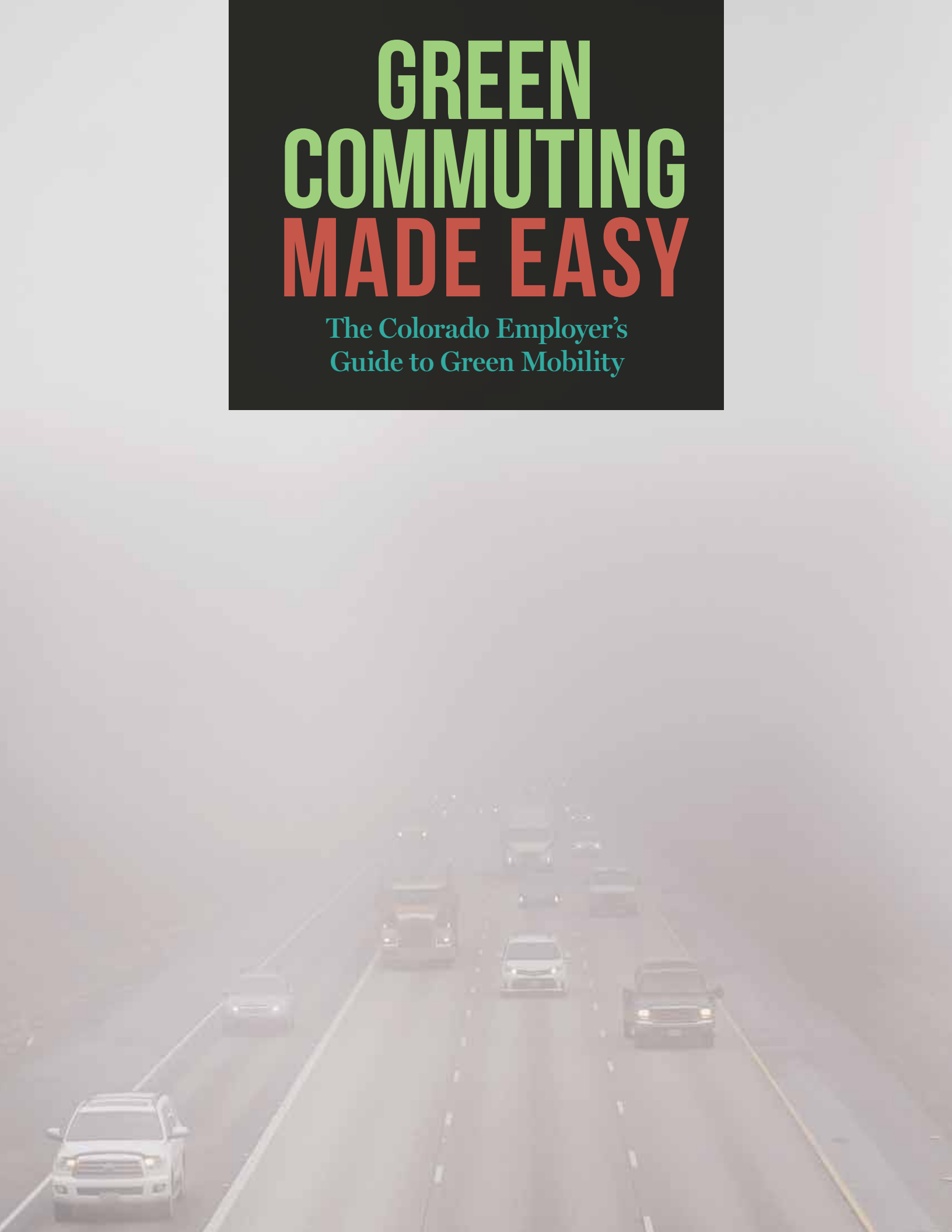


# GREEN COMMUTING MADE EASY

The Colorado Employer's  
Guide to Green Mobility



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**The Healthy Colorado Initiative is a joint effort by the Colorado Forum and The Nature Conservancy to engage business leaders and the state in making Colorado an exemplar in sustainability and emissions reductions.**



The initiative has a multi-pronged approach, with emphasis on buildings, electrification and the grid, transportation, the outdoor industry, natural resources, and advocacy.





## INTRODUCTION

# GREEN COMMUTING MADE EASY

**Lowering greenhouse gas emissions is the most urgent imperative for addressing climate change.**

Efforts are underway to make buildings more energy efficient, improve the fuel efficiency of vehicles on the road, and decarbonize the energy grid. Many of these strategies will take years to show significant improvement.

Green mobility initiatives provide superb opportunities for businesses to significantly and quickly lower their carbon emissions through promoting telework and encouraging

the use of public transportation, carpooling, cycling, walking, and driving hybrid or electric vehicles. Green commuting also improves air quality, benefits public health and reduces traffic commute time and stress. Studies show that offering flexible commuting options help employers attract and retain the best talent.

Carbon dioxide (CO<sub>2</sub>) is the main greenhouse gas emitted from cars, buses, and airplanes. The majority of U.S. commuters still drive to work alone in single occupancy vehicles. As a result, transportation related emissions account for 27 percent of Colorado's total emissions.<sup>1</sup>

The goal of this guidebook is to inspire businesses to reduce their carbon footprint and enhance job satisfaction by offering their employees creative and easily actionable commuting options.

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**Single occupancy vehicle commuting (i.e. driving alone) is still the dominant mode of transportation for more than 85% of U.S. commuters and approximately 75% of Denver commuters.**

Green Mobility  
focuses on  
transportation  
options that reduce  
emissions, such as  
public transportation,  
carpooling, cycling,  
walking, driving  
hybrid or electric  
vehicles, and telework.

1. RMI, How Fast-Growing Colorado is Tackling its Transportation Emissions



## INTRODUCTION

# ORGANIZING & INCENTIVIZING AROUND GREEN MOBILITY

*How can businesses successfully commit to green mobility?*

Americans are largely in the habit of using single occupancy vehicles to get to work and changing habits can be difficult. Employers can influence the travel behavior of their staff by providing transportation benefits and incentive programs that echo the environmental values of the company and also improve

employee recruitment and retention. In addition, awareness of green commuting options (such as cycling, e-biking, public transit, electric vehicles, and transit alternatives) can influence personal transportation habits outside of work commuting, thus compounding positive low-emission impacts.

According to the EPA, greenhouse gas emissions from transportation are the largest contributor to U.S. emissions. Between 1990 and 2018, emissions in the transportation sector increased by 19%, which is more than any other sector. This increase in emissions makes transportation accountable for nearly one-third of all U.S. greenhouse missions.<sup>2</sup>

In 2022, the Colorado General Assembly recognized the need to further incentivize Colorado businesses to shift toward a greener commute for their employees. They did so by passing the Alternative Transportation Options Tax Credit, known as the “Clean Commute Tax Credit”, to encourage employers to help reduce carbon dioxide greenhouse gas emissions. Thanks to this new law, Colorado businesses can now receive a significant tax break when they provide alternative transportation programs for their employees.<sup>3</sup>

Specifically, businesses can now claim a 50% income tax credit of up to \$250,000 yearly in 2023 and 2024 for associated expenses when they provide alternative transportation options for their employees, such as an RTD transit pass program or investing in bike amenities.<sup>4</sup> To qualify for this tax credit, an employer will need to create a plan to notify employees of the various alternative transportation options offered. Employers must submit this plan to the Department of Revenue along with its strategy to notify and encourage employees to utilize the various alternative transportation methods. Specifically, the Department of Revenue requires each employer to provide information about the specific alternative transportation options offered, the number of employees offered alternative transportation options, and, to the extent feasible, the number of employees actually using an alternative transportation option including the number of trips taken by employees using this option.<sup>5</sup>

<sup>2</sup> [EPA.gov](https://www.epa.gov)

<sup>3</sup> [Commutingsolutions.org](https://www.commutingsolutions.org)

<sup>4</sup> [Commutingsolutions.org](https://www.commutingsolutions.org)

<sup>5</sup> Forvis, [Colorado Gives Credit for Eco-Friendly Commuter Options](#)

# Best Practices

*for businesses to incentivize green mobility:*

## Get started by helping employees analyze the full cost of their driving choices.

Ask employees to measure their environmental impact by comparing current commuting patterns to options like transit, vanpooling or carpooling. Surveys with measurement tools can generate awareness and inspire change.

### Options include:

Way To Go's commute consulting and measuring tool (MyWayToGo) is federally funded and free to all Denver region companies.

Commutifi offers commute consulting and a measuring tool for employers for a fee.

Luum also provides consulting and measurement tools for a fee.

