



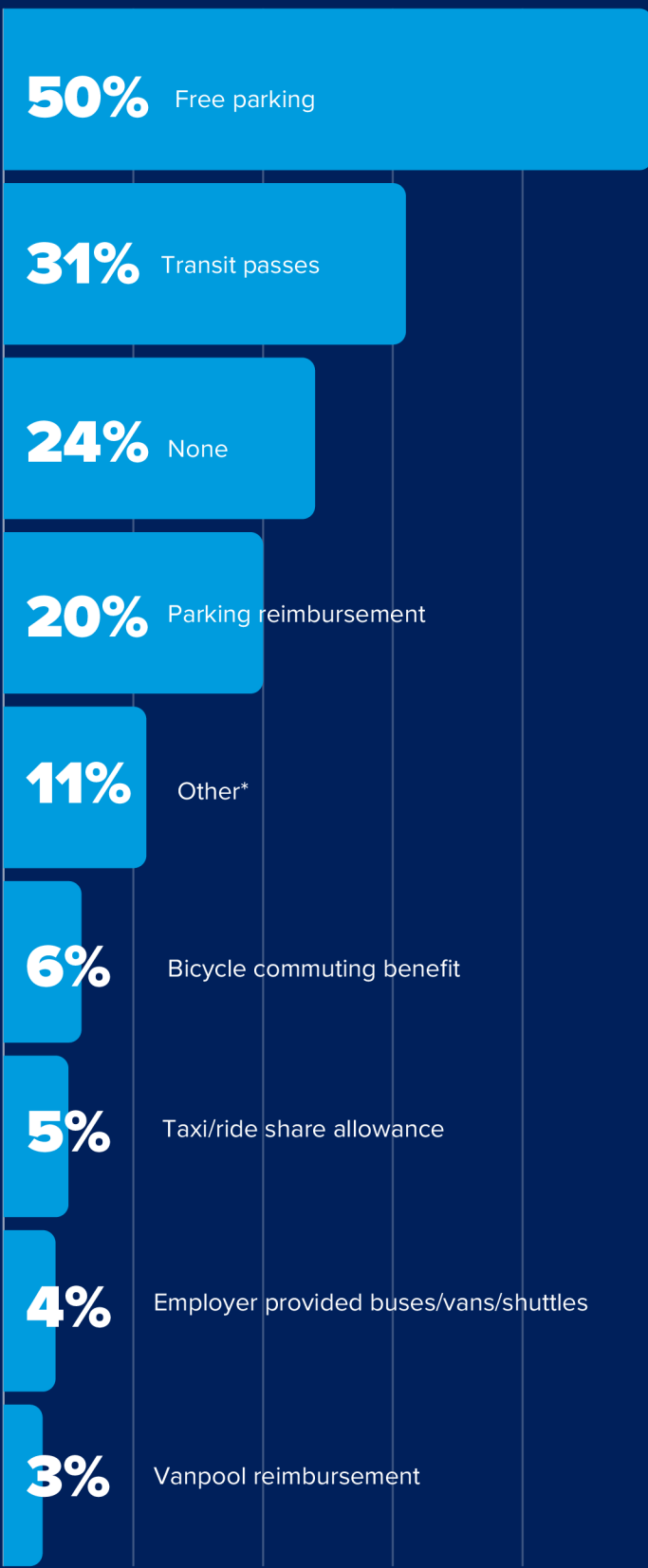
ON THE RIGHT TRACK

A GUIDE TO VEHICLE & COMMUTER BENEFITS

WorldatWork conducted a survey among its members regarding their organizations' vehicle and commuter benefits. The survey explored various aspects that drive employee satisfaction, such as the benefits provided, their effects on the workforce and planned changes to the offerings.

Commuting & Transit Benefits

Organizations offered these commuting and transit benefits:



Other responses included transit and parking flexible spending accounts (FSAs), EV charging, a flexible workplace stipend and employer reimbursements.

n=125



22%

of organizations are in a locality that are required to provide commuter benefits to employees

of organizations provided or added more commuter benefits to attract more employees back to work (RTO)



