

# Employer Case Study

## Downtown Bellevue



### Commute program continues to build momentum at DCI Engineers

**DCI Engineers, a civil and structural consulting firm with six offices throughout the U.S., has been providing engineering solutions to clients for over 20 years. Evidence of their work can be seen throughout a growing downtown Bellevue at buildings such as Civica Office Commons, The Bravern and TEN20 Tower. Designated as a Pacesetter by Commuter Challenge in 2009, their commute program participation increases each year.**



Skyline Tower provides a wide array of commuter amenities to complement DCI's FlexPass program.

#### Getting Started

DCI Engineers moved to downtown Bellevue to take advantage of an urban location, but they left behind the free parking that came with their suburban office. Focused on retaining and recruiting the best and brightest employees for their team, DCI decided to start an annual FlexPass program in 2004. They agreed to share the cost of the pass with employees, providing a lower-priced alternative to the employee contribution required for a parking space. With the Bellevue Transit Center only one block away, many employees were eager to get on board. DCI also set up a Zipcar for Business account to ensure that employees have access to a vehicle for client meetings outside of the downtown core. The company receives one monthly invoice for all Zipcar trips, saving the time and effort involved with processing individual mileage reimbursements. With employees commuting from across the region and an increased interest in saving money, participation in their program increases each year.

#### Program Elements

- 50% subsidized FlexPass
- 100% subsidized Zipcar use for business purposes
- 3 free parking days per month for FlexPass users, provided by Skyline Tower's property manager
- Partially subsidized parking for solo drivers

#### Return on Investment

- 54% of employees use the FlexPass
- Improved retention & recruiting capabilities
- Increased savings with each employee who chooses a FlexPass over a parking space

#### Commute Program Awards and Designations

**Commuter Challenge Pacesetter 2009**

#### Keys to Success

- **Ongoing engagement**  
Though their program is 100% voluntary and requires minimal administration, DCI actively participates in transportation forums such as the Bellevue Employer Network, which meets quarterly.
- **Parking disincentive**  
DCI employees pay \$13 a month for FlexPass compared to \$85 a month for parking.
- **Comprehensive package**  
FlexPass provides transit and vanpool benefits, plus an emergency ride home. With Zipcars available for midday use, DCI employees feel comfortable leaving their own cars parked at home.