



San Francisco's Commuter Benefits Ordinance

San Francisco's Commuter Benefits Ordinance requires employers to provide a commuter benefits program that supports and encourages their employees to bike, take transit and carpool to work.

Why Have a Commuter Benefits Program?

- Reduce single-occupancy driving trips which result in traffic congestion
- Decrease greenhouse gas emissions

Which Businesses Are Required to Comply?

Businesses are subject to the ordinance if they have :

- A San Francisco location **and**
- 20 or more employees nationwide

To report compliance, businesses must complete the SF Commuter Benefit Compliance Reporting Form (/sf-commuter-benefits-ordinance-compliance-form).

Businesses with more than 50 employees across the Bay Area:

- Need to register with the Bay Area Commuter Benefits Program (<http://commuterbenefits.511.org/>), which is administered by the Metropolitan Transportation Commission. For additional information or help with the Bay Area Ordinance, email commuterbenefits@511.org (mailto:commuterbenefits@511.org?subject=Help%20with%20Bay%20Area%20Commuter%20Benefits%20Ordinance) call 511 or from outside of the Bay Area call 510-285-3182.

- Will not need to comply with the San Francisco Ordinance or report to the Department of the Environment



How to Comply with the San Francisco Commuter Benefits Ordinance

The San Francisco Commuter Benefits Ordinance requires businesses to offer one of the following transportation benefits:

1. **Pre-Tax Benefit** – A monthly pre-tax deduction, up to \$265/month, to pay for transit or vanpool expenses
2. **Employer-Paid Benefit** – A monthly subsidy for transit or vanpool expenses equivalent to the price of the San Francisco Muni "A" Pass (including BART

travel). View the current monthly fare (<http://www.sfmta.com/fares/monthly-adult>).

3. **Employer-Provided Transportation** – A company-funded bus or van service to and from the workplace
4. Any combination of the above

How to Set Up a Commuter Benefits Program

Please review the Employer Guide

(/sites/default/files/fliers/files/sfe_tr_cbo_employer_guide.pdf) for step-by-step directions on implementing a commuter benefits program at your business.

Enforcement

The Department of the Environment's priority is to assist companies in implementing a low-cost benefit by providing free consultations and tools for easy compliance. For companies that do not comply with the Ordinance, the department will take the following steps as necessary:

1. Warning - A written notice of violation.
2. Fines - Fines will be levied 90 days after the initial written notice. Employers will be subject to a fine of \$100 for the first violation, \$200 for the second violation and \$500 for the third violation, up to a maximum of \$800.
3. Please refer to the Commuter Benefits Ordinance Rules and Regulations for additional information about enforcement.

Commuter Benefits Ordinance Rules and Regulations

(/sites/default/files/fliers/files/sfe_tr_cbo_rulesandregulations_mnsignedelec.pdf) (P in English)

FAQs (</node/887/>)

Additional Resources

SF Commuter Benefit Compliance Reporting Form (</sf-commuter-benefits-ordinance-compliance-form>)

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([http://library.amlegal.com/nxt/gateway.dll/California/environment/chapter4health;f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco_ca\\$anc=JD_427](http://library.amlegal.com/nxt/gateway.dll/California/environment/chapter4health;f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$anc=JD_427)) - Environment Code Section 427

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