



SEATTLE COMMUTE TRIP REDUCTION EMPLOYER PROFILE

Employer: **Seattle Children's** | Location: **U-District** | Industry: **Healthcare**

Seattle Children's is among the nation's best children's hospitals, delivering superior care to children throughout the Pacific Northwest and conducting groundbreaking pediatric research.

Seattle Children's has over 5,000 employees and is actively engaged in building a healthier, safer future. The Transportation Department manages the hospital's scarce parking capacity, promotes travel options, and helps the hospital grow responsibly as it expands to meet the needs of children in the region.

SEATTLE CHILDREN'S TOP THREE STRATEGIES FOR SUCCESS

1. CHARGE DAILY FOR PARKING AND OFFER A COMMUTE BONUS FOR ALTERNATIVES

The cornerstone of our transportation program is a commute bonus: our employees receive \$4 every day they do not drive alone to work. This bonus adds up to \$1000/year for dedicated alternative commuters and works in concert with our daily parking fees. Parking costs up to \$10.50/day during peak commute and we reserve most onsite parking for our patients and families. Most employees who choose to drive alone must park at a satellite lot and ride a shuttle to work, allowing the hospital to use its limited on-site parking spaces for mission-critical needs.

2. OFFER EMPLOYEES A SUITE OF TRANSPORTATION OPTIONS

In addition to our commute bonus and daily parking charges, we provide access to a plethora of travel options so that arriving at work without a car works to the advantage of our workforce. Our employees have access to ORCA passport, a complimentary shuttle system, an on-site bicycle service center, free commuter bikes and other end-of-trip facilities, vanpool parking priority, and more.

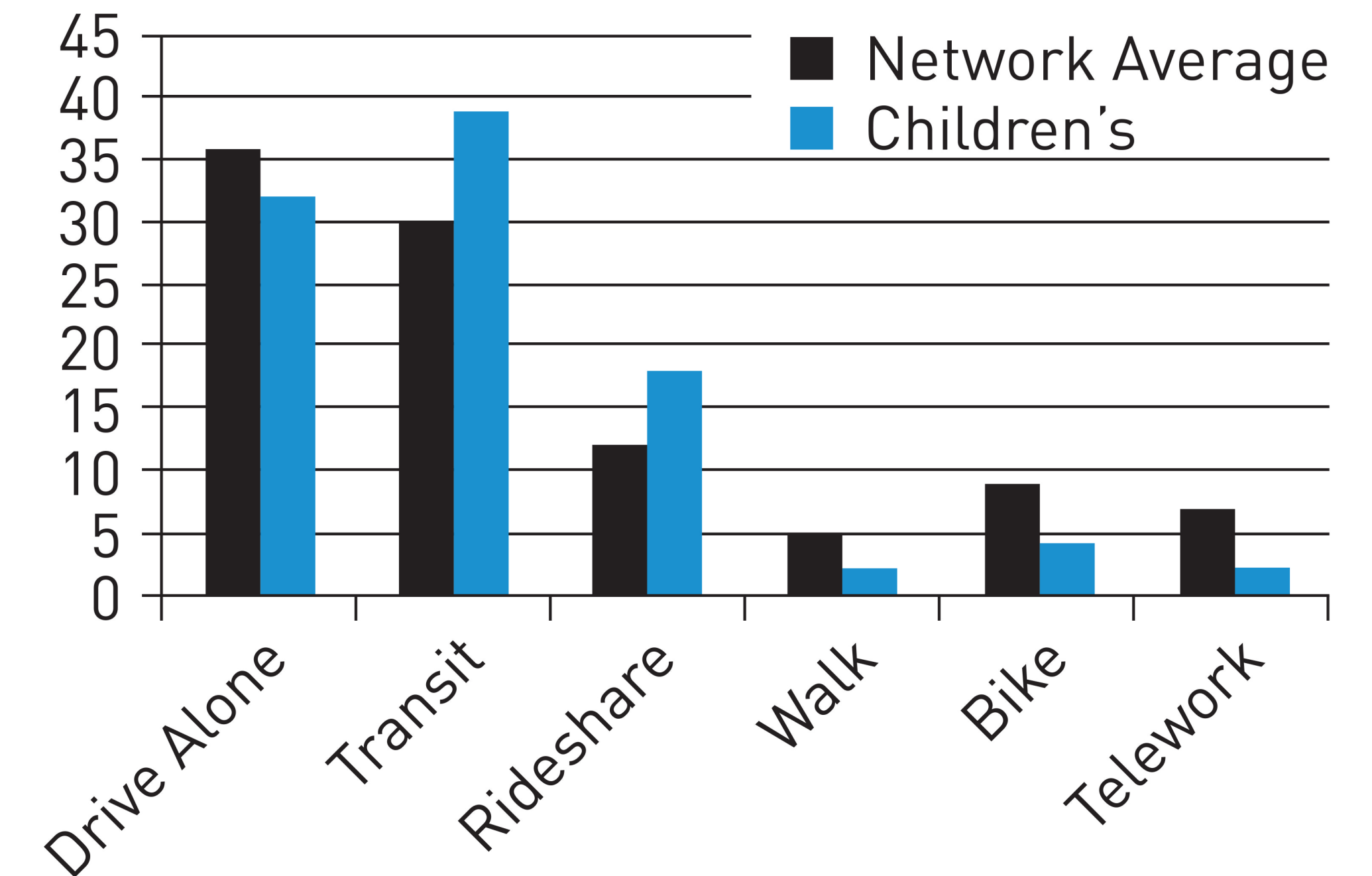
3. INFORM EMPLOYEES WHY TRANSPORTATION CHOICES MATTER TO THE ORGANIZATION

As part of a 20-year expansion plan, Seattle Children's made a commitment to its neighbors and the City to reduce the percentage of our hospital-based workforce driving alone to work to just 30% by 2030. Our ability to meet the needs of kids in the region is directly tied to reaching this goal. To this end, all new employees receive customized commute option information from their home address and learn about our transportation philosophy during orientation. In addition, the Transportation Department sends customized mode-specific emails to individuals throughout the year, including a semi-annual commute summary, allowing employees to compare their commute behavior over time, and see exactly how much they have earned in commute bonuses and paid to park.

"Our programs help us reduce our impact on our community and increase our capacity to serve every child who needs us."

JAMIE CHENEY
Seattle Children's Transportation Director

CHILDREN'S COMMUTE TRENDS



CHILDREN'S COMMUTE PROGRAM COMPONENTS

- ✔ Offer \$4 daily commute bonus
- ✔ Parking charged daily, not monthly
- ✔ Offer ORCA transit subsidy, including vanpool subsidy
- ✔ Free shuttle service for travel between worksites and regional transit hubs as well as to off-site parking lots
- ✔ Free bicycles for commuting
- ✔ On-site Staff Bicycle Service Center, open 3 days/week
- ✔ Two free bicycle tune-ups/year
- ✔ Free lockers, showers and towel service
- ✔ Free covered and secure bike parking
- ✔ Cycling education program
- ✔ Regular, mode-specific custom communications
- ✔ Integrate transportation programs with employee onboarding
- ✔ 10 customer service, planning & operations staff
- ✔ Discounted carpool parking
- ✔ Guaranteed Ride Home
- ✔ Telework and compressed work week