



Los Angeles World Airports

commuteLAX Annual Report

FY 2024

COMMUTE **LAX**

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1 INTRODUCTION

We are pleased to share the third commuteLAX Annual Report. The report will recap alternative commute options for LAX employers and employees, results from the annual employee and workforce surveys, major accomplishments over the past year, and plans for the year ahead. Key takeaways from this Annual Report include:

- **Programming:** commuteLAX offers a range of programs (e.g., carpool, vanpool, transit pass program, etc.) focused on improving transportation options for LAX employees and reducing congestion at LAWA's airports.
- **Annual Employee Transportation Survey Key Findings:** Most LAX employees (86%) drive to work alone, a commuting habit that the commuteLAX team is committed to reducing in the coming year. While many employees choose to commute alone by car, about half of them would consider using another mode of transportation to commute to work. Respondents are most willing to consider carpool or vanpool (34%) and public transit (21%). Fewer respondents indicated they would consider using an active transportation option such as walking or biking to commute to work.
- **Annual Workforce Survey Key Findings:** A survey of employers at LAX shows there are 26,969 employees who report onsite on a regular basis (more than 10 days per month). Additionally, among employer respondents, 42% offer employees a parking subsidy, such as free parking, discounted parking, or parking reimbursements, while 7% of employers offer transit subsidies.¹
- **Future Activities:** commuteLAX has plans to update and expand its existing vanpool and transit programs, and to release an RFP to implement a new web-based ridesharing tool. LAWA will also continue to offer its existing list of programs and incentives and continue to host in-person outreach events and meetings with employees and employers.

commuteLAX is proud of what we accomplished over the last fiscal year. As we continue to see growth in passenger service at LAX, our workforce grows as well. At commuteLAX, the employee is our customer, and we strive to offer the best programming and customer experience possible.

¹ 11 employers out of 162 who completed the workforce survey offer a transit subsidy to their employees. This does not include employers who offer a parking cash-out, which can be used to pay for transit passes.

What is a Transportation Management Organization?

A Transportation Management Organization (TMO) provides commuting information and transportation options for employers and employees within a specific geographic area. The mission of a TMO is to shift employee travel behavior away from driving alone, encouraging carpool, vanpool, shuttle, bike, and mass transit usage to reduce vehicle miles traveled (VMT) to the airport and greenhouse gas emissions. A TMO also serves as a hub for employees from multiple employers with similar commute patterns to be matched with each other in carpool and vanpool pairings. By providing employees with information and more options to get to work, a TMO can also improve employee retention and job satisfaction.

About commuteLAX

Congestion in and around the Los Angeles International Airport (LAX) has been a persistent and growing issue affecting commuters. As set forth in the Los Angeles World Airport's (LAWA) Mobility Strategic Plan, LAWA's mission is to:



Reduce traffic congestion



Promote efficient travel choices



Improve air quality



Enhance mobility options that increase access to LAX

These goals have guided LAWA and the Los Angeles City Council in its recommendation to establish a TMO at LAX on November 13, 2018. LAWA was tasked to formulate a "strategy to develop the LAX TMO serving all employers and employees engaged in the operations, management, and construction at the airport." The Environmental Impact Report for the LAX Landside Access Modernization Program also directed LAWA to explore a TMO as a traffic mitigation measure.

In July 2021, LAWA launched commuteLAX, a TMO which currently serves more than 32,000 employees working at LAX. commuteLAX employer members contribute to a more stress-free commute and improved quality of life for employees.

The goals of commuteLAX are to:

- Provide a range of alternative commute programs to encourage sustainable commuting
- Make commuting to LAX easier, to attract and retain employees
- Help employers better understand employee commute patterns and needs
- Help employers comply with commute regulations

All LAX employers, which include any company with a lease, sublease, permit, or other agreement, are required to join commuteLAX. Annual fees are calculated using the Workforce Survey responses and determined by the number of qualifying employees who commute at least 10 days per month to LAX. The annual fee is \$10 per LAX employee and capped at \$10,000 per employer. This year, commuteLAX collected over \$60,000 in annual fees (with a median fee of around \$140 per employer)*.

*commuteLAX is working with employers who have not paid their TMO fee to assist them in meeting compliance. Employees whose employer are not in compliance with the policy cannot participate in commuteLAX programs.

commuteLAX Programs

commuteLAX offers a range of programs (e.g., vanpool, carpool, transit pass program, etc.) focused on improving transportation options for participants and reducing congestion at LAWA's airports. The following sections will provide more detail on the existing options offered.



Vanpool



Carpool



**Regional
Incentives**



Bike Program



Vanpool

LAWA's Vanpool Program **saves over 1.5 million commute miles per year**, and countless hours spent on Southern California's congested freeways. The program consists of seven and eight-passenger vans, driven by volunteer employee drivers. Vanpools leave from one central location on the home end and travel to a central destination on the work end. All vans in the fleet participate in the Metro Vanpool Subsidy Program, which reduces the vanpool leasing costs by \$600 per month. Program

participants pay a monthly fare based on their daily round trip miles. The monthly fare covers vehicle leasing and fuel costs, and vans have access to preferential parking near their work locations.

The Vanpool Program has 56 routes coming from all over Southern California and over 323 employees participating, which includes LAWA, City, and LAX employees. The fleet consists of 19 Ford Transits, 1 Ford Transit EV, and 36 Chrysler Pacifica plug-in hybrids.

Employees can seek assistance with finding a vanpool seat through the commuteLAX office, or through Metro's Vanpool Program (ridematch.info).



Carpool

A carpool consists of at least two people who commute together a minimum of 10 days per month, or half of their working days, and must live along a direct route to work. Fifty percent or more of the distance from each member's residence to their work location must be traveled together. The Carpool Program offers preferential parking near the shuttle stops, and a 50% discount to LAX employees who use the LAX employee lots.

The commuteLAX team have received over 179 interest forms requesting carpool matches from employees. Thus far, we have not had a successful match, but we continue to promote the program through newsletters, at concessions meetings and in advisory group meetings, and are looking for ways to improve the carpool matching process to expand our ability to match employees in real-time.



Regional Incentives

Because Los Angeles World Airports (LAWA) is a participating employer, LAX employees who live and/or work in Los Angeles County are eligible for incentives offered through Metro Commute Services. Eligible employees who record their sustainable commute trips are entered into a monthly drawing to receive gift cards accepted at their choice of Target, Ralph's, Best Buy, or Starbucks. In addition, Metro Rewards Participants are entered into monthly and quarterly drawings for \$100 gift cards. To qualify, employees must complete a Metro Rewards Application and commute to work on any bus or train, in a vanpool, or in a carpool with another working adult for at least eight (8) workdays per month for three months or longer.



