



# County of Los Angeles INTERNAL SERVICES DEPARTMENT

1100 North Eastern Avenue  
Los Angeles, California 90063

**SELWYN HOLLINS**  
Director

*Speed. Reliability. Value.*

Telephone: (323) 267-2101  
FAX: (323) 264-7135

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**To:** Supervisor Linsey P. Horvath, Chair  
Supervisor Hilda L. Solis  
Supervisor Holly J. Mitchell  
Supervisor Janice Hahn  
Supervisor Kathryn Barger

**From:** Selwyn Hollins   
Director

## **REPORT BACK ON CIVIC CENTER PARKING STUDY (ITEM # 4, MARCH 7, 2023)**

### **BACKGROUND**

Downtown Los Angeles' Civic Center is a vital hub for County services and operations. However, parking remains an issue for employees and the public. The current parking policy, adopted over thirty years ago, is antiquated and does not reflect the County's contemporary parking demands, climate, or equity commitments. Additionally, the current parking equipment experiences frequent failures and is costly to maintain.

At the onset of the COVID-19 pandemic, many County employees were authorized (where feasible) to telework. Since then, departments have embraced telework and adopted policies enshrining the practice, resulting in fewer employees being on-site daily. Nevertheless, the demand for parking in the Civic Center remains high.

Despite the high demand, 'prime' employee parking lots near the Hall of Administration (HOA), Stanley Mosk Courthouse (Mosk), The Music Center (TMC), and the Hall of Records (HOR) have high vacancy rates while employees use distant, less desirable, parking lots. This outcome is caused by the County's current system of allocating parking permits. Many employees with parking permits are teleworking more often, while many employees continue parking in distant lots. In short, the County is not efficiently utilizing the 4,000 County-owned parking spaces available to employees and the public in and around the Civic Center.

Now, as departments formalize their telework programs, employee parking demands at the Civic Center are more consistent and predictable. As such, the County should reassess the parking landscape and identify opportunities to more efficiently and equitably use its Civic Center lots, while furthering its sustainability goals.

## **PURPOSE OF THE MOTION**

On March 7, 2023, the Board of Supervisors (BOS) adopted a motion, 'Civic Center Parking Study', directing the Chief Executive Officer (CEO) and the Director of the Internal Services Department (ISD), in collaboration with the Auditor-Controller (A-C), County Counsel (CoCo), and other relevant departments, to review the current Civic Center Parking Plan (Plan) and operations thereof, develop recommendations to modernize the Plan and operations, and report back to the Board in writing within 180 days. This report was to include, but not be limited to, recommendations for improving the parking experience, adjusting fees for both employees and the public, updating parking equipment, and amending the County ordinances or policies, as necessary.

The current Civic Center parking ordinance was adopted in 1990. While the Plan has experienced little to no changes, the County has significantly evolved. In 2020, LA Metro began implementing its NextGen Bus program, which improved and expanded its services throughout Los Angeles, including its service to the Civic Center. The transit agency also opened multiple rail stations nearby, including the Grand Ave Arts/ Bunker Hill Station and Historic Broadway Station serving the A and E Lines (2023) and Civic Center/Grand Park Station Serving the B and D Lines (1993).

Additionally, the County has embraced telework, reducing parking demands by certain employees; thus, maximizing the utilization of employee lots for employee parking will result in additional parking spaces being available to the public and this will generate additional revenue to help offset costs.

In response to the motion, ISD hired a consultant to conduct an analysis of employee and public parking in and around the Civic Center. The analysis directed the consultant to review the following:

1. Identify which ISD-managed parking facilities would benefit from automation and modernization, resulting in a potential increase in revenue, operational efficiencies, and the overall user experience. **Exhibit A** provides a map of the parking lots in the Civic Center.
2. Determine the applicability of current County ordinances and policies and propose recommendations on potential changes and/or modernization of the Plan.
3. Propose employee parking and traffic mitigation incentives for Civic Center lots.
4. Perform a comparison of Special Event parking prices for The Music Center and Walt Disney Concert Hall parking facilities.
5. Through these areas, identify improvements to the parking experience.

## **RECOMMENDATIONS**

The recommendations below are derived from both the Consultant's report and ISD's analysis, which considers the operational intricacies of each parking lot.

### **1. Modernizing Parking Equipment**

#### **Background**

The current parking equipment at the lots has deteriorated, becoming unreliable and creating a negative parking experience. Since Fiscal Year (FY) 2020-21, the equipment failed at least 181 times, resulting in parking disruptions and \$145,397 in repair costs. ISD projects spending another \$110,851 in repair costs in the current FY (Figure 1). The near-constant equipment failure is financially and operationally unsustainable. Patrons frequently experience long wait times as customers struggle with a malfunctioning credit card machine or gate.

For example, in April 2022, the gate arm system and the ticket machines at Auto Park (AP) 10, an employee and public lot, were inoperable for approximately four months. In another example, since December 2022, multiple lanes at AP 14 have not been accepting credit cards; an issue that has yet to be resolved. Finally, AP 16 is experiencing similar issues, in addition to occasionally double charging customers. The County receives customer complaints stemming from these issues, many of them from The Music Center patrons.

*Figure 1*

<b>FY</b>	<b># of Equipment Failures</b>	<b>Amount Spent on Repairs</b>
FY 20-21	AP 10	26
	AP 14	14
	AP 16	10
FY 21-22	AP 10	20
	AP 14	27
	AP 16	33
FY 22-23	AP 10	15
	AP 14	14
	AP 16	22
Total		\$ 145,397
<i>FY 23-24 (Projected Cost)</i>		\$ 110,851

In July 2022, ISD released a Request for Information (RFI) for firms that provide Parking Access and Revenue Control Systems (PARCS), to replace its current obsolete parking equipment as well as assess the fiscal and operational feasibility of automating additional lots. PARCS are real-time computerized parking systems that allow parking owners and

operators to control access and collect customer parking revenue. However, due to budget restraints, the County has been unable to make the necessary investments.

### Recommendations

In response to this Motion, the Consultant was asked to provide recommendations for upgrading parking equipment to improve efficiency, generate more revenue, and provide an enhanced user-friendly experience. These improvements will attract and promote customer loyalty through the introduction of more convenient payment methods.

