

## Transit Pass Implementation Issues for Human Resources Staff

This page provides advice to human resources staff on the implementation of providing bus passes to employees.

The payback ratios found in the on-line calculators are predicted rates. Neither this research team nor the University of Detroit Mercy provides any warrantee that these savings will be attained. However, we would like to work with you to document your success in this endeavor.

The program should be promoted to all employees equally. The greatest benefit to the employer is when the overweight and physically inactive people ride the bus and become healthier. However, it is inappropriate to single out people for a program. The benefits listed on the previous page are averaged for all employees, not just the employees that most need the exercise.

The program should be promoted by emphasizing that walking makes us all healthier. Additionally, when the employer pays a large share of the transit passes then it can be presented as another benefit that they have earned.

The bus passes might be provided to the employees' family members too. However, the cost to benefit ratio was calculated for only when the employee was using it. If a spouse or dependant used the pass, or another pass, the employer would benefit too, but not as greatly. Some employee absenteeism is for caring for dependants, and reduced job performance is related to handling of dependants' problems while at work. If dependants used bus passes then employee productivity would go up, but this has not been measured. Additionally, health plans that include employee dependants would see savings in those rates due to lower utilization. If an employer intends to offer the pass to only the employees, then they should say it is for employee use only. Otherwise, dependants might use the pass instead. If an employer did intend to offer the pass to employee dependants, then it is realistic to have the employer provide a lower match considering the lower benefits that return from the additional passes.

There needs to be a liability statement in the agreement with the employee to participate in the program. Riding the bus would essentially become a company sponsored activity. However, the company does not assume any liability for things that could happen while riding or walking to a bus. For example, the employer doesn't assume liability for being late to work. Employees must plan more time on poor weather days, just as they would do when driving. The employer doesn't assume liability for injury in traffic accidents while on the bus. However, the injury rate for riding the bus is lower than driving. There is a perception that bus riders are exposed to more opportunities for crime. The employer assumes no liability for crimes committed while riding or walking to a bus.

Implementation of a project such as this will involve precise estimates of your costs. Human resource costs related to this program should be estimated and included in the total cost.