### Make other modes of transport competitive with driving alone.

Consider providing close-in parking for employees who carpool or vanpool. Also, offer preferred parking and charging stations for employee-owned electric vehicles. Finally, incentivizing transit through the purchase of employee ecopasses or subsidizing Bike Share programs (like B-Cycle or Lime/ Lyft Scooters) is another practice that encourages employees not to rely on vehicles for transportation.

## Implement incentive programs and events for employees to bike, walk, carpool or take public transit.

In the Denver region, the *Way to Go* team oversees *Bike to Work Day* each June and *The Go-Tober Challenge* in October. Competitions and measuring employee impact can be inspirational and encourage employees to try new commuting options.

## Avoid subsidizing parking and consider giving employees the monetary equivalent of parking as a bonus.

This allows employees to choose to keep the cash by using alternative modes of travel such as public transit.

## Executive leadership and employee volunteers can make a big difference.

Executive leadership can be pivotal in setting the vision and goals for green commuting and a staff-led committee of volunteers who are passionate about sustainability and green commuting can provide enthusiasm to spur employee engagement.

## Think about timing.

Employees are more likely to change their commuting behavior when they move or start a new job, or when there is a substantial change in business policies that forces them to temporarily abandon their habits.

## Link commute behavior to healthy lifestyles and work/life balance through programs that encourage cycling, walking, and flex time.

The Nature  
Conservancy   
Colorado

TNC's newest sustainability initiative for staff, **Choose 2 Wheels**, aims to promote and incentivize healthy, zero-carbon-emission transportation by choosing to

ride a bike instead of driving a car. To run this initiative, TNC is partnering with Love to Ride: a fun, online platform that encourages and supports bike riding.





**“Transitioning  
to greener mobility  
will be crucial to the  
overall success of the  
climate agenda.”**

**- WORLD BANK**



**TELEWORK  
AND FLEXIBLE  
WORK SCHEDULES:  
BUILDING ON OUR  
EXPERIENCE**



02  
SECTION



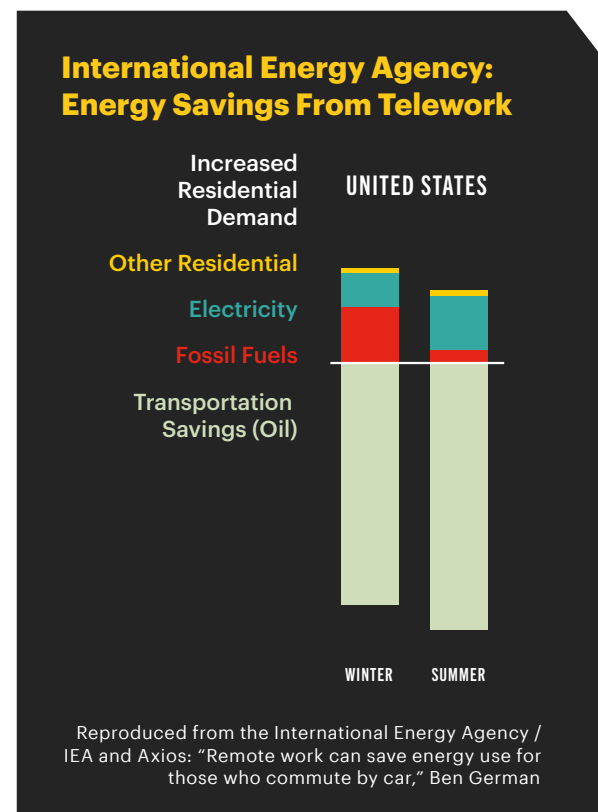
# The COVID-19 pandemic provided us with an unprecedented long-term experiment on the benefits of telework (or ‘remote work’).

As organizations quickly shifted to a work-from-home environment in early 2020, many businesses found that telework was not only efficient but also provided benefits through reduced costs for facilities and parking along with greater employee flexibility and satisfaction. By the end of 2022, the U.S. Census Bureau released data that ranks Denver one of the top American cities to have adopted remote work. One-third (33.3%) of workers ages 16 and older in the Mile High City primarily worked from home in 2021 — outpacing the national average of 17.9%. Across Colorado more broadly, the percentage of people who worked from home increased from 9% in 2019 to about 24% in 2021.<sup>6</sup>

Remote work can also have a positive impact on the environment. An International Energy Agency analysis shows that energy savings from transportation far outweigh any additional energy costs from working remotely. As companies consider their carbon footprint, one of the most immediate and impactful changes is to extend telework/remote options for employees whose jobs do not require them to always be in-person.

Creative companies are using remote work and compressed work weeks to allow their employees more flexibility in how they structure their workday and from where they

choose to work. With Front Range population growth and commuting times increasing every year, businesses are encouraging employees to shift their schedules from the traditional 9am-5pm standard in order to improve job satisfaction and reduce highway congestion. Flexible work schedules also allow employees to better balance their professional and personal responsibilities, resulting in higher job satisfaction and greater happiness.



6. Axios Denver: Denver ranks No. 12 nationally for remote workers

## TELEWORK FACT

Employees at American Express who worked from home were shown to be 43% more productive than their in-office colleagues. That's partially because people are happier and healthier when they have some control over their work lives.

Source: Global Workplace Analytics





# Best Practices

## *Telework and Flexible work schedules*

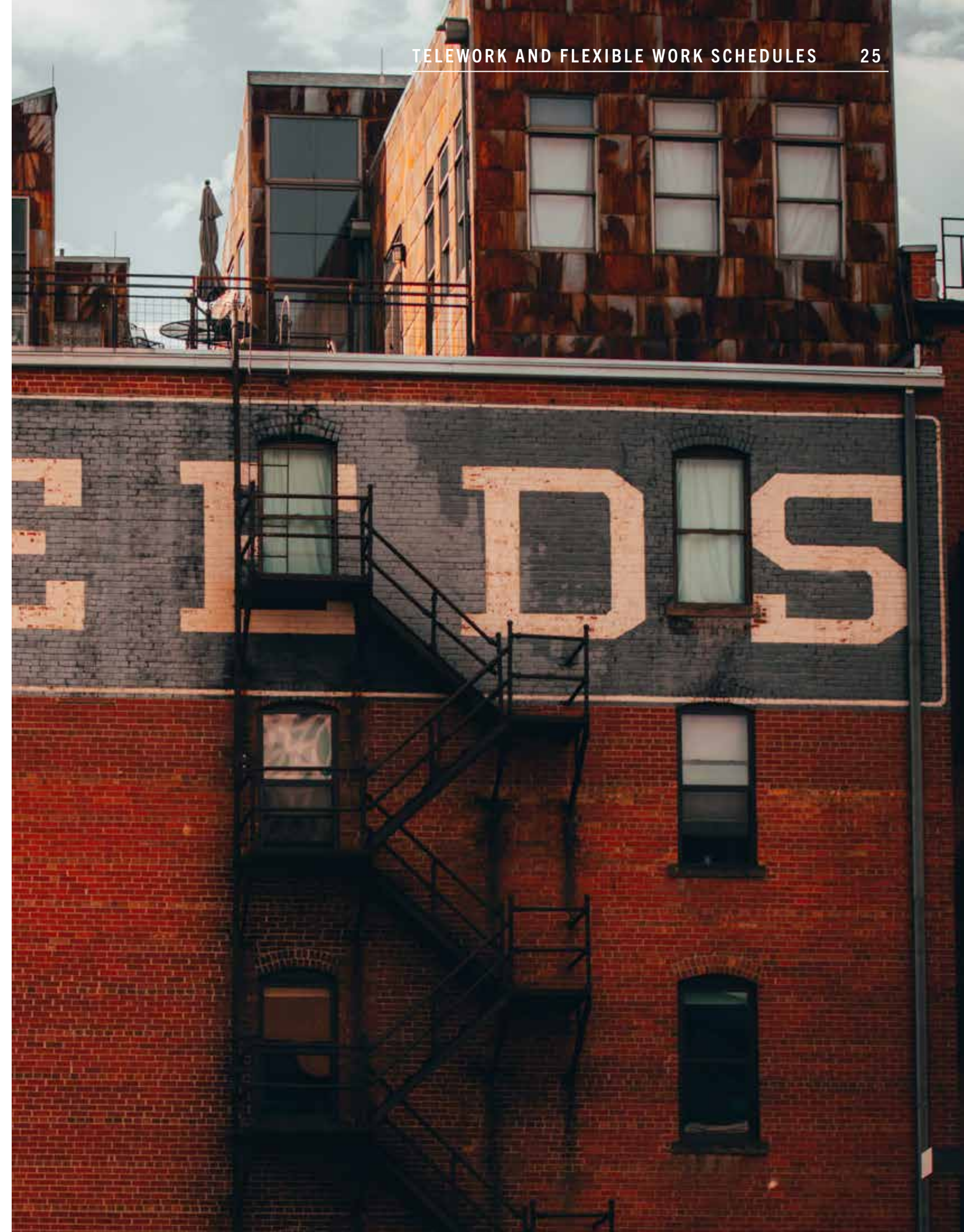
**Invest in the best technology and training to help employees to be successful working remotely.**

Subsidize home office furniture and computer equipment to maximize employee effectiveness.