14%

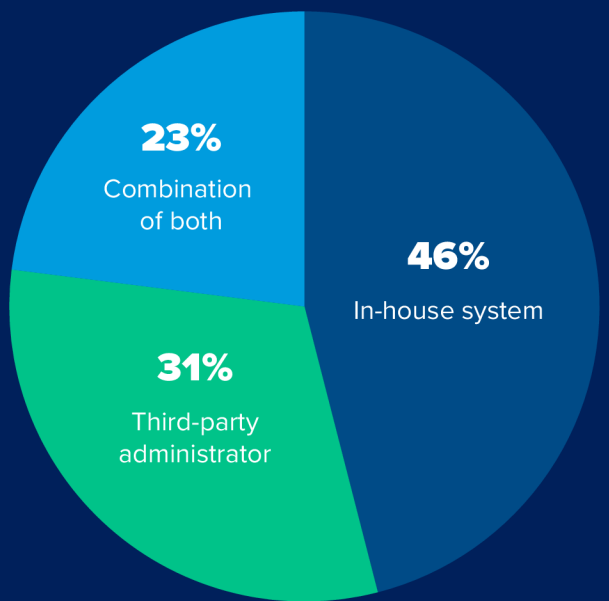


22%

of organizations provided transportation benefits to employees as part of a Compensation Reduction Agreement

n=94

Commuter benefits are administered through:



n=48

Qualified Transportation Benefits

The IRS defines these as including public transit, van pools, and workplace or transit hub parking costs, which employers can provide to employees on a pre-tax basis up to a regulatory limit of \$315 per month in 2024.

84% of organizations only offered Qualified Benefits covered by IRS rules, but others reported:

11% offer types of commuting benefits that are not considered qualified by the IRS

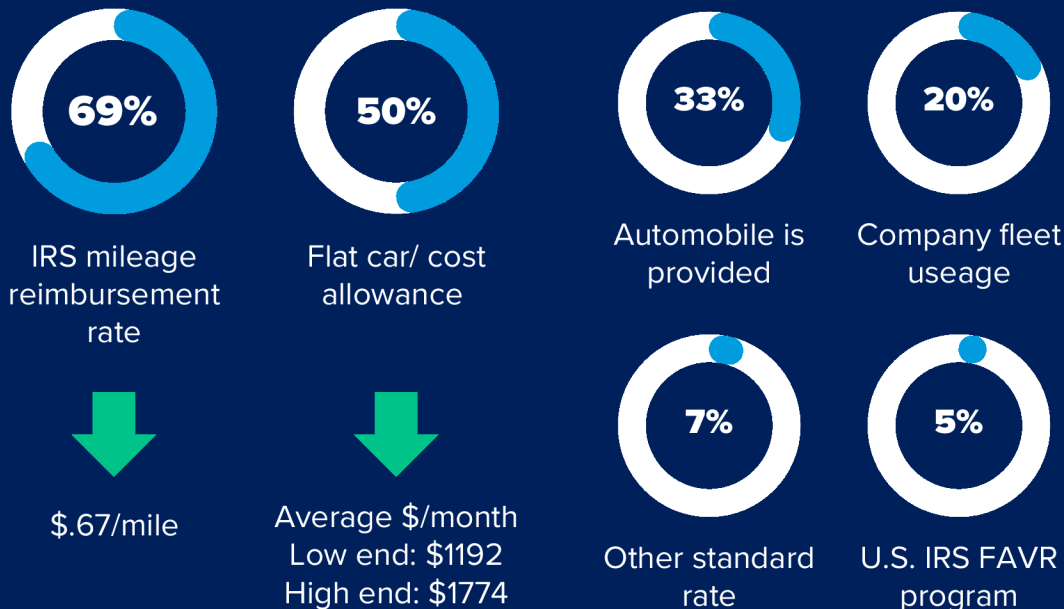
8% offer Qualified Benefits, but payments exceed the IRS pre-tax limit

1% plan to add a \$20/month bicycle commuting benefits when it is reinstated in 2026

n=85

Vehicle Benefits

77% of organizations offer vehicle benefits, and these are the most popular:



This is the percent of responses to this item that were in this category. Totals will exceed 100%.

n=111

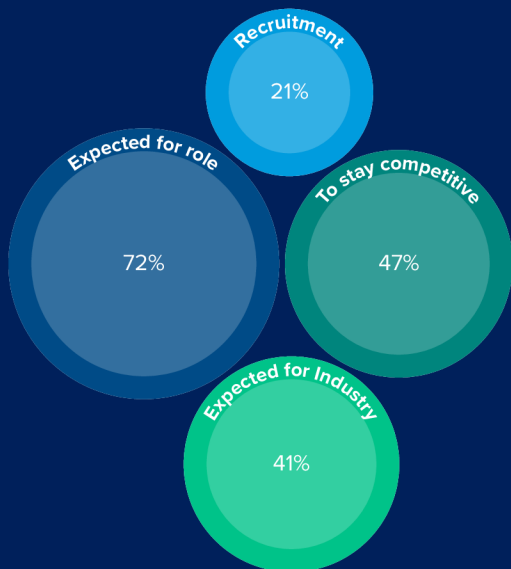
And employee eligibility is varied across benefits ...



