

Parking, Transportation and Energy Incentives at Phipps Conservatory

As part of our Internal and External Engagement and Transportation focus areas, The Climate Toolkit proposes incentivization for employees to reduce emissions by electing to use sustainable work transportation and home electricity. Programs like these can have a compelling effect on an entire workforce and help to demonstrate to all employees that an institution values climate-friendly choices.

At Phipps Conservatory, the parking, transportation and energy efficiency incentivization program consists of six different incentives, as detailed below.

Parking Incentive Reimbursement

Staff who **walk, bike, take the bus or carpool** on Monday – Friday, if scheduled between the hours of 9 a.m. and 5 p.m., receive **\$2 for each day** these alternate means of transportation are used. To be considered an eligible carpool, staff must be driving with at least one other person. If carpooling with other Phipps staff, both the driver and passengers are eligible for the incentive. If carpooling with people who work elsewhere, staff are only eligible if they are a passenger in the carpool and do not park their vehicle at Phipps. Each department has a transportation chart for staff to complete each day that they are requesting incentive which is tallied at the end of each month.



Port Authority Bus Passes

Monthly bus passes can be purchased on a pre-tax basis through payroll deductions, allowing employees to save money on their bus fare.



Dedicated Parking Spaces for Fuel Efficient, Compact and Carpool Vehicles

Fuel efficient vehicles are defined as vehicles that have achieved a minimum green score of 40 on the **American Council for an Energy Efficient Economy (ACEEE)** annual vehicle rating guide. Phipps has **five charging spaces available and dedicated for staff who drive electric vehicles**. An additional ten spaces are dedicated for use of fuel-efficient vehicles. Fuel-efficient parking spaces are available on a first come, first served basis and require a special parking tag. We realize this will not cover all the fuel-efficient cars on campus, but it is a beginning!



For cars that are **both fuel efficient and compact** (less than 6' wide and 14' long), limited parking is also available next to the lagoon at Phipps' Center for Sustainable Landscapes. Two carpool spaces are also available, with more to be added as demand increases.



Bicycle Reimbursement and Storage

Phipps pays 50% for the cost of a standard or electric assist bicycle up to \$1,000. The payment is offered as \$1/day for each day (in addition to the \$2.00/day parking incentive mentioned above) the bicycle is used to get to and from Phipps. **Employees can store their bikes within Phipps' Exhibit Staging Center building or outside in numerous locations.**

Fuel Efficient Vehicle Reimbursement

Phipps will assist staff with the purchase of a new or used vehicle that meets a minimum green score of 40 on the ACEEE rating guide and has a minimum EPA average mpg of 40mpg. This must be for a car that you will drive to Phipps and is available once per employee. The program funds 10% of the purchase price up to \$1,000 for full time employees employed for at least one year, and 10% up to \$500 for part time employees employed for at least three years and average 20+ hours per week. The payment will be offered as \$1/day for each day the car is used to get to and from Phipps.

Green Power Incentive

Any staff person who switches to green power as their electricity provider at their home can receive a \$50 incentive per year. For each year that an employee maintains uninterrupted green power at their home they will receive an additional \$50 incentive on their one-year anniversary. Employees that already have green power can participate in the annual incentive program. Documentation of participation with a green power provider, and/or documentation showing an uninterrupted year of green power at the employee's home, is required.