There are a variety of commercially available PARCS systems. Some of the features of modern PARCS include:

- The ability to review parking trends and utilization to help determine future rate structures as well as navigate traffic to under-utilized lots,
- Create advance booking (i.e., reservations),
- Apply dynamic pricing (including time limits and grace periods),
- Make use of customizable dashboards for real-time data analytics,
- Accept various payment options (cash, credit card, Google/Apple Pay, etc.),
- Faster transaction processing times leading to reduced customer wait times,
- Provide tighter revenue controls; and,
- Employ enhanced security features such as license plate recognition and surveillance cameras to maintain a record of activities in parking lots and maintain remote command centers for round-the-clock customer support.

The Consultant estimates a one-time cost of \$2.66 million to replace the outdated equipment at automated lots (AP 10, 14, 16, and 58) and install automation equipment at the remaining Civic Center lots (AP 12, 18, 26, 29, and 45). The ISD Program and Project Management Team anticipate a Rough Order Magnitude (ROM) of \$568,000 of additional capital improvement costs to support the equipment upgrades and installations at AP 10, 14, and 16, totaling a one-time estimated cost of \$3.23 million for all of the lots referenced above, inclusive of the capital improvement costs for AP 10, 14, and 16 (capital costs for lots without existing automation will require engineering for power and data to establish a ROM). The ongoing maintenance fees to support the new and replacement equipment for all the lots are estimated at \$8,200 per month.

Automating parking lots with PARCS can offer several benefits to the County, such as improved efficiencies that may lead to faster and smoother parking experiences; an increase in accurate and efficient collection of parking fees that can potentially increase revenue by making it easier for people to pay for parking; reduced labor costs; and data collection and analytics that can provide valuable insights about parking patterns, peak usage times, and payment trends to help make more informed decisions regarding the optimal utilization of parking spaces for both employees and the general public.

**Exhibit B** outlines a list of properties that are suggested for the incorporation of new or upgraded PARCS systems. It is advisable to prioritize the most critical lots (AP 10, 14, and 16) should a phased, more cost-effective approach be desired.

## **2. Making Necessary Changes to the County Ordinances and/or Other Policies**

### Background

The Plan was established in 1990 by the former Chief Administration Office, which is now the Chief Executive Office (CEO), to encourage the implementation of alternate work schedules, telecommuting programs (e.g., ridesharing, public transportation, etc.), and a transportation allowance to offset the financial impact of the monthly fee (Parking Fees) charged to an employee for parking in a county parking lot.

The current Plan allows all employees who meet the following eligibility requirements to receive a parking permit and a Traffic Mitigation Allowance, a monetary contribution the County makes to each eligible employee (employees who are assigned a parking permit must use their Traffic Mitigation Allowance toward payment of their required parking permit fee):

- Pursuant to Chapter 6.28.020 of the County Code, full-time, permanent employees in active service who are an A (monthly permanent employee), L (a county officer under common law rule), or N (monthly permanent grant-funded to be terminated upon expiration of grant) item,
- Headquartered in the Civic Center, and,
- If a telecommuter, works in the Civic Center at least 3 days per week.

### Traffic Mitigation Allowance

As incorporated in the Plan, eligible employees may receive a Traffic Mitigation Allowance (Allowance) of \$70 per month. The monthly fee for parking in the Civic Center is \$120. After the Allowance, employee pay \$50 a month for parking. All employees receive the same Allowance amount, regardless of the employee's mode of transportation or the desirability of the lot.

Additionally, the County spends more on Allowance subsidies than it collects on Parking Fees. According to the FY 22-23 Civic Center Parking Fund Report, the total Allowance granted to employees amounted to \$6,100,290. In contrast, the County collected \$4,952,210 through payroll deductions from Plan participants. This report does not delve into the causes of the difference.

### Considerations Due to Teleworking

Since the establishment of the Plan, employee parking has primarily been allocated to departments based on the number of requested spots and the capacity of the lots at the time of the request. The allocation of parking permits to departments has not been updated since the pandemic and does not consider the increased levels of telework by

some departments. This has resulted in many parking permits continuing to be assigned to employees that primarily telework, and fewer parking spaces being used.

ISD conducted an analysis of the average number of teleworking days for the 8,973 Civic Center-assigned employees. As illustrated in Figure 2 below, employees with Civic Center parking permits telework an average of 7 to 11 days per month. However, under the Allowance criteria, an employee must work onsite 12 days per month to be eligible, which would only allow 8 days per month of teleworking. Therefore, there is a potential that some employees who received the Allowance before the pandemic may no longer meet the 3-day onsite criteria for eligibility to receive the Allowance.