Bike Program

The commuteLAX team aids employees with planning a bike route to work, and offers lockers to store bikes at LAX locations, such as Admin West, Admin East, or Skyview. Bike racks are also located near Terminals 1 and 2, in Parking Structure 6, and in the Economy lot. Two bike lockers are also located at Van Nuys Airport for employees who bike to and from Van Nuys Airport and take the FlyAway bus to LAX.

Transit Pass Program



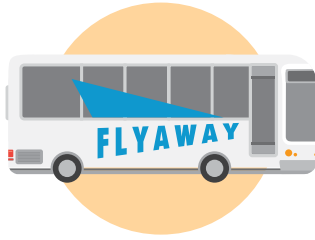
commuteLAX offers a Transit Pass Program to help LAX employees enjoy unlimited access to an array of transit options to commute to and from LAX. By obtaining an E-Pass card, participants can access services provided by the following agencies:

- Metro Bus
- Metro Rapid
- Metro Liner (Express Bus, Silver Line, etc.)
- Metro Rail
- Metro Micro
- Culver CityBus (CCBus)
- Long Beach Transit (LBT)
- Pasadena Transit (PT)
- Gardena Transit (GTrans)
- Santa Monica Big Blue Bus (BBB)
- Torrance Transit (4TTBus)

The Transit Pass Program offers an affordable transit option to LAX employees who do not have access to a transit subsidy through their employer. Once participants are enrolled, they must pay a monthly fee of \$20 and submit a monthly tracking sheet to report their trips.

Since its inception in November 2022, 96 employees have joined the E-Pass program, eliminating 178,500 vehicle miles traveled to the airport. We currently have 52 participants enrolled in the program, saving on average 9,920 vehicle miles traveled on a monthly basis. We plan to increase participation over the next year by allowing employers who offer a transit subsidy to transition their existing programs to E-Pass.

Flyaway

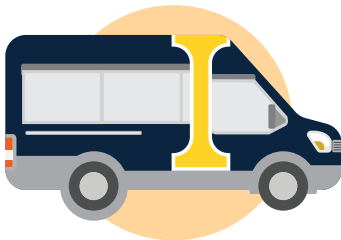


LAWA's FlyAway buses operate every 30 minutes from Union Station, LAX, and Van Nuys Airport and are a great commute option for employees at the terminals. Employees who work outside the terminals can use Metro Micro to connect to work locations. Employees can apply for the monthly employee pass, which costs \$120, and ride using the FlyAway Bus app. We currently have 649 employees commuting via FlyAway.

Trip Planning

For employees who don't want to drive to work but are unsure where to start when it comes to finding alternative commute modes, LAWA provides customized trip planning services. Employees can complete an interest form which allows LAWA staff determine the best route to work based on their shift start and end time, home addresses, etc.

Iride



LAX employees living in the cities of Inglewood and Lennox can commute to work for free using Iride, an app-based micro-transit transportation service funded by LAWA and administered by the City of Inglewood. Iride operates seven days a week, with morning and afternoon service hours. The cost of each trip booked during Iride's pilot program is covered completely by LAWA. To take advantage of this free benefit, users hail a ride using the app and show their LAX employee badge when boarding. The service has become a major asset to the community and LAX employees. Iride operates a 100% electric fleet and serves the airport daily, averaging 102 weekday riders who consistently provide high customer satisfaction ratings, averaging 4.9 stars out of 5.

The Iride program's success has prompted plans to extend similar services to Hawthorne and El Segundo.

Metro Micro



Micro is Metro's on-demand rideshare service which offers trips within several zones in Los Angeles County. The service is for short local trips and uses small vehicles (seating up to 10 passengers). Micro is part of Metro's family of services and has been designed together with the agency's NextGen Bus Plan. Metro Micro trips can be scheduled via a mobile app. TAP users pay a base rate of \$2.50 per trip, including transfer to Metro bus and rail services. Users can pay for trips with stored value on their TAP card. Service hours in the LAX/Inglewood zone are daily, from 5 a.m. to 9 p.m.

Guaranteed Ride Home



In the event of an emergency, employees enrolled in commuteLAX programs can be reimbursed for up to two rides home (or other eligible destinations) per fiscal year through Metro's Guaranteed Ride Home Program. Eligible rides include taxi, transportation network company (e.g., Uber, Lyft, etc.), carsharing company, rental car, or transit fare. Qualifying Guaranteed Ride Home Emergencies include personal illness/emergency, unexpected illness/emergency of an immediate family member, carpool/vanpool driver has an emergency, carpool/vanpool driver has an illness, and employee that is required to work mandatory unscheduled overtime.

Marketing Campaigns

Clean Air Day and Rideshare Week

commuteLAX is committed to sustainability and environmental stewardship, including in its day-to-day construction, operations, and guest services responsibilities. During Clean Air Day, LAWA promoted the Coalition for Clean Air's Clean Air Pledge which includes the most common actions an individual can take to clear the air of harmful greenhouse gas emissions. Moreover, the Clean Air Pledge allows employees and employers to commit to a variety of short-term, mid-term, and long-term pledge actions, ranging from taking public transit to carpooling/vanpooling, and to purchasing a zero-emission vehicle.

During Rideshare Week (Oct. 2-6, 2023), commuteLAX staff hosted vanpool test drives at the LAX Employee Lots and tabled at shuttle stops to meet employees and encourage them to take the Clean Air Pledge.



Short-term

- Taking public transit
- Attend meetings remotely instead of driving or flying
- Walk, bike or scoot to the store or transit stop
- Carpooling/vanpooling
- Bringing a lunch to work or walking to lunch
- Don't idle your engine
- Compost your food
- Test drive or rent an electric vehicle

Mid-term

- Buy produce locally
- Change or clean your home air filter
- Plant a tree
- Change your car cabin air filter
- Switch to using natural all-purpose cleaner only
- Choose a greener energy rate
- Plant a home garden or plant in a community garden

Long-term

- Install an air quality monitor at your home
- Purchase a zero-emission vehicle
- Install solar panels at your home
- Switch to electric or hand-powered yard tools
- Replace gas-powered appliances with electric appliances
- Don't burn wood
- Make all online purchases in one order each week
- Eat no meat for at least one day

Clean Air Pledge Actions

Source: [California Clean Air Day](https://www.california.gov/cleanair)

Bike to Work Week

In May 2024, commuteLAX promoted Bike to Work Week through its Commute Connector monthly newsletter, and shared Metro Bike Share's events and promotions to LAX employees.

May is National Bike Month!

Join [Metro Art](#) and Metro Bike Share on Saturday, May 4 from 10:30am- 1pm for a special multimodal community ride celebrating Bike Month through art! Experience walking, biking, and riding the train as a group. Metro will begin by taking in the immersive artwork by May Sun at Hollywood/Western Station. Then, pedal with Metro to explore East Hollywood, the inspiration behind Ana Serrano's artwork in the 'Journeys Continued' exhibition at Union Station. This ride connects two rail stations by bike, offering a unique perspective on LA County's neighborhoods. Click this [link](#) for more info and to sign up.