**For employees who cannot work remotely, offer flex times and staggered work hours to accommodate employee needs, reduce commuting time and alleviate highway congestion at peak hours.**

Consider a compressed work week (working longer hours on some days and fewer hours or no work on other days), which can improve efficiency and work-life balance.

**Reduce work travel and replace remote meetings with video conferencing when possible.**





# GBSM

INSIGHT | STRATEGY | RESULTS

Denver management consulting and strategic communications firm GBSM had an office centric culture prior to 2020, according to CEO Andy Mountain. Telework was allowed but only under unique circumstances. Based on his team's effectiveness working remotely during COVID and changing norms with clients, the firm has since updated its telework policy to embrace more flexible work policies.

In navigating the firm's return to the office, GBSM was able to get an office with less space as employees are encouraged to mix their work location between home and office. The firm currently has two all-staff days in the office. Roles worked by less-experienced employees that need more guidance and direction work from the office four days a week. Indeed, many businesses in Denver have continued to scale back their use of in-person office space over the last three years: as of summer 2023, nearly a quarter of all downtown office space in Denver is vacant.<sup>7</sup>

GBSM has implemented a model of "predictable flexibility." Ensuring that all staff are in the office on the same days each week, they are able to achieve a good mix of formal and informal face-to-face interaction. Balancing that predictability is the flexibility – on behalf of both the company and staff – as meetings heavy on collaboration (e.g. brainstorms, strategy sessions, collaborative ideation session) are required to be conducted in-office, whereas simple check-ins and coordination meetings are conducted via virtual or hybrid environments. Staff are also encouraged to schedule in-person meetings during mid-day so that employees can avoid traffic congestion during peak commuting hours. "Flexible scheduling is a two-way street. Companies need to provide their employees with clear guidelines and expectations, while also trusting them – and evaluating them on their ability – to deliver high quality outcomes and work products," maintains CEO Andy Mountain.

7. CPR: A new reality for downtown Denver's half-empty buildings: "The value's not gonna go back to what it used to be"



## Children's Hospital Colorado

**“We found that productivity was actually greater with remote work and our employees’ quality of life was better as well.”**



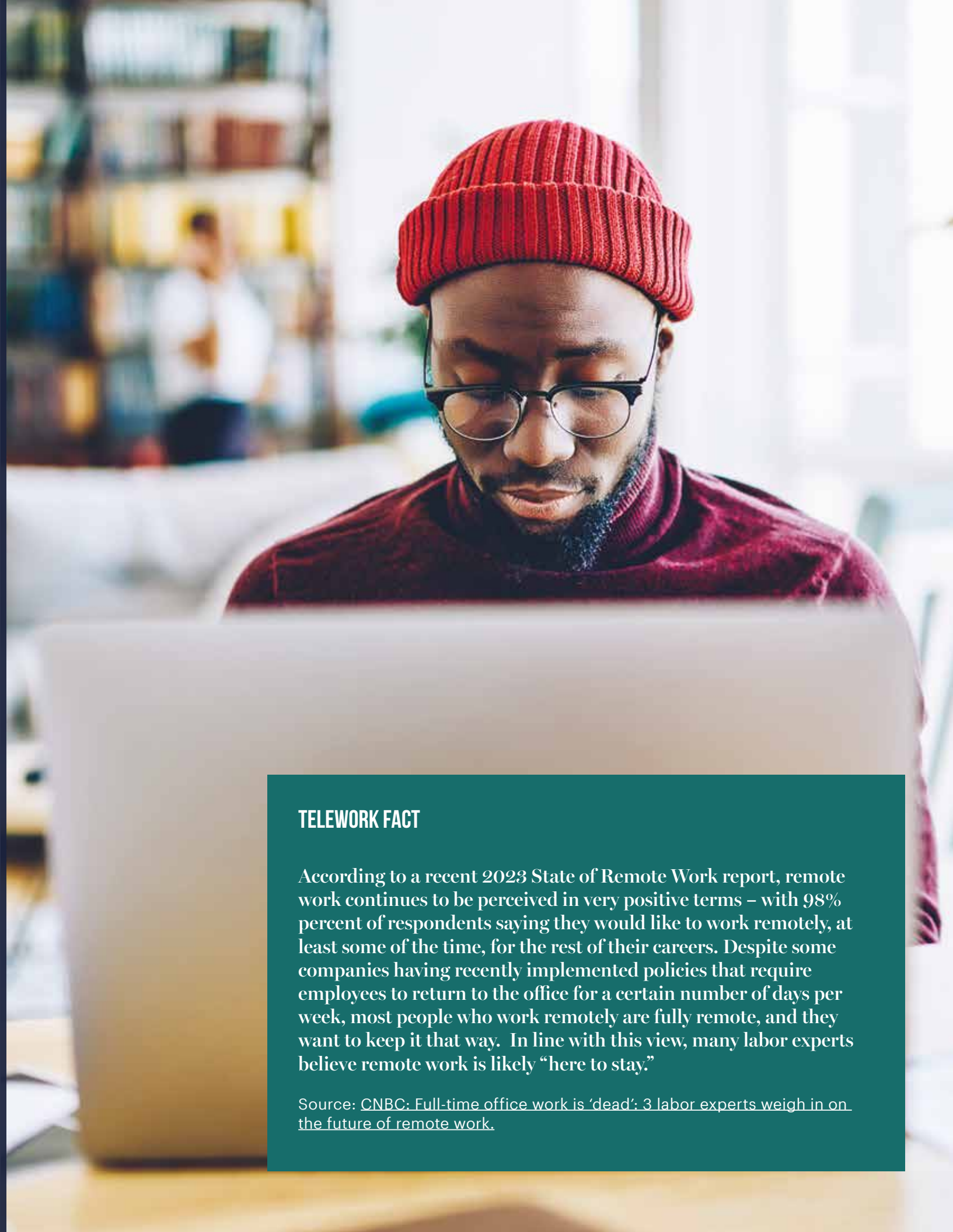
Children's Hospital Colorado

Children's Hospital Colorado was working on a plan for increasing telework even before the pandemic began in 2020. Employees valued the flexibility of telework and because real estate near the Anschutz Medical Campus area is expensive, more employees had long commutes. “We were looking at what makes sense and who can best work from home or work on campus fewer days of the week,” says Dan Coxall, Vice President of Support Services at Children's. “Some employees work remotely two to three days per week and then commute to the campus the other days.

We were effective with that plan and then the pandemic came along and

everything accelerated. We have learned what tools our employees need to be successful working from home. We found that productivity was actually greater with remote work and our employees’ quality of life was better as well.”

Betsy Rodriguez, Senior Vice President of Human Resources, addressed the long-term impact of the telework experiment. “We have 1,200 people who are completely remote and another 400-500 who are partly remote and are in the office a portion of the week,” says Rodriguez. “Given the success of telework at Children's Hospital, many of the 1,200 fully-remote employees will probably be able to continue telework at least part-time. The rapid adoption of telehealth appointments prompted by COVID is also accelerating the move toward telework.”



### TELEWORK FACT

According to a recent 2023 State of Remote Work report, remote work continues to be perceived in very positive terms – with 98% percent of respondents saying they would like to work remotely, at least some of the time, for the rest of their careers. Despite some companies having recently implemented policies that require employees to return to the office for a certain number of days per week, most people who work remotely are fully remote, and they want to keep it that way. In line with this view, many labor experts believe remote work is likely “here to stay.”

Source: [CNBC: Full-time office work is 'dead': 3 labor experts weigh in on the future of remote work.](#)





**TELEWORK  
AND FLEXIBLE  
WORK SCHEDULES**

**RESOURCES  
& LINKS\***

**TELEWORK TOMORROW \***

Telework Tomorrow is a free initiative to help employers continue expanded telework practices, offering resources and guidance, including an implementation tool kit complete with policy templates and company announcement materials. Way to Go's Commuter Consultants are working one-on-one with companies in the Denver region to create and implement formal telework policies: [TeleworkTomorrow](#)

**THE STATE OF COLORADO'S \***

[Can Do Colorado Challenge](#) offers Community telework grants:  
[CanDoCommunityChallenge](#)



CARPOOLS,

VANPOOLS

& GUARANTEED

RIDE — HOME

SECTION

03



~5280 FT

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CO. USA

W E S T

EAST  
70

470

82° F  
S  
U  
N


i25s

225n

i70w

270w





**A vanpool is similar to a carpool but typically carries more people through the use of a company-owned or leased van.**

Carpooling and company-supported vanpools not only save employees money on gas, tolls and car maintenance but also help to reduce the carbon emissions that contribute to unhealthy and unsightly smog. Vanpoolers can meet at a convenient location, share driving, and pay a monthly rate to participate. Employees in carpools and vanpools may have access to HOV lanes and enjoy the advantages of less stress and lower commuting costs.