Figure 2

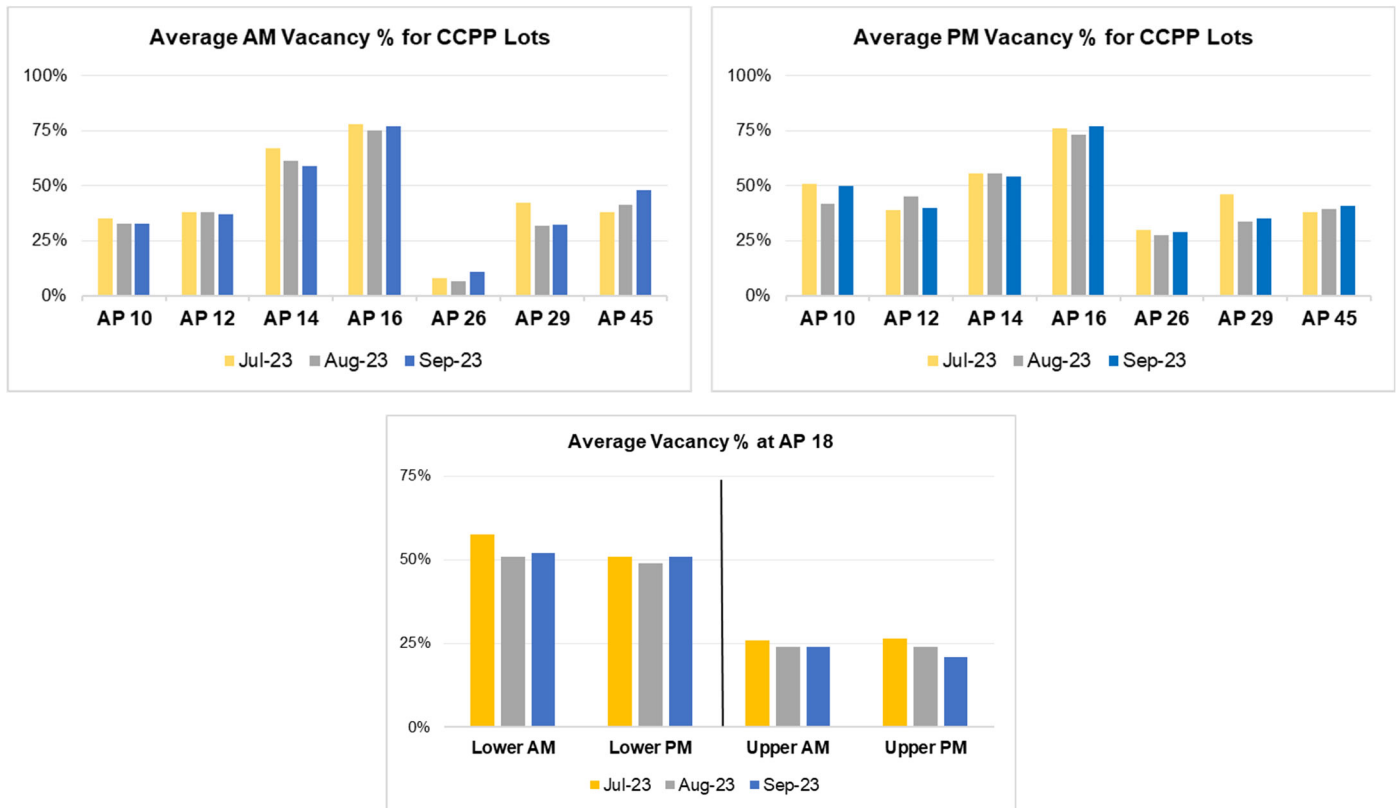
January 2023 - September 2023	
Location	*Avg # of days TW/mo
Foltz	8
Hall of Administration (HOA)	10
Hall of Justice (HOJ)	**7
Hall of Records (HOR)	11
Stanley Mosk	7
<b>Total Average # of Days TW</b>	<b>8.6</b>
<i>* Data based on employee's use of TQ codes on timesheets; does not represent any employees who were on-site daily.</i>	
<i>** Data from February 2023 - September 2023.</i>	

### Vacancy Rates of Civic Center Lots

As an extension of the teleworking analysis, ISD conducted a review of the average parking vacancy rates during the period from July 2023 to September 2023 (Figure 3). As of September 2023, 4,844 parking permits were issued to employees for a total of 4,000 parking spaces. "Over allocating" is an industry-standard practice since not everyone parks at the same time in the same place. Therefore, it is important to examine the actual utilization rate at Civic Center lots.

As shown in Figure 3 below, Civic Center lots have a high average vacancy rate. In AP 18 at the HOA, for example, the upper level is averaging just under 25% vacant spaces, and the lower level is averaging 50%. Other Civic Center lots, like AP 16, experience an average vacancy rate as high as 75%. The high average vacancy rates show an excess of consistently unused and non-revenue-generating parking spaces.

Figure 3



**Recommendations**

The above analysis shows that the County’s adoption of telework has significantly weakened employee demand for Civic Center parking. Therefore, it is recommended that the CEO Real Estate Division (CEO-RED), ISD, and other relevant departments collect telework plans from departments allocated Civic Center parking permits and develop an updated parking plan that better accounts for the County’s new employee parking needs. This may include updating the eligibility requirements for the Allowance. It is important to note that the Allowance is considered an employee benefit and, thus, any potential change thereto is subject to the appropriate labor relations procedures. Upon completion of the new Plan, it will be presented to the BOS for consideration.

Based on the additional capacity, it is recommended that ISD and CEO-RED examine the feasibility of assigning parking to employees who are headquartered in the Civic Center but may be parking in outlying or non-county lots. This will open the potential for increased public access to outer Civic Center parking lots at County-established rates as well as provide the BOS an opportunity to consider alternative uses of County lots.

The lots included in the Plan should also be updated. Lots that are no longer operational, including AP 13, 15, 17, 20, 20A, and 21, should be removed and new lots, like the following, should be included:

- LA Plaza (AP 99), which replaced the former AP 15 and AP 21)
- Walt Disney Concert Hall parking garage (AP 16)

It is also recommended to delegate authority to ISD to make procedural and operational decisions regarding the parking plan, including the approval or withdrawal of guest parking privileges, space designations, and striping, and the distribution of shared expenses among relevant county departments for 'Designated' spaces.

### **3. Traffic Mitigation Incentives and Employee Parking Fees:**

ISD compared the County's current Parking Fees and incentives to those offered by other similarly situated jurisdictions and summarized the results in **Exhibit C**.

#### Incentives & Programs

The County's Plan provides employees with a variety of incentives to use alternative modes of transportation, including walking, biking, carpooling, and utilizing transit. For example, if an employee does not accept a Civic Center parking permit, then the amount of their Allowance is paid directly to the employee. The County also helps organize carpools and vanpools. In addition to reducing employee parking demand, these programs reduce the number of Vehicle Miles Traveled (VMT) produced by employees.

VMT reductions reduce traffic, climate-altering greenhouse gas emissions, and air pollution, which contribute to respiratory and cardiovascular disease. Reducing VMT is also a critical strategy for achieving the County's climate goals, as outlined in the Board adopted OurCounty sustainability plan. Additionally, since the Plan's adoption in 1990, the region has made critical investments in transit. For example, LA Metro has improved bus service to the Civic Center and opened multiple rail stations nearby, including the Grand Ave Arts/ Bunker Hill Station and Historic Broadway Station serving the A and E Lines (2023) and Civic Center/ Grand Park Station Serving the B and D Lines (1993).

In comparison to The City of Los Angeles, the California Department of General Services, and the LA Metro parking programs, which result in net employee parking fees of around \$50 - \$85 a month (or the standard market rate), the County charges a net cost of \$50 a month for parking in its most desirable lots. Further, the incentive programs offered by other localities, such as the Cities of Glendale and Long Beach, offer less monetary incentives compared to those offered by the County.