Employees who commute by bicycle have a chance to win some great prizes! Throughout May, bike commuters are encouraged to sign up and track their trips on [ridematch.info](#) to be entered to win prizes including an e-bike, commuter bicycle, bike tool kits, helmets, and gift cards. Special thanks to Metro's Bike Month sponsors: Aventon, Pat's 605 Cyclery, Pasadena Cyclery, Around the Cycle, and Unchained Bicycle Garage.



Monthly Newsletters

commuteLAX issues monthly newsletters informing employee transportation coordinators (ETCs) and employees of surveys, quarterly meetings, programs, transportation options, and mobility developments in the LAX area, as well as events and programs offered by other transportation agencies like LA Metro and IE Commuter.



Screenshots from various commuteLAX newsletters
Source: LAWA

Quarterly ETC Meetings

commuteLAX hosted quarterly ETC meetings with employer representatives to discuss upcoming plans, gather feedback, and strategize how to engage their employees. In 2023-2024, the advisory group met on the following dates and discussed various topics:

July 12, 2023: commuteLAX recapped preliminary findings from the FY23 Employee Transportation Survey and presented about LA Metro's Regional Connector, changing how employees can get around Los Angeles.

October 2, 2023: Ahead of Rideshare Week, commuteLAX gave ETCs a sneak peek of the 2023 campaign and outlined a variety of strategies to reach employees.

December 14, 2023: commuteLAX shared plans for 2024, including more in-person meetings, expansion of the Transit Pass Program and updates to the Workforce Survey and Employee Transportation Survey. LAWA Guest Experiences also gave a demonstration on the new Altitude app.

April 25, 2024: commuteLAX shared marketing tips and strategies with ETCs in preparation for the annual Employee Transportation Survey released in May 2024. commuteLAX engaged with meeting participants through a fun marketing game and awarded winners with commuteLAX slingbags.

Metro Travel Rewards Pilot Program

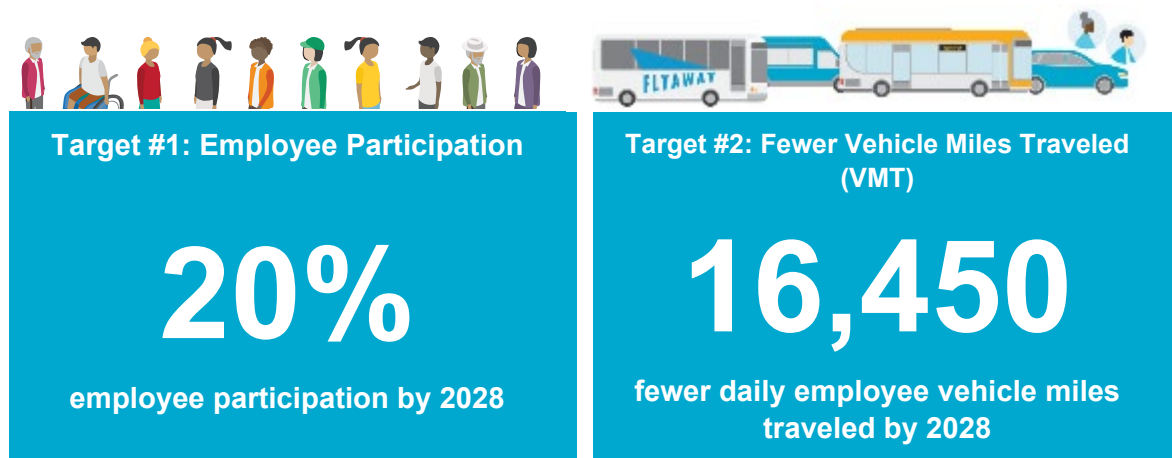
commuteLAX partnered with LA Metro and Duke University to pilot the Metro Travel Rewards program in February 2023, which ended in January 2024. The program was part of a study that will help analyze the effectiveness of different intervention programs that improve the daily commute for the LAX workforce. The travel rewards program provided up to \$60 over three months in rewards for shared commute trips, personalized trip plans, carpool matching with coworkers, and more efficient commuting.

Based on the learnings from the pilot, Metro recommended the following areas for TMO development: 1) Focus on employees who live 3-10 miles away since they have the most transit options and consider relaunching an incentive program once the Automated People Mover opens, 2) Invest in carpool/vanpool options for groups that live 10+ miles away.

2 TARGETS AND TRENDS

What are commuteLAX's targets?

commuteLAX was established with ambitious targets to be reached by 2028.



Participants include 171 employers who operate within the commuteLAX boundary, representing over 22,000 employees. An additional 3,000 LAWA employees and approximately 3,000 federal government agency employees will also be eligible to participate in most commuteLAX programs, for a total of about 28,000 employees. An employee is considered an active participant if they are enrolled in a commuteLAX program (e.g., vanpool, transit, etc.).

The Environmental Impact Report for the Airfield and Terminal Modernization Program (ATMP) requires a reduction in daily employee auto travel by the equivalent of 16,450 VMT. This reduction is equivalent to reducing commute VMT to an average of 20.4 VMT per employee per day.

Survey Methodology

commuteLAX conducted two surveys in Winter and Spring 2024 — the Annual Workforce Survey and the Annual Employee Transportation Survey — to paint a picture of employee commutes, shift start and end times, and commute-related programs. Various stakeholder outreach activities, including meetups with LAX employees at the Security Badge Office, newsletter updates, e-blasts, text blasts and marketing workshop during quarterly ETC meetings were conducted to increase the number of responses received for both surveys. The analysis of the two annual surveys will inform key takeaways and recommendations for LAWA to consider for future programs and activities.

The Annual Employee Transportation Survey received 2,418 employee responses, nearly matching the 2,498 responses received in FY23. The Annual Workforce Survey received 184 responses this year, representing a 3% increase in responses compared to last year's survey.

For FY25, commuteLAX is considering reducing the number of questions on each survey to improve the survey experience for employees and increase responses.

Tell us about your commute for a chance to win a \$100 gift card!



Help us make your commute better!

Approximately 25,000 employees commute to LAX on a daily basis. We want to hear from you to better understand your commute and to help us develop sustainable commute programs like:

- \$20/month Transit Pass Program
- 50% parking discount for employees who carpool to the Employee Lots
- Vanpools coming from all over Southern California

Contact us to be matched with a carpool, vanpool or for any other questions.

Email: commuteLAX@lawa.org

Call: (424)646-6442

Visit: lawa.org/commuteLAX

COMMUTE LAX

Postcard designed to promote the Employee Transportation Survey to LAX employees.