In 2022, the Colorado General Assembly passed [HB22-1026](#), making Colorado businesses that invest in alternative commute options for their workforce eligible for a tax refund of up to \$250,000 yearly in 2023 and 2024. These alternative commute options include administrative time for facilitating carpools, purchasing transit passes, and the development of bike infrastructure and e-bike fleets, among many other alternative commute options.



# Best Practices

## *Carpools, Vanpools, and Guaranteed Ride Home*

**Encourage employee carpooling and vanpooling by subsidizing toll tags for carpoolers and providing convenient (or pre-paid) parking spaces for carpools and vans.**

Use carpooling apps to connect commuters with similar routes and schedules.

The Denver Regional Council of Governments' WAY TO GO program offers a free online ride-matching tool for Denver-area commuters to find each other and explore carpooling and vanpooling options.

Employers can set up their own network within the program so that employees are easily matched with other commuters within the same company.

The North Front Range Metropolitan Planning Organization offers vanpooling options through VANGO and FINDMYRIDE.

**SCOOP** is a for-profit carpool app that connects co-workers going the same way in safe, reliable, and convenient door-to-door carpools. Even if plans change, backup commute options ensure every employee has a dependable way to and from the workplace every day.

**A vanpool is another option offered by Way to Go and Commute with Enterprise. For a subsidized fee, the vanpool program provides a vehicle, insurance and fuel for a group commute with members sharing the driving responsibilities. Way to Go helps connect commuters in the area and offers a variety of vehicles from minivans to 15-passenger vans.**

Some companies choose to purchase or lease their own vans for a company vanpool.

**The IRS allows employers to provide a non-taxable benefit to employees to pay for transit passes or vanpool benefits. The employer does not pay payroll taxes on the benefit, and employees do not pay income or payroll taxes on this benefit.**

**One perceived obstacle to vanpooling can be the unpredictability of work schedules and family needs. Through the “Guaranteed Ride Home” program offered by *Way to Go*, employers can ensure that their team members are offered a free ride home (taxi, Uber or Lyft) for a small annual fee in the case of unexpected schedule changes.**





VMware has embraced vanpooling. With 500 employees in Broomfield, 200 in Boulder, and 200 in Denver, the national cloud computing and software company operates multiple vanpools and on-demand carpools at any given time.

In a partnership with Enterprise, VMware helps connect employees who live near each other and travel to the same office location. The company provides a van or SUV to employee groups of four or more. For a monthly fee of \$50 per person (via a pre-tax payroll deduction), employees share the vanpool and the driving responsibilities. Vehicles are equipped with free Wi-Fi to help employees stay productive and each van has a paid HOV toll pass. Employees value the ability to reduce their driving

and reduce the costs associated with driving a single occupancy car. VMware is also embracing telework. Prior to the pandemic, working from home was approved on an as-needed basis. Based on the huge success with telework in 2020, VMware allows for employee choice regarding their telework schedules. Employees may choose whether to work from home, go to the office or have a flex plan with the option of a "drop-in" seat when they plan to work at an office.



1

**WAY TO GO  
CARPOOL  
AND VANPOOL  
MATCHING SERVICE:**

**MYWAYTOGOVANPOOL\***

**MYWAYTOGOCARPOOL\***

**GUARANTEED  
RIDE HOME  
PROGRAM:**

**GUARANTEEDRIDEHOME\***

**ENTERPRISE  
VANPOOL  
PROGRAM:**

**COMMUTEWITHEENTERPRISE\***

3

**COLORADO  
SPRINGS  
VANPOOLS:**

**CSVANPOOLS\***

4



**CARPOOLS,  
VANPOOLS, &  
GUARANTEED  
RIDE HOME**

**RESOURCES  
& LINKS\***

5

**NORTH  
FRONT RANGE -  
VANGO:**

**VANGO\***

6

**SCOOP:**

**SCOOP\***



CYCLING

SECTION

04

TO

WORK





In 2023, the Colorado General Assembly passed a bill to make it easier for Coloradans to buy a bike and lower their carbon footprint. Colorado residents of any income level can now claim a \$450 tax rebate toward an e-bike purchase, beginning in the spring of 2024. What's more, the legislation doesn't restrict combining the rebate with other local e-bike incentives, such as Denver's newly re-vamped e-bike rebate program, where residents can earn up to \$1,200 when purchasing an e-bike.<sup>1</sup>



**DENVER:** Since 2013, the share of employees choosing to ride their bikes to work has doubled in the Denver Metro area, letting Colorado boast of having the second-highest percentage of bicycle commuters in the country. For its part, Denver continues to make investments that support multiple modes of transportation in and around downtown. In 2019, Denver began a rapid expansion of its bike network that has added 125 miles of new bicycle infrastructure to downtown and nearby neighborhoods to make it safer and more convenient to get around by bike. And as of 2023, Denver residents can save \$300 off the price of an e-bike and an income-qualifying rebate can save eligible residents \$1,200. Residents can also add a further \$200 in savings to both the standard and income-qualified vouchers when they purchase a cargo e-bike (cargo bikes can tow a trailer which can be packed with more items than could fit in panniers).



**BOULDER:** Boulder has been called the best cycling city in the U.S. The area offers 300 miles of bikeway, including 96 miles of bike lanes, 84 miles of multi-use paths, and 50 miles of designated bike routes. After a snow fall, the City often clears bike paths before they clear roads. Boulder's B-cycle bike sharing program offers 50 stations and 300 bikes and it's a popular way to connect to transit stops throughout the City.



**FORT COLLINS:** With relatively flat terrain, 280+ miles of wide bike lanes, and 30+ miles of multi-use trails, bicycling is a fun, healthy, and environmentally friendly way to commute in Fort Collins. Along with Boulder, the City of Fort Collins is recognized as one of only five Platinum-certified "Bike Friendly Communities" in the country and its Bicycle Friendly Business Development Program offers cycling workshops and other resources to City businesses. of multi-use trails, bicycling is a fun, healthy, and environmentally-friendly way to commute in Fort Collins. Along with Boulder, the City of Fort Collins is recognized as one of only five Platinum-certified "Bike Friendly Communities" in the country and its Bicycle Friendly Business Development Program offers cycling workshops and other resources to city businesses.

1. CPR: Denver proved the power of e-bike rebates. Now, the discounts are going statewide

**With 300 days of sunshine in Colorado every year, many commuters cycle, walk, e-bike or scooter to get to work to enjoy the benefits of exercise and an emissions-free commute.**





**People who bike  
to work report  
greater feelings  
of freedom,  
relaxation, and  
excitement than  
car commuters.**



# Best Practices

## Bicycles



**Encourage cycling by offering a secure place to park and lock bikes.**

Encourage safe cycling by offering subsidies for helmets, lights, and reflective clothing.

**Provide onsite showers to allow employees to freshen up after arriving at work.**

Offer a shared fleet of bikes or e-bikes (electric-assist) for employees who take transit or carpool to the office and need to get around locally during the day.

**Help subsidize the cost of micromobility services such as shared bikes for the “first mile / last mile” of a commute. Many cities, including Denver, Boulder and Colorado Springs, have added bike lanes in the last few years to keep up with demand for cycling and micromobility options.**

***Bike to Work Day*** (the 4th Wednesday in June in Colorado) is promoted by hundreds of Colorado businesses. It's a great way to encourage employees to try bike commuting for the first time.

**On the Front Range, Way to Go** helps businesses explore pedestrian and cycling friendly practices and provides resources such as bike maps and route planning.





DaVita, with headquarters near Union Station in downtown Denver, employs many enthusiastic cyclists. To support them, the company offers showers, lockers, a large bike storage room and an onsite bike fix-it station with supplies. DaVita also offers discounted bike tune-ups onsite on a quarterly basis. DaVita celebrates Bike to Work Day annually with publicity, prizes and recognition.



The Nature Conservancy (TNC) Colorado, headquartered in Boulder, encourages green commuting and provides support to its employee cyclists. TNC has showers for those who walk or cycle to work and offers safe and secure bike storage. A casual dress code makes biking or walking to work easier. The organization also provides communal bikes and helmets to borrow. This option is valued by employees who take transit to the office but need to get around Boulder during the day for meetings or errands.