In designing an updated Plan, it is important for the County to further incentivize forms of transportation that align with the County's sustainability plan. Based on this, it is recommended that ISD, CEO-RED, and other relevant departments review all transportation incentive programs relative to Civic Center parking and propose updates. This may include cycling and other infrastructure, increased financial incentives for alternative modes of transportation, the Commuter Benefit Program (CBP), rideshare, and others. Currently, these programs are dispersed across multiple departments,

making it challenging for employees to easily access and comprehend all the available choices in one place. A single-department responsibility or multi-department program approach can enhance employee understanding of the various options as a “one-stop-shop.”

To best design an updated Plan, it is recommended that ISD consider conducting a survey and establishing a countywide monitoring protocol to capture data about employees who utilize public transportation, carpool, bike, walk, or take any other alternative means to develop a better understanding of employee transportation behavior.

### Fees

As indicated above, the Plan does not adequately address the new pattern of parking needs established by the County’s embrace of telework. Under the current policy, an employee must work at the Civic Center three or more days per week to be eligible for a parking permit. An updated Plan should better address the needs of employees who primarily telework and address their eligibility status for the Allowance. Therefore, it is advisable for the County to consider other fee structures, such as a daily rate, that provide improved flexibility for teleworking employees.

Moreover, the County has embraced policies that underscore its dedication to equity and environmental sustainability. This includes the initiation of the Anti-Racism, Diversity, and Inclusion Initiative (ARDI) and the establishment of the Chief Sustainability Office. However, in the current Plan, the County’s Allowance and Parking Fees are the same for all employees, regardless of their earnings. This flat cost structure is regressive and inequitably incentivizes alternative forms of transportation. Additionally, the fee amount has not been meaningfully updated since its adoption over thirty years ago. However, in the meantime, inflation has increased the County’s cost of maintaining and serving the parking structure. An updated Plan should reassess Parking Fees, so they better match the County’s increased maintenance costs. Additionally, the County should consider a progressive fee structure that charges high earners more, bringing the fees more in line with market rates near the Civic Center. An equity analysis is recommended to be conducted to ensure an equitable approach to the Parking Fees and/or incentives.

### Requirement to Coordinate Through Labor Relations

The current Fringe Benefits Memoranda of Understanding and other labor agreements require the County to meet and confer with the impacted Unions on any proposed changes to policy or procedure that may result in changes in Parking Fees, the County subsidies, and the potential implementation of daily rates and access to parking in the Civic Center. In addition, reinstating the “3-day in-office” rule and/or modifying the number of days of eligibility to receive Civic Center subsidy requires the conclusion of discussions with the County labor partners before implementation.

#### **4. Adjustments to public fees:**

##### Background

The Consultant conducted surveys of five parking lots located within a 0.25-mile radius of the Parking Facilities mentioned in **Exhibit B**. The Consultant's findings showed that non-county lots in the Civic Center area charged an average of \$3.76 for every 15 minutes, \$16.44 for one hour, \$23.05 daily max, and \$12.90 on weekends.

As a result, the County is potentially undercharging by approximately 32% on weekdays and approximately 34% on weekends.

##### Recommendations

Based on these findings, it is advisable for the County to evaluate the public fees, examining them in terms of both equity and alignment with climate goals.

Additionally, in December 2022, the County executed an Operating Agreement with the Performing Arts Center of Los Angeles County (PACLAC) for terms and conditions regarding the Parking Fee structure and operations for The Music Center (AP 14) and Walt Disney Concert Hall (AP 16) parking facilities. The term of this Contract is five years with two one-year renewal options, for a maximum Contract term of seven years. Therefore, if any of the proposed changes impact the fee structure for employees or guests, then the County and PACLAC may need to meet and consult to renegotiate changes to the Operating Agreement, if needed.

##### **CONCLUSION**

The pandemic required the County to change how it does business. However, the assignment and management of employee and public parking has remained the same at the Civic Center. Modernization of existing parking equipment, the addition of equipment/technology where it currently does not exist, and incentivizing employees to utilize alternative means of transportation, will inevitably result in a financial cost. Since the start of the COVID-19 pandemic, temporary increases in parking allocations have been approved for multiple departments. However, these efforts have been insufficient to address the underlying issue of maximizing parking lot utilization while also providing a safe and secure parking experience for employees and the public.

Throughout the calendar year 2022, ISD met with the CEO Benefits & Employee Relations Division and the A-C to discuss enforcement of the current Plan. However, due to ongoing Union negotiations, it was determined that any change to the Plan would impact and complicate those negotiations. Additionally, in 2022, ISD proposed a Daily Rate Pilot Program at AP 18, which was targeted at employees who primarily telework

and would tend to assess Civic Center parking more holistically; however, this Motion was passed by your Board in lieu of the pilot program.

These suggested recommendations should be carefully considered to bring about a significant transformation in the Civic Center's parking system. Doing so will not only aid ISD, the CEO, and other pertinent departments in making more informed choices about parking, but also provide a safer, more dependable, and overall enhanced parking environment for both employees and the public. Furthermore, these recommendations align with the County's sustainability and equity objectives.

If you have any questions, please contact me at (323) 267-2101, via email: [shollins@isd.lacounty.gov](mailto:shollins@isd.lacounty.gov), or your staff may contact Michael Eugene at (323) 267-2107, via email: [meugene@isd.lacounty.gov](mailto:meugene@isd.lacounty.gov).