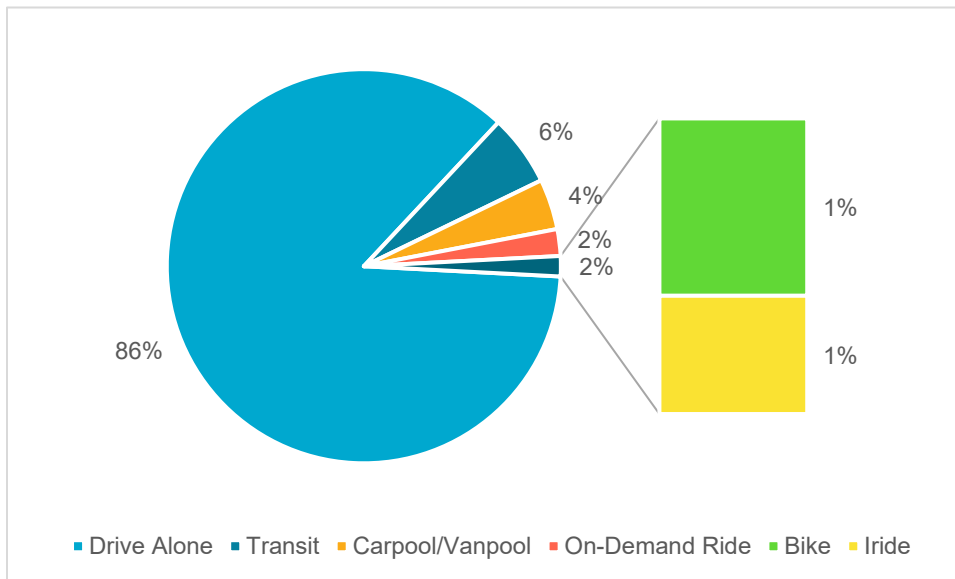
Source: LAWA

Commute Patterns

How do employees get to work today?

According to the Annual Employee Transportation Survey, most LAX employees (86%) drive to work alone. Transit is the second most common mode of transportation (6%), followed by carpooling or vanpooling (4%). On-demand rides (2%) (includes taxi/TNC like Uber, Lyft, Opoli, Metro Micro, and shared TNC's like uberPool and Lyft Line) (Figure 1).

Figure 1 Employees Commute Mode

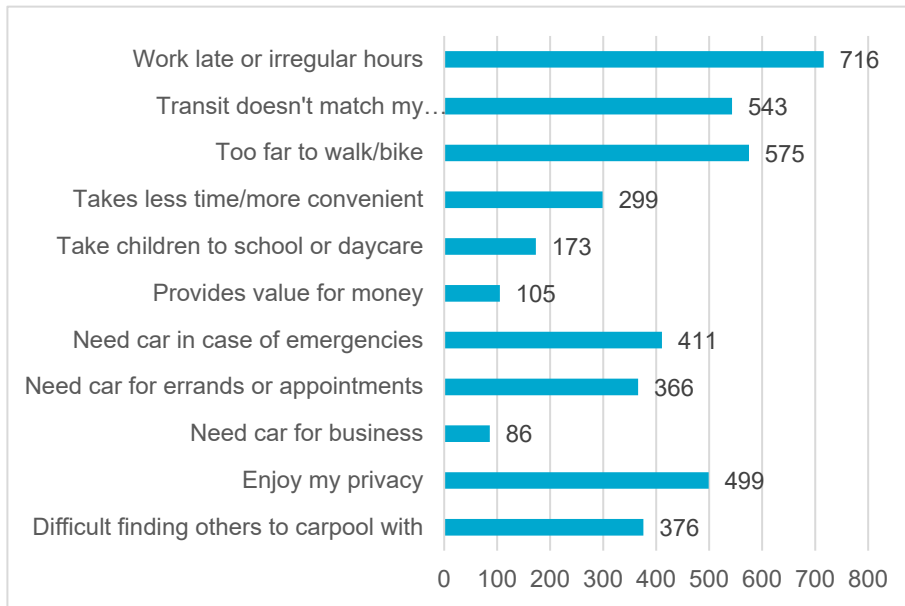


N=2,415

What are the barriers to sustainable options?

Understanding the reasons behind employees' preferences for driving alone can provide valuable insights into the barriers they face when considering alternatives to commuting. The top six reasons for driving alone are (1) time and convenience (14%), (2) irregular hours (7%), (3) enjoy privacy (4%), (4) transit not fitting schedule (2%), (5) too far to walk or bike (2% each), and (6) difficulty finding people to carpool with (3%). The reasons identified this year align with those indicated by employees last year. This consistency reveals that commuteLAX must continue to create programs that reflect the needs of employees. Recognizing these barriers allows commuteLAX to develop future programming that will be useful for employees and successful.

Figure 2 Reasons for Driving Alone

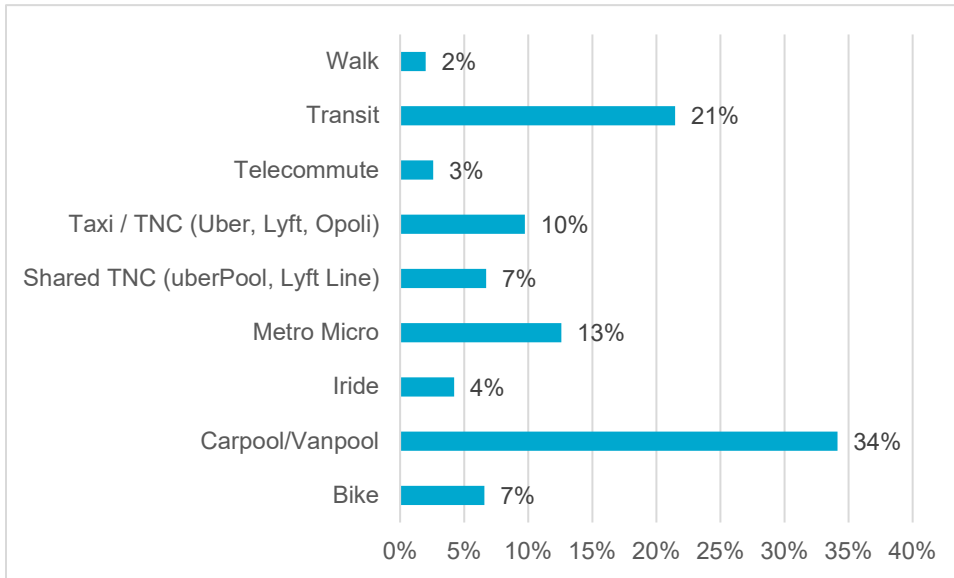


N=4,149

What other commute options might employees consider?

About half of LAX employees would consider using another mode of transportation to commute to work. Of those, respondents are most willing to consider carpool or vanpool (34%) and transit (21%). Fewer respondents indicated they would consider using an active transportation option such as walking or biking to commute to work (Figure 3).