\* RESOURCES BY REGION

FORT COLLINS [BIKEFORTCOLLINS\\*](#) COLORADO SPRINGS [BIKECOLORADOSPRINGS\\*](#)

BOULDER [BOULDERWALKANDBIKEMONTH\\*](#) + [BIKEBOULDER\\*](#)



CYCLING

RESOURCES  
& LINKS\*



**2** BIKE MAPS AND ADDITIONAL RESOURCES [BICYCLECOLORADORESOURCE\\*](#)



# TRANSIT

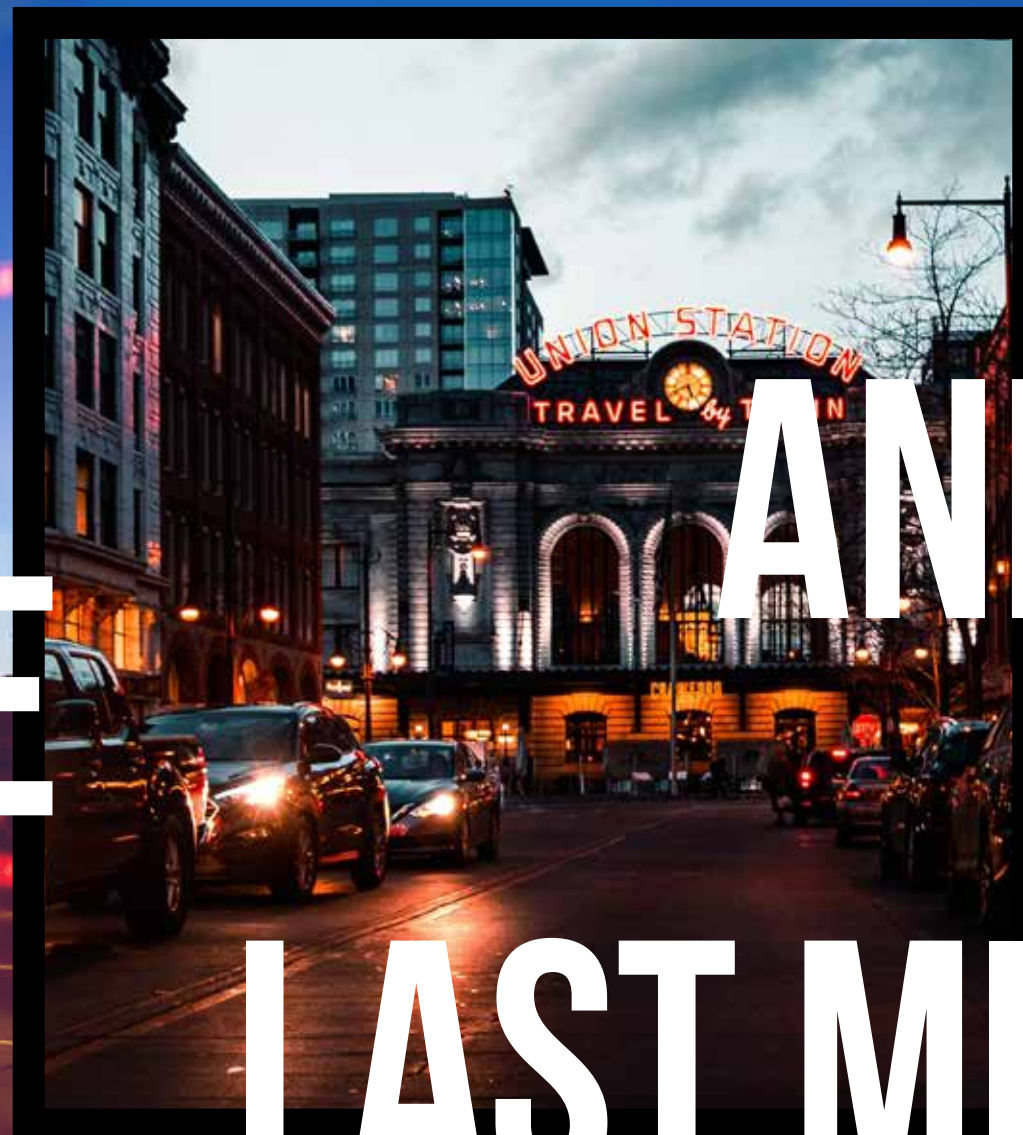
# THE

# AND

# LAST MILE

SECTION

# 05



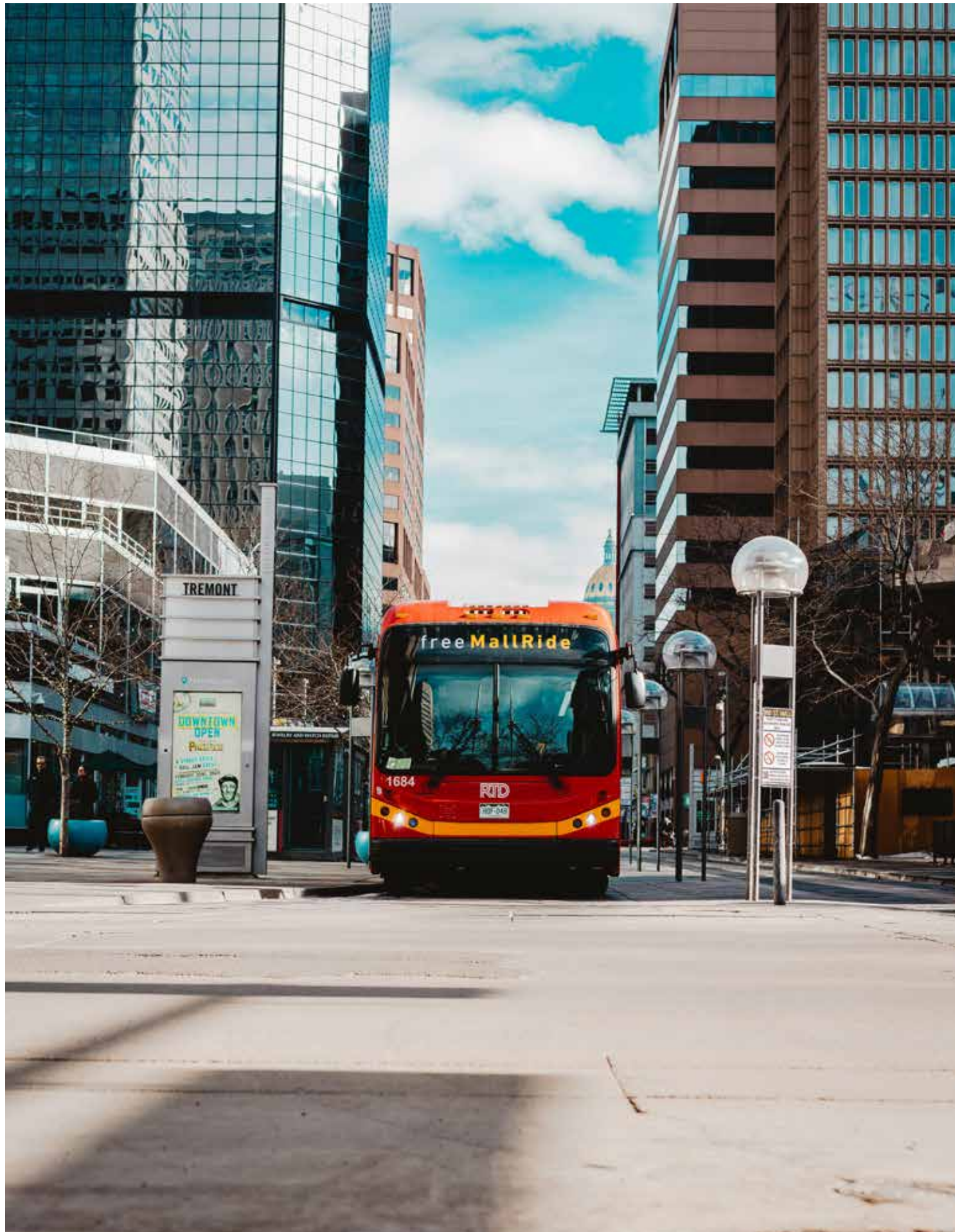


The number of passenger trips in 2022, reported by public transit authorities in the U.S., reached almost 6.19 billion. Since 1995, public transportation ridership has increased by 28% across the U.S.

Commuters appreciate transit as an efficient, low-cost and climate-friendly way to get to work. Though COVID-19 has caused a temporary decline in transit ridership, public transit will be needed to help cities recover and move forward from the pandemic. Prior to the pandemic, nearly 40% of Denver commuters used public transit and these options are highly valued for the people who rely on them.

In the 2022 legislative session, the Colorado General Assembly authorized Regional

Transportation District (RTD) to offer **free train and bus services** during the months of July and August – Colorado’s high-ozone season – with a view towards reducing harmful ground-level ozone by increasing the use of public transit. Having successfully piloted the program in 2022, **RTD will offer free rides across its entire system (all local/regional buses and trains) during the months of July and August** as part of its Zero Fare for Better Air initiative.