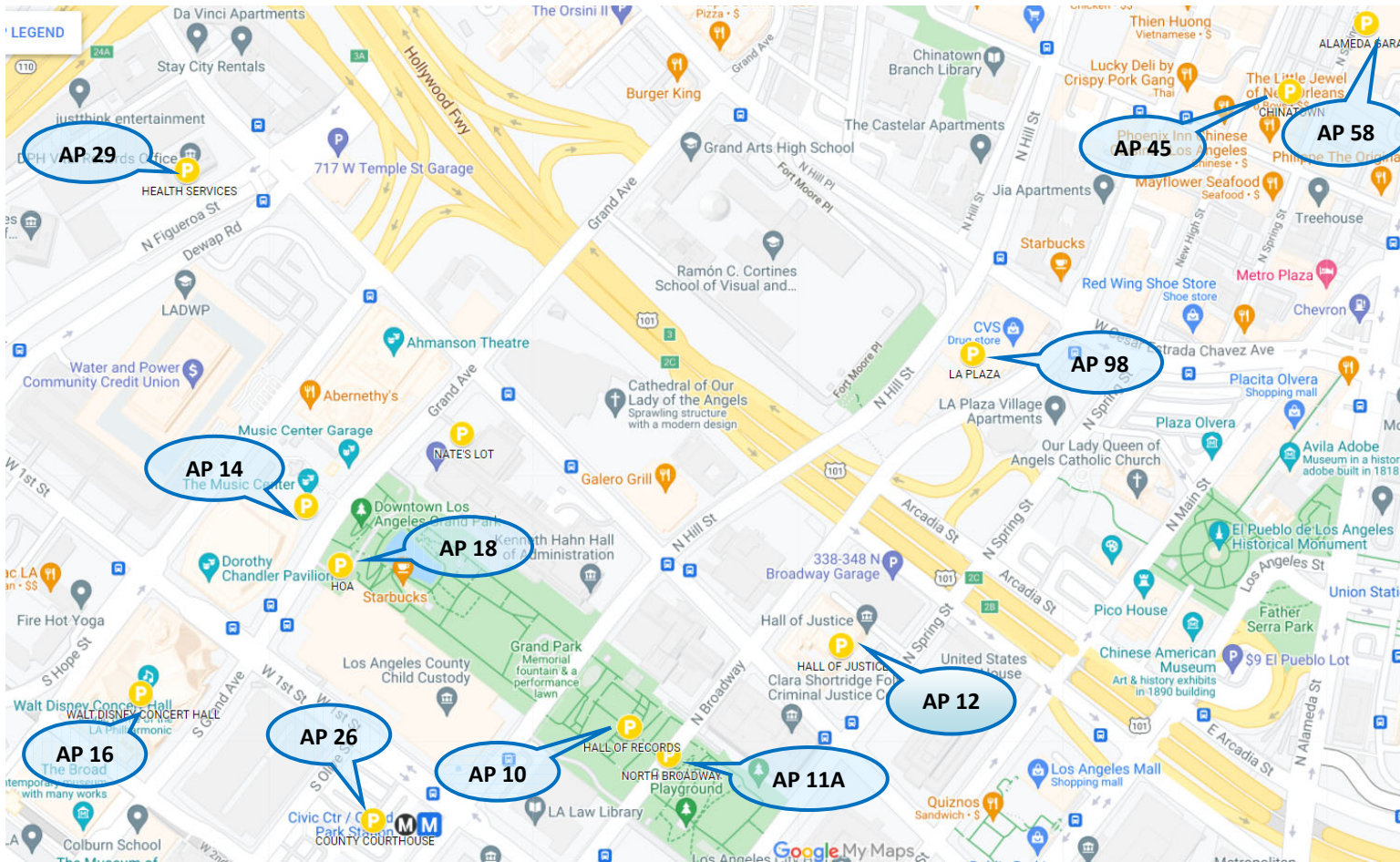
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#### Attachments

c: Executive Office, Board of Supervisors  
Chief Executive Office  
County Counsel  
Auditor-Controller

# EXHIBIT A

## CIVIC CENTER AREA MANAGED PARKING FACILITIES



**AP 10: HALL OF RECORDS**  
 145 N. Broadway, Los Angeles  
 Entrance: Broadway or Hill St.

**AP 11A: NORTH BROADWAY**  
 220 N. Broadway, Los Angeles  
 Entrance: Broadway (6 public ADA spaces)

**AP 12: HALL OF JUSTICE**  
 211 W. Temple St. Los Angeles  
 Entrance: Spring or Broadway

**AP 14: MUSIC CENTER**  
 135 N. Grand Ave., Los Angeles  
 Entrance: Grand Ave.

**AP 16: WALT DISNEY CONCERT HALL**  
 111 S. Grand Ave., Los Angeles  
 Entrance: Lower Grand Ave. or 2<sup>nd</sup> St.

**AP 18: HOA/MALL GARAGE**  
 140 N. Grand Ave., Los Angeles  
 Entrances: Grand Ave. or Hill St.

**AP 26: COUNTY COURTHOUSE**  
 120 S. Olive St., Los Angeles  
 Entrances: Olive St. or 1<sup>st</sup> St.

**AP 29: HEALTH SERVICES**  
 313 N. Figueroa, Los Angeles  
 Entrance: Freemont Ave. or Figueroa St.

**AP 45: CHINATOWN**  
 725 N. Spring St., Los Angeles  
 Entrance: Spring St.

**AP 58: ALAMEDA GARAGE**  
 (Temporarily closed, since Aug 2020)  
 721 N. Spring St., Los Angeles  
 Entrance: Spring St.

**AP 98: LA PLAZA**  
 (Operations not managed by ISD)  
 555 N. Broadway, Los Angeles  
 Entrance: Broadway

**Exhibit B**

*Lot #	Spaces	Court Spaces (per JOA)	**Monthly Mgmt Fee or Rev Share %	Rev Source	***Equipment Recommendations	Anticipated Components	Anticipated Costs (includes tax)
10 (HOR)	639	118	\$16,649.12	County, Public	Update PARCS	2 entries, 2 exits, 2 POF machine.	One-time cost: \$ 175,137.17 Monthly cost: \$ 909.50
14 (TMC)	1432	16	35%	County, Public	Update PARCS	4 entries, 4 exits, 6 reversible entries, 6 reversible exits, 3 POF machines.	One-time cost: \$ 856,488.05 Monthly cost: \$ 909.50
16 (WDCH)	2198	750 (jurors)	112454.23	Public	Update PARCS	8 reversible entries, 8 reversible exits, 2 POF machines.	One-time cost: \$ 665,591.30 Monthly cost: \$ 909.50
18 (HOA)	1203	159 (L); 153 (U)	\$6,531.70	County	Add PARCS	2 entries, 2 exits, 1 POF machine.	One-time cost: \$ 175,137.17 Monthly cost: \$ 909.50
26 (Olive & 1st)	229	N/A	35%	Public + \$10 discounted County/Court rate	Add PARCS	2 entries, 2 exits, 1 POF machine.	One-time cost: \$ 175,137.17 Monthly cost: \$ 909.50
29 (DHS/DPH)	755	4	\$14,763.90	County, Public	Add PARCS	2 entries, 2 exits, 1 POF machine.	One-time cost: \$ 175,137.17 Monthly cost: \$ 909.50
12 (HOJ)	979	N/A	\$20,107.76	County (DA & LASD)	Add PARCS	2 entries, 2 exits, 1 POF machine.	One-time cost: \$ 175,137.17 Monthly cost: \$ 909.50
45 (Chinatown)	212	18	\$16,117.17	County, Public	Add PARCS	1 entry, 1 exit, 1 POF machine.	One-time cost: \$ 131,324.60 Monthly cost: \$ 909.50
58 (Chinatown)	308	N/A	42% Rev Share for Special Events (pre-Aug 2020, Mgmt Fee \$17,487.03)	County, Public (after business hours, special events)	Add PARCS (when reopened)	1 entry, 1 exit, 1 POF machine.	One-time cost: \$ 131,324.60 Monthly cost: \$ 909.50