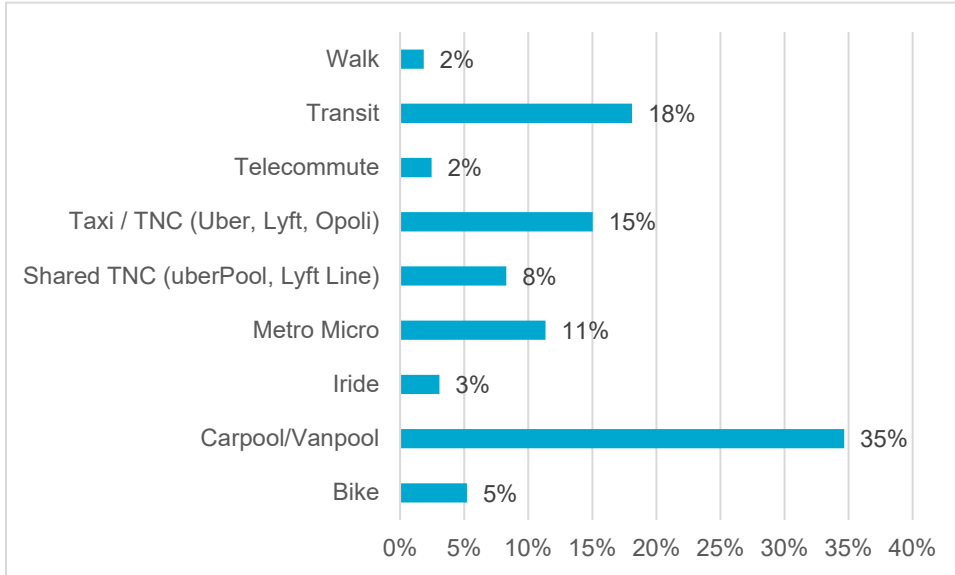
Figure 3 Commute Options Employees Would Consider



N=2,250

Similarly, of people who drive alone, carpooling or vanpooling and taking transit are options that they are most willing to try, with fewer people willing to use active transportation to commute to work (Figure 4). This is consistent with what employees reported last year, indicating that commuteLAX must continue to prioritize and enhance carpool, vanpool, and transit programs.

Figure 4 Commute Options Employees who Drive Alone Would Consider

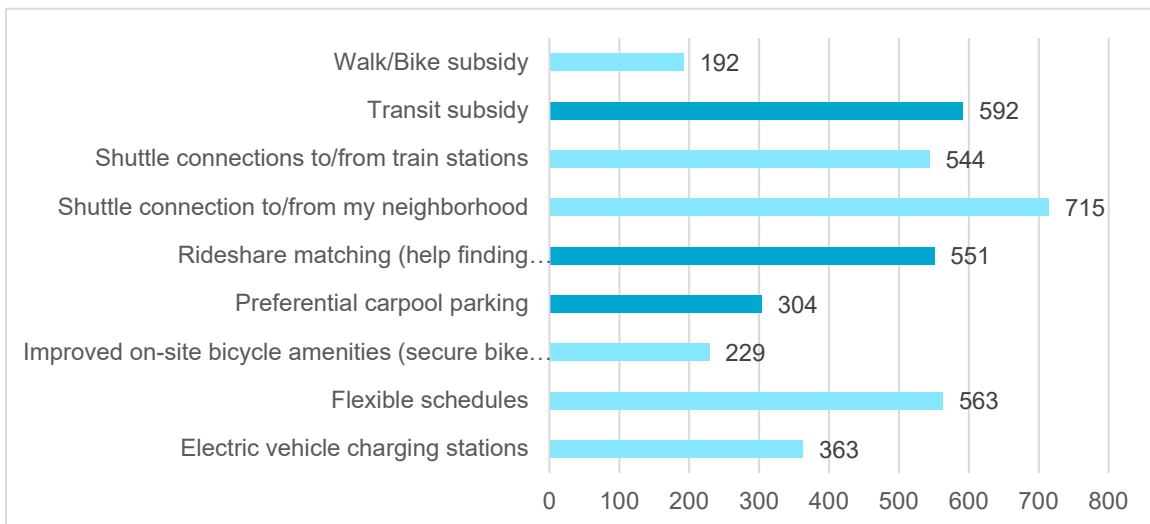


N= 326

What programs are employees most likely to try?

Many LAX employees (80%) expressed a willingness to participate in commute programs. commuteLAX can continue to support several of the desired programs that employees identified (dark blue bars in Figure 5). Many programs, like subsidized transit, carpool parking, and on-site bicycle amenities are either available already or in development.

Figure 5 Commute Programs Employees are Most Likely to Try

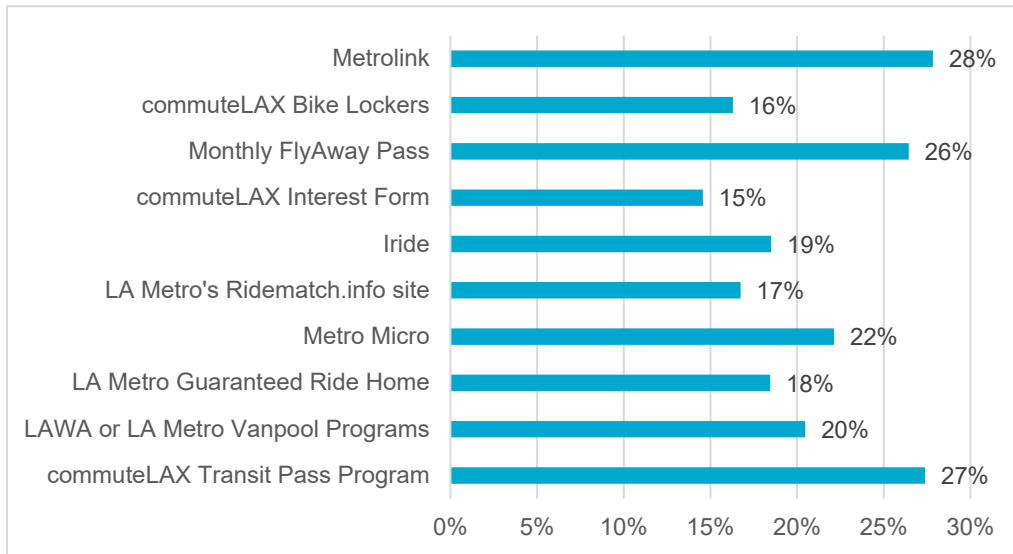


N=4,053

Which commuteLAX programs are employees aware of?

Between 11% and 25% of employees are aware of existing commute programs, an overall two percent decrease from the previous year (Figure 6). As such, LAWA must increase awareness and engagement to encourage more employees to participate in commute programs.

Figure 6 commuteLAX Programs Employees are Aware Of



N = 2,418

How far do employees live from LAX?