# Best Practices

## *Transit and the Last Mile*

Hundreds of Front Range companies offer their employees a free EcoPass for access to RTD's network of 140 local, express and regional routes and extensive light rail network. The EcoPass offers unlimited rides on buses and trains, including free rides on the train to DIA. Younger employees particularly value free transit passes as they are more likely to live close to urban centers and less likely to own a car.

**The RTD EcoPass offers multiple payment options including employer-paid, employee-paid (employees can use pre-tax dollars to purchase a pass), and employer/employee cost sharing.**

An optional EcoPass benefit is the Guaranteed Ride Home® program which guarantees employees a free taxi ride home from the office in the event of an unplanned schedule change, an illness or other urgent situation.

**For tax years 2023 and 2024, the Alternative Transportation Credit allows Colorado businesses to take advantage of a 50% refundable tax credit on the purchase of transit passes for their employees.**

**Companies that do not offer the EcoPass often use the RTD FlexPass instead. The FlexPass can be customized to meet the needs of the employer and the employees. The program enables employees to choose their service level, opt in or out of the program, and enter or leave at any time.**

Employers can help with the “last mile” from the transit stop to the company offices by offering loaner bikes or scooters. Additionally, companies can also cover the cost for the use of electric scooters or bike sharing programs, such as B-Cycle and Lime or Lyft Electric Scooters and bikes.

**Commuter cards allow employees to access a company's Commuter Benefit Plan (CBP) funds at the point-of-sale to pay for eligible workplace mass transit and/or parking expenses.**

Some employers offer a “parking cash-out” program in which employees are offered the option to accept taxable cash income instead of free or subsidized parking.





According to the *American Public Transportation Association*, communities that invest in public transit reduce the nation's carbon emissions by 37 million metric tons annually.



UNION STATION  
TRAVEL *by* TRAIN

UNION STATION





With DaVita's downtown Denver headquarters near Union Station, company employees have direct access to light rail, buses and the train. More than 80% of DaVita team members cycle, walk, carpool or use public transit and the percentage of employees who do not

drive SOVs (single occupancy vehicles) to work has increased every year since 2012. DaVita encourages a green mobility culture by offering a free RTD EcoPass for all team members at their Denver headquarters campus. To offset concerns with unforeseen circumstances, a "Guaranteed Ride Home" is offered to employees for emergencies through the EcoPass.



RMI is a global independent, nonpartisan nonprofit organization working to transform global energy use to create a clean, prosperous, and secure low-carbon future. Headquartered in Boulder, RMI's largest office is located at Boulder Junction, an area at the intersection of multiple transit options. With 120+ employees at this location

and only 40 parking spaces, RMI provides a green commuting incentive of \$50 per month to employees who opt-out of receiving a parking permit. Employees with electric vehicles have access to six EV chargers in the building's ground-level garage. RMI's landlord provides the EcoPass to all employees in the building along with on-site showers, and Boulder Community Cycles maintains 25 loaner bikes on the property. To further encourage cycling, RMI lends a small supply of bike helmets, lights, a tire pump, and lockers to staff.



Google has a company-wide commitment to increasing transportation options for their employees and reducing their carbon footprint. Google, independently and in partnership with Boulder Transportation Connections and 36 Commuting Solutions, has completed initiatives to help the Company and its employees to achieve its sustainability goals.

Google has a number of initiatives already in progress. Google is a member of both Boulder Transportation Connections and 36 Commuting Solutions, Way to Go's TMA partners working together to reduce traffic congestion, improve air quality, and make life better for region's employers and their employees.

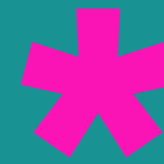
The Company completely covers the cost of the RTD EcoPass for all 1300+ Boulder employees, as well as the cost

of vanpools used through the Company's national partnership with Enterprise and the Guaranteed Ride Home program. They give gas cards for employees who carpool.

Google supports bicycle commuting by providing on-site locker rooms, shower facilities, and secure bicycle parking. They also host an annual Bike to Work Day breakfast station and strongly encourage employee participation.

Google provides preferential parking for both carpools and vanpools and the Company has installed four electric vehicle charging stations. They will soon be instituting a company carshare program and are researching a shuttle service to and from the nearest Park-n-Ride for employees.





TRANSIT

RESOURCES  
& LINKS\*

# ECOPASS

DENVER  
BOULDER

ECOPASS\*

BOULDERECOPASS\*

BUSTANG

FOR  
TRANSIT  
OPTIONS  
OUTSIDE  
OF RTD:

OTHERTRANSITOPTIONS\*





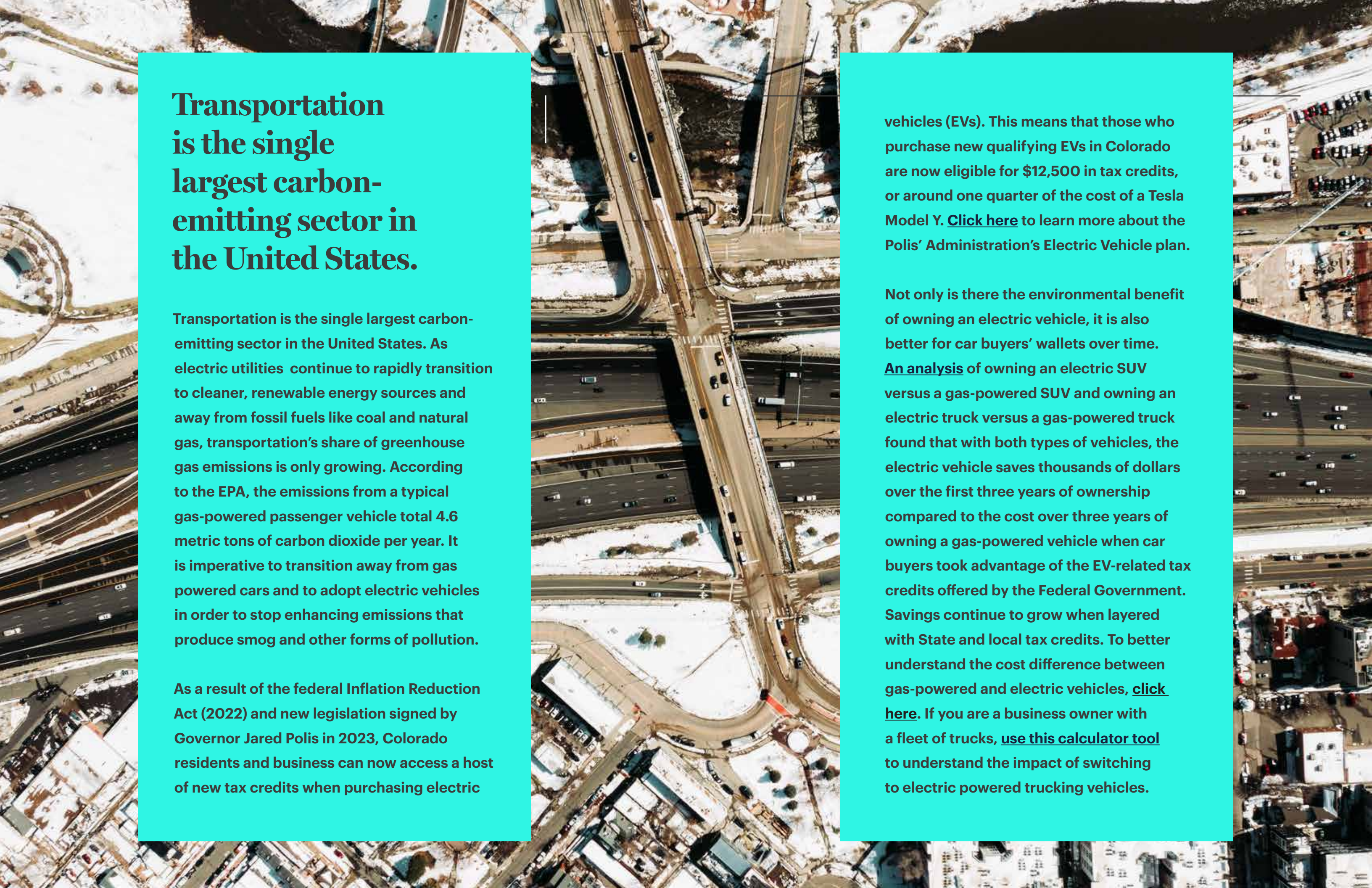
SECTION

06

ELECTRIC  
VEHICLES







## Transportation is the single largest carbon-emitting sector in the United States.

Transportation is the single largest carbon-emitting sector in the United States. As electric utilities continue to rapidly transition to cleaner, renewable energy sources and away from fossil fuels like coal and natural gas, transportation's share of greenhouse gas emissions is only growing. According to the EPA, the emissions from a typical gas-powered passenger vehicle total 4.6 metric tons of carbon dioxide per year. It is imperative to transition away from gas powered cars and to adopt electric vehicles in order to stop enhancing emissions that produce smog and other forms of pollution.