\* Civic Center Parking Plan lots highlighted in blue.

\*\* Current Contract Management Fees/Revenue-Share %.

\*\*\* Sample one-time cost of PARCS equipment at AP 10 (includes removal of existing equipment and installation of new equipment during standard business hours; it does not include any additional upgrades and/or civil work that may be required).

**Also:** AP 11 is excluded from this list due to the limited number of spaces and potential alternative solutions that may be more cost-effective and do not necessitate the addition of PARCS. AP 98 is excluded from this as it falls outside the County's management.

**Total (One-Time Cost): \$ 2,660,414.40**  
**Monthly Cost (for all lots): \$ 8,185.50**

**Capital Costs for AP 10, 14, 16 (combined): \$ 568,000.00**

**Grand Total Cost (One-Time Cost for All Lots + Capital Costs for AP 10, 14, 16): \$ 3,228,414.40**

**Exhibit C**  
**Subsidy and Parking Fee Comparison Chart**

Employee Parking Program	Summary
<p><b><u>County of Los Angeles:</u></b></p> <ul style="list-style-type: none"> <li>- Civic Center Parking Plan (Plan): applicable only to employees who are headquartered in the Civic Center. <ul style="list-style-type: none"> <li>• \$70 Traffic Mitigation Allowance for employees to meet the definition of an Eligible Employee.</li> <li>• Up to \$120/month Parking Fees at specific lots that are part of the Civic Center Parking Plan.</li> </ul> </li> <li>- <b>Guaranteed Ride Home Program:</b> <ul style="list-style-type: none"> <li>• Open to all County employees who carpool, vanpool, or take public transit but need transportation services on an <u>emergency basis or for unplanned overtime.</u></li> </ul> </li> <li>- <b>Commuter Benefit Plan (CBP):</b> Voluntary benefit (IRS program; not a subsidy) that allows employees to use pre-tax dollars to pay for work-related commuting expenses (e.g., bus/rail/Metro passes/vouchers, TAP cards, vanpool fees, and parking). The CBP also offers automatic payment and delivery features for these purchases. <ul style="list-style-type: none"> <li>• Employees can contribute up to \$300/month in pre-tax payroll deductions to purchase transit products and up to another \$300/month to pay for parking expenses (totaling \$600/mo for eligible expenses). Main benefit is that you get to purchase transportation expenses pre-tax, reducing taxed amount.</li> <li>• Cannot be combined with CCPP.</li> <li>• Housed under DHR.</li> </ul> </li> <li>- <b>Rideshare:</b> <ul style="list-style-type: none"> <li>• Vanpool Subsidy Program: Receive \$500 from the Metro (agreement between the employee and Metro).</li> <li>• If qualified, County provides the Provider with subsidies in the amount of \$250 for gas, \$450 for hybrid, or \$650 for electric to drive down the cost of the vehicle from the Provider (Green Commuter or Enterprise). Subsidy funded by AQMD (~\$1.35M/year to cover subsidies, salaries, rideshare programs).</li> </ul> </li> </ul>	<p><b>Parking Fees:</b> Up to \$120/month for lots that are in the Plan.</p> <p><b>Incentives:</b></p> <ul style="list-style-type: none"> <li>• \$70 allowance either for the Plan or for CBP.</li> <li>• Up to \$600/month in pre-tax payroll deductions to purchase transit products and pay for parking expenses under CBP.</li> <li>• \$500 Vanpool Subsidy Program, plus up to \$650 County-provided subsidy (amount varies for gas, hybrid, and fully electric vehicles).</li> </ul> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Pre-tax benefits, thus reducing taxable income.</li> <li>- <b>Cons:</b> Limitation to one transportation or parking benefit; rideshare cost can be relatively high if enough employees don't participate in vanpool.</li> <li>- <b>Methodology:</b> Encourage employees to carpool and use public transportation by promoting both CBP and Rideshare programs to reduce individual parking costs. Ensure clear communication about the one-benefit limitation.</li> </ul>