Most LAX employees live within Los Angeles County, with up to 68 employees living in the same ZIP code (Figure 7). About 45% of employees live within a 5–20-mile radius of LAX, another 45% live 20+ miles away from LAX, and 10% live 5 miles or less. (Figure 8).

Figure 7 Employee Home Locations – Badging Data

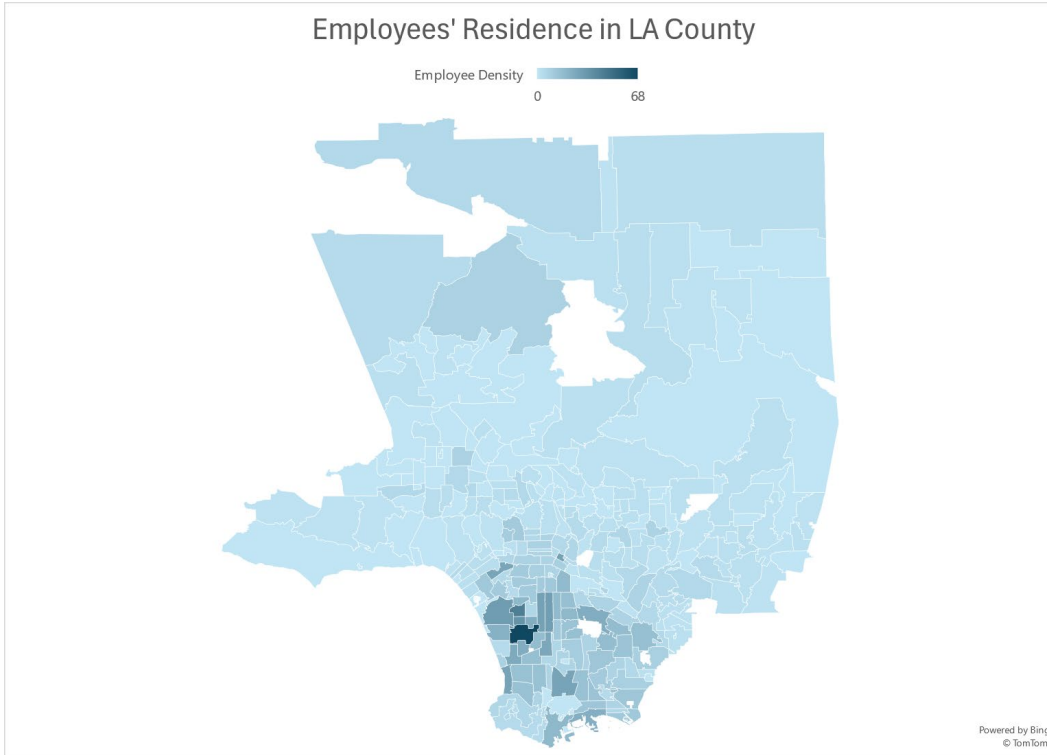
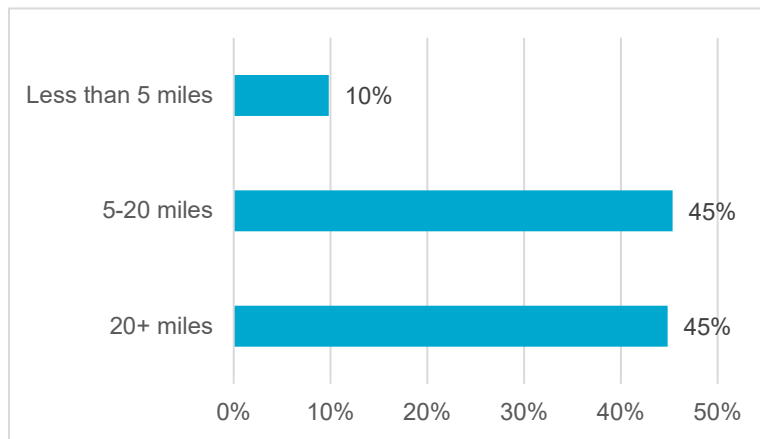


Figure 8 Distance of Employee Home Locations from LAX

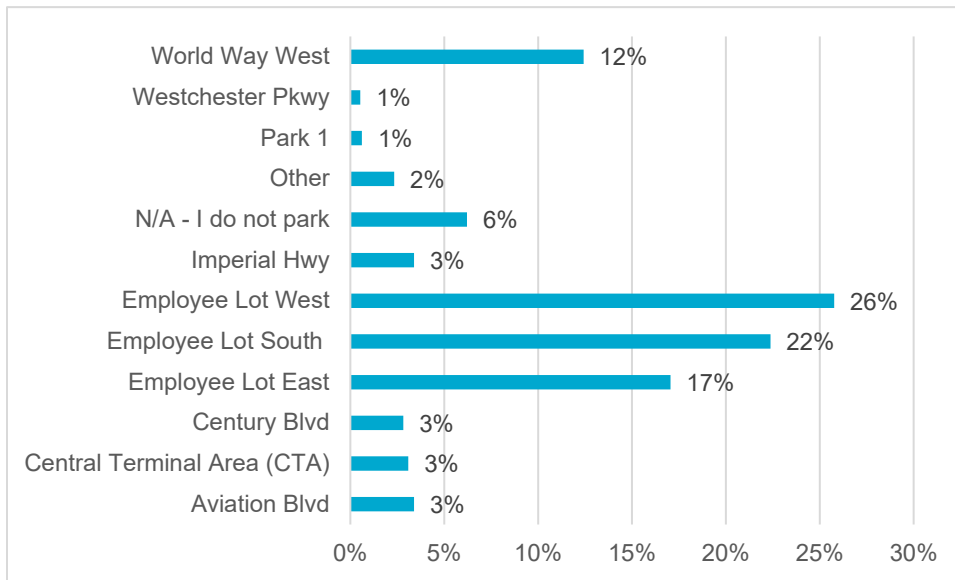


N = 2,139

Where do employees park?

Most LAX employees park in the Employee Lots, with 26% parking in Employee Lot West, 22% park in Employee Lot South, and 17% park in Employee Lot East. Other employees park in other lots around LAX such as the Central Terminal Area (CTA), Park 1, World Way West, or along Imperial Highway. (Figure 9).