n=98

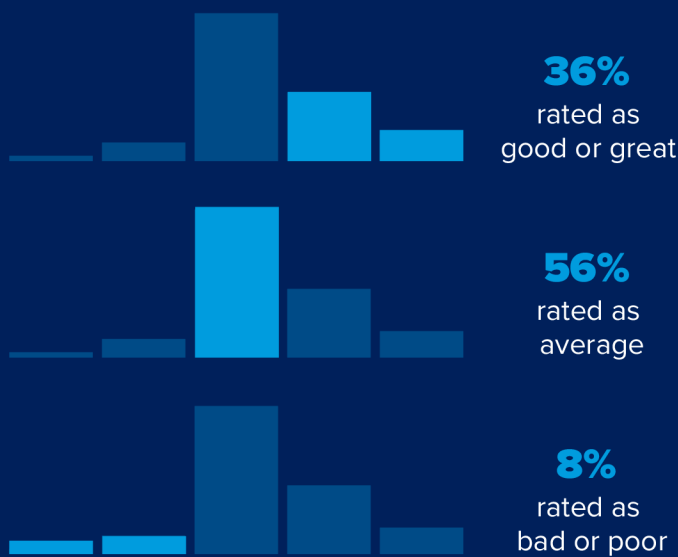
Reasons organizations offer vehicle benefits:

This is the percent of responses to this item that were in this category. Totals will exceed 100%.



n=99

TR professionals rated their firm's vehicle benefits



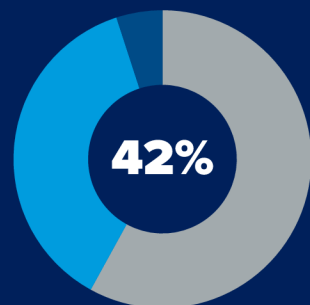
n=90

Nearly **half** of organizations report a positive or extremely positive effect on their workforce.

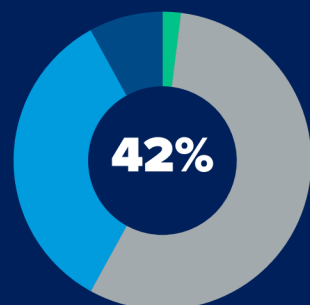
% of participants rating their vehicle-related benefit program on employee engagement, retention and recruitment as positive or extremely positive.



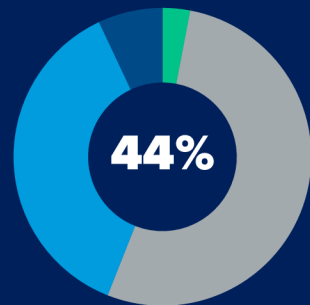
n=99



Employee engagement



Retention



Recruitment

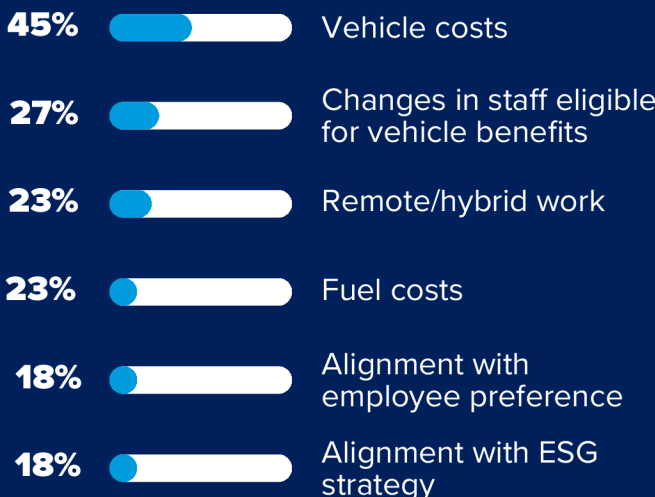
54% of organizations had not changed their vehicle benefits in the last 3 years and were not planning to in the next year.

28% are considering changes in the next year or implemented changes in the last 3 years that will **increase** benefits

17% are considering changes in the next year or implemented changes in the last 3 years that will **decrease** benefits

n=95

Organizations made changes in their vehicle allowance program due to:



Methodology

Mini-studies are open to all visitors to <https://worldatwork.org/worldatwork.org/resources/research>. These studies target a sample size of at least 100 qualified participants (generally Total Rewards and HR professionals). These studies focus on detailed insights on specific topics within the Total Rewards field. Survey fielded from August through September 2024, with a sample size of 125 participants.