

CommuteSmart



SF Environment

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A Department of the City and County of San Francisco

FACTSHEET: Commuter Benefits Ordinance Rules & Regulations

The pre-tax commuter benefit limit has recently been increased to \$245/month. To ensure that all San Francisco-based employees have access to this important benefit, the Commuter Benefits Ordinance requires San Francisco businesses with 20 or more employees nationwide to offer one of the following employee benefits:

1. **Pre-tax Transportation Benefits** – A monthly pre-tax deduction, up to \$245/month, to pay for transit or vanpool expenses.
2. **Employer-Paid Transportation Benefits** – A monthly subsidy for transit or vanpool expenses equivalent to the price of the San Francisco Muni Fast Pass (including BART travel), currently \$74/month.
3. **Employer-Provided Transportation** – A company-funded bus or van service between employee homes

The Rules and Regulations provide additional detail about the Ordinance, including information about compliance options, definitions, notification and enforcement.

Key Updates

The Commuter Benefits Ordinance Rules and Regulations have been updated to offer more detailed information about the enforcement of the Ordinance. There have been no changes to the Ordinance, and the citation amounts in the Ordinance remain the same. The updates provide more detail on the established enforcement process, particularly on the following:

- Notification and Enforcement. The procedures and circumstances for the issuance of warnings and citations have a clear timeline. Employers who are in violation of the Ordinance by withholding the required benefit from employees will first receive a warning. If non-compliance persists, up to three citations will be issued. Employers will have 90 days after the warning and each citation to implement a commuter benefits program and become compliant. The number of citations and amount of citations remain the same.
- Investigation. Better guidance for following up on reported violations on anonymous complaint submissions.

For additional information, contact the CommuteSmart team at SF Environment at CommuteSmart@sfgov.org or 415.355.3727