Figure 9 Parking Locations among Employees



N= 2,270

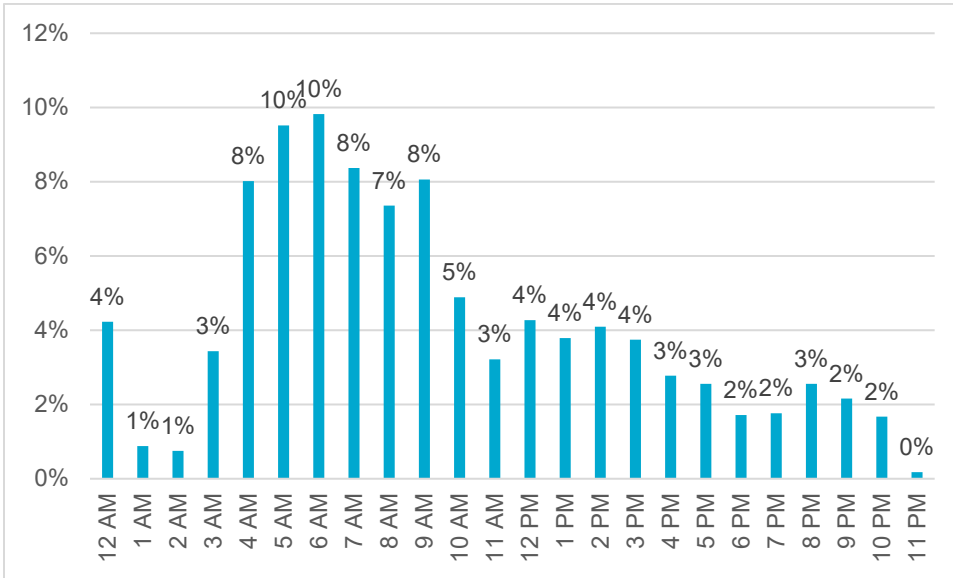
Considerations for 2025

Most LAX employees would consider using an alternative mode of transportation for their commute, particularly carpool, vanpool, and transit. commuteLAX has initiated a carpool program, introduced a transit pass program, and plans to expand the vanpool program. To maximize participation in these programs, commuteLAX will continue to expand its outreach efforts, highlighting the benefits of these options such as cost savings, reduced stress from traffic and driving, and social interactions. To encourage employees to sign up for programs, commuteLAX can conduct informational sessions, organize carpool and vanpool matching events, and amend the Transit Pass Program policy to allow employees whose employers offer a transit subsidy to participate in the transit pass program. Employees are more likely to participate when the registration and reporting process is as seamless as possible.

commuteLAX anticipates the opening of Metro's new Aviation/Century and Airport Metro Connector stations in Fall 2024 may help employees shift to using public transit. As these stations connect the K and C Lines, accessibility to the airport will overall be improved.

Employee Shift Start Times

Figure 10 Shift Start Times



N = 2,270

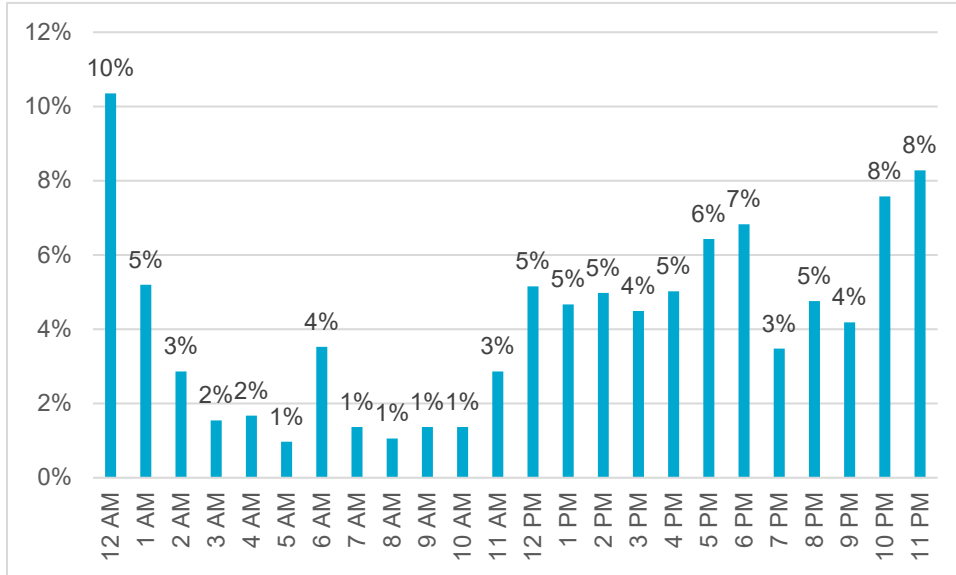
According to the Employee Transportation Survey, there is a large morning peak period from 4 a.m. to 9 a.m. and a large afternoon peak between 12 p.m. and 4 p.m. (Figure 11.).

Several large employers that generate a significant number of commuters at shift start times include:

- 4 a.m. – 9 a.m. – Alaska Airlines, American Airlines, Delta Airlines, Southwest Airlines, United Airlines
- 12 p.m. – 4 p.m. – Alaska Airlines, American Airlines, Delta Airlines

Employee Shift End Times

Figure 11 Shift End Times



N=2,270

Shift end times see a large afternoon peak between 12 p.m. to 7 p.m. followed by an evening peak between 10 p.m. to 1 a.m. (Figure 11).

Several large employers that generate a significant number of commuters at shift end times include:

- 12 p.m. – 3 p.m. – Alaska Airlines, Southwest Airlines, Delta Airlines
- 10 p.m. – American Airlines
- 12 a.m. – American Airlines, Pacific Aviation

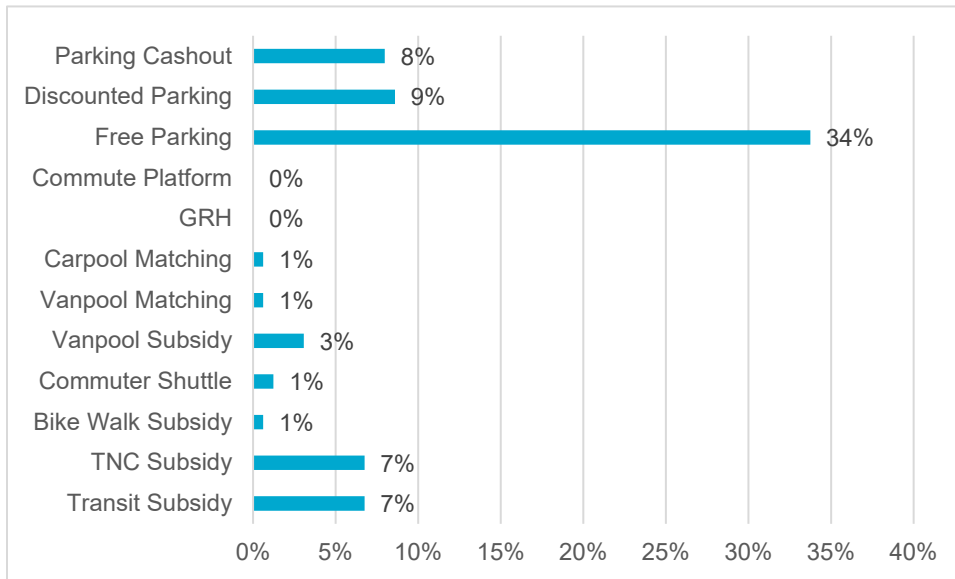
Considerations for 2025

These travel patterns are important to consider when planning future commute options, particularly during early morning and late night when transit services are limited. commuteLAX advocates for additional train service to Metro through the South Bay Cities Service Council and will continue to work with Metro as schedules for the Airport Metro Connector are being determined. Providing efficient services will contribute to a more reliable commuting experience for employees, leading to increased satisfaction and greater usage of sustainable transportation options.

