



## ***FareShare Transit & Vanpool Benefits Matching Program Summary and Guidelines***

**Summary:** The FareShare Program is designed to encourage use of transit and vanpooling by employees working in Montgomery County by matching employer contributions to start or enhance commuter benefits. The program incentivizes businesses to adopt these benefits, to reduce traffic congestion and support achievement of Non-Auto Driver Mode Share (NADMS) goals in the County's Transportation Management Districts (TMDs).

**FareShare is a “seed-money” program to help offset initial or increased costs of providing commuter benefits.** It is intended to encourage employers to begin a program, or enhance the impact of their existing program by increasing the amount of subsidy offered to employees in order to attract more participants.

- FareShare is not intended to provide an ongoing County subsidy for employers, but it can help employers offset start-up costs. Employers are encouraged to set the maximum benefit per employee at a level their organization will be able to sustain once the County's matched funding ends. The total benefit provided to any employee cannot exceed their actual commuting cost, by Federal law.
- Employers can offer any amount up to the maximum of \$255/month permitted by Federal law as a tax-free benefit. The County will match the benefit to a maximum County contribution of \$50/employee/month, and a maximum of \$10,000 over a 12-month participation period for any one employer.
- Transit and vanpool benefits must be offered through WMATA's SmartBenefits® program.
- Employers are eligible for a State tax credit of 50% of their contribution, up to a maximum credit of \$100/employee/month. This credit is available to both for-profit and non-profit organizations.

### **How the FareShare Program Works:**

- If the employer does not currently offer a direct transit/vanpool benefit, Montgomery County will assist them in starting a benefits program and will match the benefit offered by the employer up to \$50/employee/month – or a total benefit to the employee of \$100/month.
- If the employer already offers a transit benefit, but it is less than \$255/month, the County will match any increase in the transit benefit up to \$50/month.
- Commuter Services will assist the employer in filing a Traffic Mitigation Plan if they have not already submitted one, incorporating commuter benefits as part of their efforts to help address traffic congestion.
- Commuter Services will conduct a survey of employees at the worksite prior to implementation of the FareShare program and again at the end of one year, to evaluate impact on NADMS. Employers are expected to use best efforts to achieve a survey response rate acceptable to the County.
- FareShare is offered on a first-come, first-served basis, and is contingent upon availability of funds.

### **The FareShare Program is administered on a cost-reimbursable basis.**

- Employer completes the *FareShare Employer Enrollment Form*.
- Employer submits the *Montgomery County Employer Worksheet* Invoice along with the WMATA SmartBenefits® *Order Confirmation Form* to the TMD representative for reimbursement by the County.



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101 Monroe Street • 10th Floor • Rockville, Maryland 20850