**Exhibit C**  
**Subsidy and Parking Fee Comparison Chart**

<ul style="list-style-type: none"> <li>• I.e., if van costs \$1200, Metro provides \$500 + County subsidy of up to \$650; the rest comes from employees splitting the remaining cost, helping lower the monthly cost of driving to work).</li> <li>- <b>Shuttles:</b> <ul style="list-style-type: none"> <li>• County may have been required to provide shuttles (provided by CEOs office); not part of Rideshare program (shuttle service at Eastern is offered by DPW; individual County depts can purchase shuttle services and pay for it themselves).</li> </ul> </li> </ul>	
<p><b><u>City of Los Angeles:</u></b></p> <p>Offers two employee incentive programs:</p> <ul style="list-style-type: none"> <li>- Transit Spending Account (TSA): Employees can set aside up to \$300/mo on a pre-tax basis to pay for transit expenses; City provides a Transit Match of up to \$100/mo (amount based on valid proof of purchase for public transit).</li> <li>- Transit Subsidy Reimbursement (TSR): Provides up to \$100 reimbursement per month to eligible employees who use public transportation to commute to work.</li> </ul> <p>Parking Fees in Downtown <b>LA</b> (per <a href="#">LA City Parking MOU</a>, which is currently under negotiations):</p> <ul style="list-style-type: none"> <li>- Individual: <ul style="list-style-type: none"> <li>• Lots immediately adjacent to City offices or covered lots: \$46</li> <li>• Piper technical center: \$46</li> <li>• Remote surface lot (uncovered): \$34.50</li> </ul> </li> <li>- Carpool (2-6 people): \$34.50</li> <li>- Motorcycle: \$11.50</li> <li>- Night: \$11.50</li> <li>- Weekend (Saturday/Sunday only): \$11.50</li> <li>- Rotating shift (24-Hour): \$28.75</li> </ul> <p>Incentive limitations: City employees are allowed only one transportation or parking benefit at a time from the City: a) individual parking permit; b) carpool permit; c) vanpool participation; d) home garaging permit; e) public transportation subsidy; or, f) bicyclist/walker subsidy.</p>	<p><b>Parking Fees:</b> Up to \$46/month.</p> <p><b>Incentives:</b> TSA, TSR, various parking options.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Pre-tax transit spending, up to \$100 Transit Match, up to \$100 TSR.</li> <li>- <b>Cons:</b> Limitation to one transportation or parking benefit; parking costs can be relatively high.</li> <li>- <b>Methodology:</b> Encourage employees to carpool and use public transportation by promoting both TSA and TSR programs to reduce individual parking costs. Ensure clear communication about the one-benefit limitation.</li> </ul>

**Exhibit C**  
**Subsidy and Parking Fee Comparison Chart**

<p><b>City of Santa Monica:</b></p> <ul style="list-style-type: none"> <li>- Employees do not pay for parking.</li> <li>- Free tap cards provided to ride the train or bus (funded by the State's Prop A Local Refund and their General Fund for any excess that is not covered under the Prop A Local Refund.</li> <li>- Up to \$100 per month for parking cash out for employees that do not utilize a parking space or opt to use alternatives to driving alone (e.g., carpool).</li> </ul>	<p><b>Parking Fees:</b> None.</p> <p><b>Incentives:</b> Free parking, free tap cards, up to \$100 parking cash out.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> No Parking Fees, free public transportation.</li> <li>- <b>Cons:</b> Unknown.</li> <li>- <b>Methodology:</b> Promote carpooling and public transportation use and highlight the parking cash-out benefit.</li> </ul>
<p><b>City of Long Beach:</b></p> <ul style="list-style-type: none"> <li>- Full-time employees do not pay for parking.</li> <li>- Free bus passes are provided to ride the Long Beach transit.</li> <li>- Commute Incentive Program gives \$15 per check, up to \$30 per month to employees that walk, bike, carpool, or take a bus (other than the LB transit).</li> </ul>	<p><b>Parking Fees:</b> None.</p> <p><b>Incentives:</b> Free bus passes, Commute Incentive Program.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Free parking for employees.</li> <li>- <b>Cons:</b> Unknown.</li> <li>- <b>Methodology:</b> Promote the use of public transportation and carpooling and emphasize the commute incentive program.</li> </ul>
<p><b>City and County of San Francisco:</b></p> <ul style="list-style-type: none"> <li>- Pre-Tax Commuter Benefit Program.</li> <li>- \$25 off annual member with Bay Wheels (unlimited access to thousands of bikes, &amp; the 1<sup>st</sup> 45 minutes of every ride are free).</li> <li>- Free Clipper Card to access all public transportation systems in the Bay area.</li> <li>- Emergency Ride Home Program: Get paid up to \$150 four times per year for taxi rides (excludes Uber &amp; Lyft Rides) when there is a personal or family emergency.</li> <li>- City Cycle: free shared bike fleet available at City departments.</li> <li>- Telecommuting for eligible employees.</li> <li>- Permits cost \$4,160/month (prorated) to park at a meter, free of charge, when conducting official city or county business only (city-owned and/or personal vehicles).</li> <li>- Van Pool permits \$170/year for vanpool vehicles that carry 7-15 people. Permit allows you to park at a meter free of charge.</li> </ul>	<p><b>Parking Fees:</b> None.</p> <p><b>Incentives:</b> Pre-tax commuter benefit, discounts, free Clipper Card, Emergency Ride Home, City Cycle, telecommuting, parking permits.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> A wide range of incentives and benefits.</li> <li>- <b>Cons:</b> Parking permits can be expensive.</li> <li>- <b>Methodology:</b> Promote the array of incentives available and provide information on cost-effective options.</li> </ul>

**Exhibit C**  
**Subsidy and Parking Fee Comparison Chart**

<ul style="list-style-type: none"> <li>- San Francisco airport employees park free when working.</li> </ul>	
<p><b>San Diego County:</b></p> <ul style="list-style-type: none"> <li>- Transportation Reimbursements for bus passes, percentage varies (County pays a portion of this cost).</li> <li>- Ride share (\$25). \$10 per month for meter parking</li> <li>- Employees do not pay for parking in county-owned buildings.</li> <li>- Employees in the downtown area may need to pay for parking and receive an allowance; however, parking fee/allowance unknown.</li> </ul>	<p><b>Parking Fees:</b> None for county-owned buildings.</p> <p><b>Incentives:</b> Transportation reimbursements, ride-share benefits.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Free parking in some locations; some incentive.</li> <li>- <b>Cons:</b> Pay for parking in other locations.</li> <li>- <b>Methodology:</b> Promote transportation reimbursements and ridesharing for employees in the downtown area who may have parking costs.</li> </ul>
<p><b>San Bernardino County:</b></p> <ul style="list-style-type: none"> <li>- Employees (PT/FT/Contract/Temp) do not need to pay for parking in all County buildings.</li> <li>- Rideshare (carpool/vanpool/walk/bicycle/train/bus) participants who do a minimum of 4 rounds of work-related trips per month can log into the county SBTrip rideshare program system and to be entered for raffle drawings.</li> <li>- 50% off discounted bus pass provided to employees who log their trips into the system.</li> <li>- Not many train participants; metro link package not currently subsidized.</li> <li>- Guaranteed drive home program: rideshare participants who need to go home as an emergency: give a ride from another employee, or take a Lyft, Uber, Taxi, rental car, no cap on reimbursement amount and times, reimbursed with receipt and application form.</li> <li>- SB County also partners with IE Commuter, which allows guaranteed drive home up to twice a year, and runs a separate rideshare tracking and incentive program, employee can log in to both SBTrip and IE Commuter systems at the same time to maximize their rewards.</li> </ul>	<p><b>Parking Fees:</b> None.</p> <p><b>Incentives:</b> Raffle drawings; discounted bus passes; guaranteed drive-home program</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Unique benefits.</li> <li>- <b>Cons:</b> Unknown.</li> <li>- <b>Methodology:</b> Promote ridesharing, provide information about the guaranteed-to-drive-home program, and explore the possibility of subsidizing train passes.</li> </ul>
<p><b>Ventura County:</b></p>	<p><b>Parking Fees:</b> None</p>