Commute Programs

Among employers, 43% offer commute programs consisting of free or discounted parking, while only 7% of employers offer transit subsidies and 8% offer parking cashout. Less commonly provided benefits include commuter shuttles (1%), and vanpool subsidies (3%). No employers offer a Guaranteed Ride Home program or commute platform. (Figure 12).

Figure 12 Employer Sponsored Commute Programs



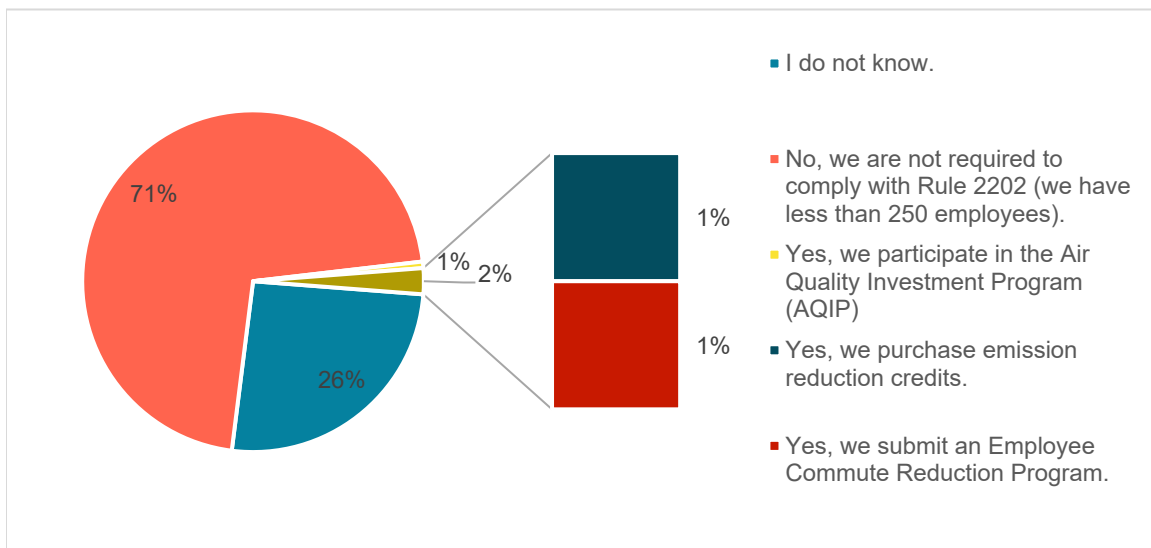
N = 163

Rule 2202 Compliance

Rule 2202 On-road Motor Vehicle Mitigation Options is mandated by the South Coast Air Quality Management District (AQMD) and is designed to reduce mobile source emissions from employee commutes. Rule 2202 provides employers with a menu of emission reduction strategies that can be implemented to meet the designated emission reduction target (ERT) for their worksite. One of the options available to employers is the Air Quality Investment Program (AQIP) which allows employers to invest an annual \$46.73 per employee or triennially \$129.79 per employee into a South Coast AQMD administered restricted fund. Monies collected in this fund are to be used to fund proposals that reduce emissions equivalent to an ERT based on the level of employer participation in the AQIP. Rule 2202 also allows employers to implement the Employee Commute Reduction Program (ECRP) as an alternative to meet an ERT. The ECRP focuses on reducing work related vehicle trips and vehicle miles traveled to a worksite to achieve and maintain the employers' designated vehicle ridership (AVR) target.

According to the Annual Workforce Survey, about two-thirds of employers are exempt from complying with Rule 2202 since they have less than 250 employees. About a quarter of employers are uncertain about their compliance status. Only 3% of employers have implemented an ECRP to comply with Rule 2202, and 2% are participating in the AQIP (Figure 13). A few employers noted recognition of future compliance with one reporting an anticipated staff increase would trigger Rule 2202 in the future, and another reported that they are expecting to launch a program to comply with Rule 2202 in the future.

Figure 13 Employers that Comply with Rule 2202



N = 172

Considerations for 2025

Targeted outreach efforts may help reach employers who currently do not offer other commute benefits besides reduced parking costs. This focused approach aims to provide employees who have expressed interest in using carpool, vanpool, or transit with the commute options they want to use. commuteLAX can highlight the benefits of these as well as potential cost savings for parking and driving vs. using a sustainable commute option. Additionally, commuteLAX can offer guidance in implementing and managing carpool and vanpool programs, assist employees with applying for transit passes, and provide resources to promote sustainable commuting habits. By actively engaging with employers, employees will have greater awareness and access to sustainable commuting options.

3 WHAT'S NEXT

Based on what we learned this year, and with support from our commuteLAX membership fees, here's what we are planning for next year and beyond.

Future Programs and Activities

Transit Program Expansion

commuteLAX will expand its current transit program by amending its policy to allow employers that offer a transit subsidy or parking cashout to join. commuteLAX will conduct outreach to LAX employers to collaborate and seek their guidance in drafting the amendment and procedures for employee signups and billing.

Ridematching Platform

This new web-based commute tool will provide commuter benefits through a one-stop portal which will include:

- Commute options based on home/work location
- Integrated fare payment
- Administer incentives/rewards programs
- Carpool and vanpool matching
- Transit Trip Planning
- Enrollment/Application process
- Survey administration
- Trip data collection and synthesis

To streamline access to all LAX information for employees, the ride matching tool will be integrated into the Altitude App.

A Request for Proposals (RFP) is anticipated to be released in Q4 of 2024, and implemented and available to commuteLAX participants in Q3 2025.

Advisory Group Meeting (ongoing in 2024-2025)

commuteLAX will continue to host quarterly group meetings via Microsoft Teams and occasionally in person. During these meetings, along with learning about new programs, ETCs can discuss and provide input on programs, incentives and campaigns that would benefit their employees.

Marketing Communication and Events

commuteLAX will continue to promote its commute programs at the following events:

- Clean Air Day/Rideshare Week in October
- Earth Day in April
- Outreach at the Security Badge Office
- Outreach at job fairs and other employee events
- Continue creating monthly newsletters for employees and ETCs

Program Administration

commuteLAX will also continue the following efforts to gather more input and advocate for various programs to improve commuting options:

- Annual survey administration and synthesis
- Continued outreach to employers
- Periodic progress reporting

The commuteLAX team will also maintain close communication with Metro and surrounding transit agencies to help improve public transit access for employees.