As a result of the federal Inflation Reduction Act (2022) and new legislation signed by Governor Jared Polis in 2023, Colorado residents and business can now access a host of new tax credits when purchasing electric

vehicles (EVs). This means that those who purchase new qualifying EVs in Colorado are now eligible for \$12,500 in tax credits, or around one quarter of the cost of a Tesla Model Y. [Click here](#) to learn more about the Polis' Administration's Electric Vehicle plan.

Not only is there the environmental benefit of owning an electric vehicle, it is also better for car buyers' wallets over time. [An analysis](#) of owning an electric SUV versus a gas-powered SUV and owning an electric truck versus a gas-powered truck found that with both types of vehicles, the electric vehicle saves thousands of dollars over the first three years of ownership compared to the cost over three years of owning a gas-powered vehicle when car buyers took advantage of the EV-related tax credits offered by the Federal Government. Savings continue to grow when layered with State and local tax credits. To better understand the cost difference between gas-powered and electric vehicles, [click here](#). If you are a business owner with a fleet of trucks, [use this calculator tool](#) to understand the impact of switching to electric powered trucking vehicles.



# HOW NEW LAWS HAVE MADE OWNING AN ELECTRIC VEHICLE (EV) CHEAPER FOR COLORADANS

New laws passed in the 2023 legislative session allow Colorado residents to claim up to \$5,000 in new Colorado State tax credits when purchasing or leasing a new EV. Some tax credits also apply to those buying used EVs. Additionally, these State tax credits can be used in addition to the \$7,500 in new EV Federal tax credits available through the Inflation Reduction Act – thus offering thousands of dollars in savings for Coloradans seeking to reduce their carbon footprint.

And beyond these new State and Federal tax credits, Coloradans who qualify as low-income can save even more if they commit to an electric vehicle. Income-qualified Xcel Energy or San Isabel Electric customers can receive up to \$3,000 off a used or \$5,500 off a new EV when they buy or lease from a Colorado-based car dealer. Be sure to check with multiple EV car dealers to ensure you are getting the best price with tax credits that you can achieve. Some Coloradans may qualify for different types of credits, both state and federal. Here are some of the details:

## **Tax credits available to Coloradans when purchasing a new electric vehicle:**

- All Colorado residents are now eligible for a \$5,000 EV Colorado State tax credit when they purchase or lease a new EV, when that vehicle has a Manufacturer's Suggested Retail Price (MSRP) under \$80,000. The \$5,000 tax credit is available until January 1, 2025 and is then reduced to \$3,500 until January 1, 2026 before being scaled down again to \$1,500 until 2027.
- Beginning January 1, 2024, EVs with an MSRP up to \$35,000 MSRP will be eligible for an additional tax credit of \$2,500. This credit is set to expire January 1, 2029.
- Check your local utility: many utilities offer additional incentives for vehicles or charging infrastructure: \$1,300 for charging ([Xcel](#)).
- Depending on the vehicle purchased and taxpayer income base, Coloradans may also qualify for \$7,500 in new Federal tax credits through the Inflation Reduction Act if, among other things:

1. Your vehicle is manufactured in North America.
2. The MSRP of your vehicle is up to \$80,000 for pick-up trucks, SUVs and vans, or \$55,000 for other vehicles.
3. Your battery components are sourced from countries with which U.S. has Free Trade Agreements. [Click here to explore which vehicles qualify for the various tax credits.](#)
4. Your household's gross adjusted income is up to \$150,000 if you are single or married filing separately; \$225,000 if you are a head of household; and \$300,000 if you are married and filing jointly.

## **Tax credits available when buying a used electric vehicle:**

For used electric vehicles, Coloradans may qualify for up to \$4,000 in federal tax credits if:

1. The vehicle is from a dealership; is at least two years old; under \$25,000; and has never been claimed as a used tax credit before.
2. Your household's gross adjusted income is up to \$75,000 if you are single or married filing separately; \$112,500 if you are a head of household; and \$150,000 if you are married and filing jointly.

## **Tax credits available for leasing an electric vehicle:**

Colorado taxpayers are eligible for a state tax credit of \$5,000 for the purchase or lease of a new EV on or after July 1, 2023 with a manufacturer's suggested retail price (MSRP) up to \$80,000. Lease agreements must have an initial term of at least two years. In regard to Federal EV tax credits, the automakers themselves take a \$7,500 tax credit for EV leases but may discount your lease accordingly. You must ask the dealer to pass along the EV tax credit to you in the form of a rebate or reduction in sales price. Many dealerships do pass along this cost savings to their customers, so don't hesitate to ask if you are interested in an EV lease.

## **RESOURCES FOR BUSINESSES :**

**BUSINESSES PLAY AN IMPORTANT ROLE IN SUPPORTING THE SHIFT FROM GAS-POWERED VEHICLES TO ELECTRIC VEHICLES, FROM OFFERING CHARGING CAPABILITIES FOR EMPLOYEES WHO DRIVE ELECTRIC VEHICLES TO TRANSITIONING TRUCKING FLEETS TO ELECTRIC TRUCKS. HERE ARE SOME BEST PRACTICES AND RESOURCES AVAILABLE SPECIFICALLY TO BUSINESSES IN THE TRANSITION TOWARD ELECTRIC VEHICLES AND REALIZE SAVINGS:**

## **RESOURCES:**

### **STATE CHARGING INCENTIVES:**

**UP TO 80% OF COST \* FLEET ZERO PROGRAM \***

**FLEET VEHICLE GRANT PROGRAM \***

**COLORADO ELECTRIC SCHOOL BUS GRANT**

**PROGRAM \* COMPREHENSIVE LIST OF COLORADO**

**EV AND ALTERNATIVE FUEL LEGISLATION \***



# Best Practices

## *Electric Vehicles*

**The availability of electric vehicle (EV) charging stations is critical to increasing consumer adoption. Colorado companies are investing in charging stations to meet the needs of employees with EVs and to encourage others to use electric vehicles. Access to charging stations at work is particularly important for employees who live in apartments without access to charging at home.**

In addition to charging stations, many companies offer preferred and/or free parking to owners of HEVs (hybrid electric vehicles) or BEVs (battery-powered electric vehicles).

**Businesses can also make a difference by transitioning their own fleets of company cars to EVs.**

Contact a Colorado “ReCharge Coach” as a first step: they are contracted by the State to support the adoption of EVs and are versed in the incentives and costs (<https://energyoffice.colorado.gov/transportation/ev-education-resources/recharge-colorado>)

1

Colorado now ranks fourth in the nation (moving up from sixth place just a few years ago) for the number of electric vehicle charging stations with a total of 3,978 chargers (of which nearly 600 are DC fast chargers) liberally located and publicly available throughout Colorado.

2

An RMI analysis reveals that even if the electric grid were on a path to achieve 75–85 percent of clean energy production by 2040, 15–20 percent of global light-duty vehicles would need to be electrified by 2030 in order to limit global temperature rise to less than 2°C and avoid the most catastrophic effects of climate change (and ensure that our cities are cleaner and more livable for billions of people around the world).





**Lyft is working toward a fully electrified platform and recently committed to offering 100% electric vehicles in their drivers' rental pool by 2030.**

The company's focus on reducing greenhouse gas emissions has a particular focus in Denver where Lyft has launched 200 long-range electric vehicles (EVs) into their Denver Express Drive rental program. According to Jon Walker, Lyft's Sustainability Policy Manager,

**“Lyft has its largest EV presence in Denver and the Front Range.”**

The company's efforts have been aided by Colorado's state EV rebate programs and Lyft's determination to make electric vehicles more affordable for their high mileage drivers by providing unlimited access to convenient and fast charging stations. Colorado currently has one of the best EV rebates in the country and the Colorado Energy Office recently modified the Colorado tax credit to allow this program to extend to ridesharing companies that offer rental options.



**Xcel Energy plans to shift to EVs for its own fleet with all company sedans electric by 2023, all light-duty vehicles electric by 2030 and 30% of its medium and heavy-duty vehicles by 2030.**

In August 2020, Xcel Energy, Colorado's largest electric company, announced a new vision in addition to its aspiration to deliver 100% carbon-free electricity by 2050. Xcel Energy announced that it will aspire to power 1.5 million electric vehicles, equivalent to roughly 20% of all vehicles on the road, in the areas it serves by 2030. In addition, Xcel Energy plans to shift to EVs for its own fleet with all company sedans electric by 2023, all light-duty vehicles electric by 2030, and 30% of its medium and heavy-duty vehicles by 2030. To help achieve

both this vision and the EV goals of the State of Colorado, Xcel Energy will invest \$110 million over the next three years to provide new electric vehicle customer programs and charging infrastructure with the goal of encouraging the shift to EVs.