**Exhibit C**  
**Subsidy and Parking Fee Comparison Chart**

<ul style="list-style-type: none"> <li>- In general, employees don't pay for parking and can park in non-restricted areas; parking permit (free) needed for restricted parking areas.</li> <li>- Carpool: primary person has (free) carpool parking permit for the carpool parking area.</li> <li>- Ventura County Transportation Commission (VCTC): provides guaranteed ride home program for employees in Ventura region (public, private, non-profit sectors). <ul style="list-style-type: none"> <li>• Each rideshare participant can be reimbursed up to \$50, 6x/year if the carpool driver is unable to drive that day.</li> <li>• Receipt and report form required for the reimbursement.</li> <li>• VCTC also holds rideshare promotion/gift card raffle the first week of October, and bicycling month promotion/raffle in May.</li> </ul> </li> </ul>	<p><b>Incentives:</b> Guaranteed-ride-home program; unique incentives for rideshare and bicycling.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Unique benefits.</li> <li>- <b>Cons:</b> Limited reimbursement amount for carpool driver absence, including the need to track data.</li> <li>- <b>Methodology:</b> Promote carpooling, the guaranteed ride home program, and rideshare promotions.</li> </ul>
<p><b>Orange County:</b></p> <ul style="list-style-type: none"> <li>- Employees (FT, PT, Contracted, Temp) do not pay for parking.</li> <li>- Carpool employees have reserved/priority parking privileges.</li> <li>- EV charging station, 25 cent/Kwh, monitored by Charge Point company, 20 min fast charging or 2-4 hours regular charging. Utilize EV charging App.</li> </ul>	<p><b>Parking Fees:</b> None</p> <p><b>Incentives:</b> None noted.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Carpool priority, EV charging stations.</li> <li>- <b>Cons:</b> Unknown.</li> <li>- <b>Methodology:</b> Highlight free parking, carpool priority, and the availability of EV charging stations.</li> </ul>
<p><b>City of Glendale:</b></p> <ul style="list-style-type: none"> <li>- Rideshare employees receive a credit of \$30/mo via paycheck; or</li> <li>- Employees receive 60% off discounted metro link rate subsidized by the city; or</li> <li>- Employees bicycling to work 10 times or more a month receive \$30 monthly (log in and update in the system); or</li> <li>- Vanpool employees, receive 60% off discount subsidized by the City.</li> <li>- City employees (FT, PT, contract, temp) do not pay for parking.</li> </ul>	<p><b>Parking Fees:</b> None</p> <p><b>Incentives:</b> Rideshare credits, discounted metro link rate, cycling incentives.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> No parking costs.</li> <li>- <b>Cons:</b> Unknown.</li> <li>- <b>Methodology:</b> Promote various incentives and encourage ridesharing and cycling.</li> </ul>
<p><b>DGS:</b></p> <ul style="list-style-type: none"> <li>- State has stopped the vanpool program.</li> <li>- Employees can form their own carpool groups and have their profiles in the system to get discounted parking rate for the primary account holder: \$42-\$70/month.</li> <li>- Electric vehicles pay \$40/month across the board.</li> </ul>	<p><b>Parking Fees:</b> \$70-\$85, depending on location.</p> <p><b>Incentives:</b> Discounted rate for some.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Reduced parking costs for some; EVs incentivized.</li> <li>- <b>Cons:</b> Vanpool program discontinued.</li> </ul>

**Exhibit C**  
**Subsidy and Parking Fee Comparison Chart**

<ul style="list-style-type: none"> <li>- Monthly parking fee deducted from paycheck: \$70-\$85/month depending on parking lot locations.</li> <li>- State employees work in LA County area charged tax to LA County as well.</li> <li>- Sacramento area also offers \$8 daily parking rate.</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Methodology:</b> Promote discounted parking and EV charging and explore alternative ridesharing options.</li> </ul>
<p><b>City of San Jose:</b></p> <ul style="list-style-type: none"> <li>- City provides free transit passes to ride buses and light rail to all permanent City FTEs.</li> <li>- Employees do not pay for parking.</li> </ul>	<p><b>Parking Fees:</b> None.</p> <p><b>Incentives:</b> Free transit passes, free parking.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Free transit passes and parking.</li> <li>- <b>Cons:</b> Unknown.</li> <li>- <b>Methodology:</b> Highlight the benefits of free transit passes and parking.</li> </ul>
<p><b>NYC:</b></p> <ul style="list-style-type: none"> <li>- Disability parking permit is free and can be applied for by employees and the public.</li> <li>- No information available regarding incentives being available for alternative transportation.</li> <li>- Employees pay for parking just like regular public.</li> </ul>	<p><b>Parking Fees:</b> Employees pay like regular public.</p> <p><b>Incentives:</b> Unknown.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Free disability parking permits.</li> <li>- <b>Cons:</b> Unknown.</li> <li>- <b>Methodology:</b> Limited information available.</li> </ul>
<p><b>LA Metro:</b></p> <ul style="list-style-type: none"> <li>- Metro employees can ride Metro for free using employee badge.</li> <li>- Employees pay for parking just like regular public.</li> <li>- Employees do not receive any additional benefit/allowance.</li> </ul>	<p><b>Parking Fees:</b> Employees pay like regular public.</p> <p><b>Incentives:</b> Free Metro ridership.</p> <ul style="list-style-type: none"> <li>- <b>Pros:</b> Free ridership on Metro.</li> <li>- <b>Cons:</b> No additional benefit/allowance.</li> <li>- <b>Methodology:</b> Promote public transportation.</li> </ul>