



Transportation Benefits as an Effective Employee Retention and Recruitment Strategy

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- Landlocked, urban hospital.
- Research and Teaching Center
- 12,000 employees

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- Commonly referred to as a parking or commuter plan.
- Regulated by the Internal Revenue Service.
- Employee sponsored benefit plan.
- Employees voluntarily convert part of compensation into tax free benefits.
- Use for re-imbusement of commuter parking expenses or mass transit expenses.



\$mart Commuter Program Partners



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\$mart Commuter Program Administration

- Employees access registration via hospital intranet.
- HR compensation deducts pre-tax declaration.
- HR benefits download file, complete wire transfer each month.
- Chard Snyder sets up employee accounts.
- Employee purchases bus passes and submits receipt to Chard Snyder.
- Chard Snyder cuts check from employees account for re-imbursement.

\$mart Commuter Program

Why?



- Town Hall questions and requests.
- \$4 for a gallon of gasoline.
- Go green Initiatives
- Employee Survey
- Hospital growth
- Parking Garage construction
- Administration cost

\$mart Commuter Program

Transportation Hub/Downtown Shuttle

- CCHMC shuttle bus from hospital to transit hub.
- Begins at 530am, last departure 7pm.
- Departures from downtown and CCHMC every twenty minutes.
- Available to all employees, families and faculty recruits.
- Funded completely by CCHMC.



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Project Search



- Project Search provides educational and employment opportunities to individuals with significant barriers to employment.
- Currently employs 70 at CCHMC
- 90% use public transportation
- Field Trips to transit hub
- Special Lunch and Learns

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Thank you