As of 2023, this effort by Xcel has given rise to a new program in which Xcel Energy customers are able to receive up to \$3,000 off a used or \$5,500 off a new EV when they buy or lease from a Colorado-based car dealer.





# The Corporate Electric Vehicle Alliance supports companies in making and achieving bold commitments to fleet electrification.

Many companies across the nation are investing in EVs as a mechanism to cut operating expenses and meet sustainability targets. The advantages of these investments range from generating significant cost savings, to attracting new customers, to aiding employee recruitment and retainment. This includes the Corporate Electric Vehicle Alliance, led by Ceres, which is a collaborative group of more than 20 companies focused on accelerating the transition to EVs. The Alliance supports companies in making and achieving bold commitments to fleet electrification. [You can learn more about the Alliance here](#) and [read testimonials from its founding members](#), which include Amazon, AT&T, Clif Bar, Consumers Energy, DHL, Genentech, IKEA North America, and Siemens among others.





2

**EV OWNERS ARE PASSIONATE ABOUT THEIR EXPERIENCE AND EV CLUBS IN COLORADO ARE A GREAT SOURCE OF IDEAS AND INSPIRATION:**

[DENVER TESLA CLUB\\*](#) [WOMEN WHO CHARGE\\*](#)

[WESTERN COLORADO EV CLUB\\*](#) [COLORADO SPRINGS](#)

[EV CLUB\\*](#) [DENVER ELECTRIC VEHICLE COUNCIL\\*](#)

[DRIVE ELECTRIC NORTHERN COLORADO\\*](#) [NATIONAL](#)

[CAR CHARGING\\*](#) [EVCO 2023 INFOGRAPHIC\\*](#) [TAX](#)

[CREDIT ELIGIBILITY\\*](#) [IRS NEW CAR TAX CREDIT](#)

[QUALIFICATIONS\\*](#) [IRS USED CARS TAX CREDIT](#)

[QUALIFICATIONS\\*](#) [TAX CREDIT BY USED VEHICLE](#)

[LIST\\*](#) [DEPT. OF ENERGY LIST OF INCENTIVES\\*](#)

[EXAMPLE OF CITY EV READINESS PLAN\\*](#) [COLORADO](#)

[ELECTRIC VEHICLE DASHBOARD\\*](#) [CLEAN CITIES](#)

[COALITIONS\\*](#)

1 **CORPORATE  
ELECTRIC  
VEHICLE  
ALLIANCE\***



**ELECTRIC  
VEHICLES**

**RESOURCES  
& LINKS\***



# COLORADO COMPANIES GOING THE EXTRA MILE







**Aspen Skiing Company has a strong commitment to sustainability and providing employee options that discourage single occupancy vehicles along the Highway 82 corridor.**

Aspen Skiing Company supports its rural transit authority with millions annually. The Company's bus and shuttle service for the Upper Valley (including Aspen and Snowmass) ensures that Aspen employees and travelers don't need vehicles to get to the resorts.

The Company is building a 134-bed employee housing complex in Basalt on the transit line in an entirely electric building. Seasonal workers will be able to work, shop, and live in the area without a car.

The City of Aspen's WE-cycle bike share program is offered throughout the valley. Aspen Skiing Company was a founding partner and hosts WE-cycle at hotels.

Aspen offers EV charging stations at their employee housing, at their headquarters, and at the various area resorts.

Like many Colorado companies, Aspen Skiing Company has determined that telework options will continue after the pandemic ends.

Aspen offers vanpools to groups of employees who have similar schedules such as lift operators and ski patrol.

In partnership with the City of Aspen, the company offers prizes and incentives to employees who choose transit and carpooling.



**The Gates Family Foundation provides all employees with an EcoPass and offers a number of other incentives to encourage the use of transit to their offices in downtown Denver.**

After the COVID-19 pandemic ended, the Gates Family Foundation now allows staff to utilize a hybrid system where employees can work from home some days and come into the office on other days. Employees typically work from home 2-3 days per week.

Employees who don't require parking receive a monthly payment as an incentive to use transit or other transportation methods when coming into the office.

All employees use transit or other options at least once a week, but most are using transit at least two to three times per week.

Gates provides bike storage and lockers for its employees.

Gates also allows staff to use ridesharing if they use transit or other options and need to travel for work during the day or have last minute emergencies.





The question isn't,  
*“Will the earth be here?”*  
The question is,  
*“Will we?”*

**WE BELIEVE WE WILL.**

Examine the last 100 years and you'll realize that we've collectively risen to meet history's challenges. Driven by our instinctive human curiosity, we've built innovations beyond imagination. We've adapted to disasters, wars, depressions and pandemics.

What we do as employers matters in ways that ripple beyond our companies.

**CHANGE IS COMING.**

What kind of change is up to us.

Fortunately, we are not alone. Community is our strength. It always has been. Within us rests the same spirit that built Colorado,

the can-do, steel-willed spirit of the Wild West that has brought us through good times and bad. This is our wellspring of hope and our reason to believe that we can meet the challenges of tomorrow.

Right now, our challenge is the diminished quality of the Air We Share™. By helping employees to create alternatives for single occupancy vehicles, you help all of us in Colorado to breathe a little easier and you're contributing to a sustainable future for the coming generations.

Thank you for doing your part. If there is one great lesson history has taught us, it's this - Together, we can change the world.



A woman with braided hair, wearing a white face mask and a red top, is looking down at her smartphone. She is standing in a public space, possibly a transit station, with a blurred background. The text is overlaid on the image in a bold, white, sans-serif font.

**GREEN MOBILITY CAN MAKE A  
HUGE IMPACT ON GREENHOUSE  
GAS EMISSIONS.**



**CHANGING OUR COMMUTING  
HABITS WILL HAVE AN IMMEDIATE  
IMPACT ON THE ENVIRONMENT.**







**TELEWORK AND COMMUTING  
OPTIONS IMPROVE AIR QUALITY  
AND DECREASE ROAD CONGESTION.**



A photograph of a forest with many birch trees and green undergrowth. The text is overlaid on the lower half of the image.

**EMPLOYEE SATISFACTION HAS BEEN  
PROVEN TO INCREASE WITH  
FLEXIBLE COMMUTING CHOICES.**





## GREEN MOBILITY RESOURCES FOR BUSINESSES

The Colorado Department of Transportation offers a variety of programs across the state through its Transportation Planning Regions. For more information on programs in your region check: [CDOTPlanningPartners](#). The Department of Transportation also offers extensive information on eligibility criteria for new EV tax credits, which can be found here: [tax.colorado.gov](#). For example, CDOT's ReCharge Coaches program provides guidance on EV and Charging programs for organizations.

Way to Go is a federally funded program of the Denver Regional Council of Governments focused on improving air quality through reducing traffic congestion. Way to Go's Commuter Consultants offer free commute advising services to employers and commuters throughout the Denver region. They provide expert guidance, resources and tools for transit, biking, walking, ridesharing, and alternative work schedule options (such as telework, flex work and compressed work week). The Way to Go team works with employers to help them develop and promote sustainable commuting plans in the workplace. [Learn more about how Way to Go can help your business.](#)

[Commutifi](#) offers customized commuting solutions for businesses to save money, retain employees and reduce the company's carbon footprint. Their applications include a comprehensive dashboard to visualize employees commute metrics, customized commuting plans to provide flexible mobility options to employees, and a rewards and subsidies platform to create personalized incentives.

### Transportation Management Associations / Organizations

Transportation Management Associations (**TMA**) are created to be responsible for the implementation of transportation demand management (**TDM**) programs and services in a community.

In the 1980s, TMAs began to emerge as public-private partnerships designed to address traffic congestion and air-quality problems in communities throughout the United States. More than 125 TMAs operate today throughout the United States, more than 10 of which are in Colorado.

The appeal of a TMA lies in multiple organizations and individuals banding together to address and accomplish more than any one government agency, employer, developer or resident could alone. The need for the TMA stems from the realization that each group has a great influence on transportation and air quality, and each group has important contributions to improving mobility and air quality.

TMA services also vary by organization. The most common services are rideshare promotions and member advocacy. [Find out about the TMA/TMO in your area.](#)



# ACKNOWLEDGEMENTS

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- Tom Pitstick of Gates Corporation for the original idea to create a guidebook highlighting the green mobility practices of Colorado businesses and lending his marketing department's resources to this effort.
- Amy Beringer of the Colorado Forum for the research, writing and Colorado company profiles
- Molly Spaniel and Seth Conley of The BRAVE Agency for bringing Driving Change to life with a beautiful design and graphics
- All of the Colorado companies that shared their stories and best practices for reducing the impact of commuting on the environment