to teleworking employees who use home office equipment</li> <li>◆ Improve tracking of flexible work arrangements and set target participation levels</li> <li>◆ Continue monitoring utilization of flexible work arrangements and adjust as warranted</li> <li>◆ Evaluate need and options to provide financial support to teleworking employees on an on-going basis</li> </ul>
	<b>By 2030</b>
	<ul style="list-style-type: none"> <li>◆ Continue regular monitoring and enhancement of alternative work week policies</li> </ul>

**EC2**

Update employee commute benefits as new opportunities emerge to expand lower-emission commute options. A comprehensive commute benefits program can improve employee recruitment and retention, minimize commute stress, and make lower-emission commuting choices more attractive. While the Port offers several commute benefits, like subsidized transit passes, the provision of free parking near work locations remains a barrier to reducing emissions in this sector. Expanding commuter benefits for alternative modes of transport, which could include enhanced first and last mile connections to transit stops, subsidized vanpool and bikeshare, or organized carpooling could expand employee commute options.

**MT CO<sub>2</sub> Reduced Annually by 2030**

**Approximately  
130 MT CO<sub>2</sub> per year**  
by improving benefits that encourage use of mass transit options

Actions	<b>By 2025</b>
	<ul style="list-style-type: none"> <li>◆ Incorporate the Port's GHG reduction goals into the Employee Commuter Benefits Strategic Plan under development in 2020</li> <li>◆ Identify and assess options for gathering and analyzing employee commute pattern data to support future program decisions</li> <li>◆ Implement an Employee Commuter Benefits Strategic Plan to systematically assess the current Employee Commuter Benefits Program against program goals, identify gaps in the program, and identify, analyze, and recommend potential enhancements to the program</li> <li>◆ Assess potential impacts of a revised employee parking benefit on employee engagement, retention, attraction, and commuting preferences</li> </ul>
	<b>By 2030</b>
	<ul style="list-style-type: none"> <li>◆ Reassess and refresh the Port Employee Commuter Benefits program on an ongoing basis</li> </ul>

**Success Story: Commuter Benefits**

The Port offers a wide range of employee commuter benefits including bike storage and showers; heavily subsidized transit passes; a guaranteed ride home; vanpool and van share subsidies; and flexible work arrangements including telework, flextime, and compressed work week options for some employees with management approval.



**EC3**

Expand communication and enhance employee education about commute options beyond driving alone. Employees need to be aware of the Port’s commuter benefits to take advantage of commute options beyond driving alone. Communication can clarify available programs, highlight management support for employee participation, and market key services that support lower-emission commuting.

**MT CO<sub>2</sub> Reduced Annually by 2030**

**Approximately 40 MT CO<sub>2</sub> per year**  
through enhanced employee education and communication

**Actions**

**By 2025**

- ◆ Develop and implement an employee education and promotion program to educate employees about commuting options and how to utilize them
- ◆ Review and identify opportunities to enhance employee onboarding and new employee orientation information and materials to include the Employee Commuter Benefits Program and how it aligns with Port values and goals

**By 2030**

- ◆ Review and adjust employee education and promotion programs about commute options to maintain relevance and effectiveness
- ◆ Continue to maintain and update employee onboarding and new employee orientation information regarding the Employee Commuter Benefits Program

**EC4**

Continue to advocate for more accessible multi-modal transportation options for Port Maritime worksites. The Port’s control over commute options is limited to employee benefits and offering infrastructure on Port property. To secure transportation options beyond driving, coordination with regional transportation agencies is needed. The Port has struggled to increase use of transit specifically as waterfront construction has pushed transit stops further away from the Port’s Seattle headquarters at Pier 69 in recent years. Ensuring safe, connected, and accessible multi-modal infrastructure through the region is critical to improve access to Port locations.

**MT CO<sub>2</sub> Reduced Annually by 2030**

**Approximately 40 MT CO<sub>2</sub> per year**  
through improved access to mass transit options

**Actions**

**By 2025**

- ◆ Continue advocating for safer and more accessible multi-modal transportation access to Pier 69 and other work sites with local transit and transportation agencies (Seattle Department of Transportation, King County Metro, and Sound Transit)

**By 2030**

- ◆ Continue advocating for safer and more accessible multi-modal transportation access with local transit and transportation agencies

### Emissions Remaining after 2030

The strategies and actions above propose a path to achieve approximately 30 percent reduction in GHG emissions from 2007 levels as part of the Port’s effort to meet or exceed the 2030 GHG reduction target. Per the emissions wedge analysis, the Employee Commuting sector will emit approximately 714 MT of GHG in 2030. These remaining emissions will need to be addressed to achieve the Port’s longer-term GHG reduction goals through 2050. Continuing sources of energy emissions after 2030 include:

- Remaining trips made by single occupancy vehicles that are not zero-emission
- Remaining trips made via other travel modes that are not zero-emission

### Performance Metrics

Metrics	Targets / Objectives
Drive alone rate at CTR-affected worksite (Pier 69)	Continuous improvement
Percent of employees utilizing telework or flexible work arrangements at CTR-affected worksite (Pier 69)	