

To:	Development Services Committee	Item:	DS-09-43	Date of Report:	February 4, 2009
From:	Commissioner, Development Services Department	File:	F-2000-0002	Date of Meeting:	February 9, 2009
Subject:	<i>Smart Commute Initiative Proposed Employee Work Trip Reduction Program for City of Oshawa</i>			Ward(s):	All
PUBLIC REPORT					

1.0 PURPOSE

The purpose of this report is to provide the results of the *Smart Commute* staff survey and to recommend that the City move forward with a *Smart Commute* initiative as an employer.

Attachment No. 1 is a copy of the report “Smart Commute Initiative: Employee Work Trip Reduction Program for City of Oshawa”.

2.0 RECOMMENDATION

That the Development Services Committee recommends to City Council:

1. That, pursuant to Report DS-09-43, dated February 4, 2009, Council endorse the *Smart Commute Employee Work Trip Reduction Program* and authorize staff to move forward with the next steps as outlined in said report and program.
2. That staff monitor the progress of the *Program* and provide an evaluation and progress report to City Council in May 2010.
3. That a copy of Report DS-09-43, dated February 4, 2009, be sent to the Region of Durham and that the Region of Durham be thanked for its *Smart Commute Durham* initiative and its ongoing support and assistance to Oshawa in respect to *Smart Commute*.

3.0 EXECUTIVE SUMMARY

The results of the *Smart Commute* staff survey conducted in June 2008 clearly indicate the willingness of City employees to consider alternative modes of commuting. Establishing a *Work Trip Reduction Program* would have many benefits, including reducing the demand for parking at City Hall, assisting in obtaining a LEED Silver certification for the City Hall Revitalization Project, promoting healthy lifestyles, maximizing staff mobility choices, demonstrating the City’s leadership on environmental issues and reducing the environmental and economic impacts of commuting to and from work.

The key components of a Work Trip Reduction Program would include encouraging carpooling, public transit use, biking and walking to work.

The program would be promoted and monitored by an inter-departmental staff *Smart Commute* Committee.

The proposed Work Trip Reduction Program is low-cost.

4.0 INPUT FROM OTHER SOURCES

- Transportation and Parking Services (Community Services Department) assisted in the preparation of this report and supports the Recommendation.

4.2 Auditor General

- Not applicable.

5.0 ANALYSIS

5.1 Background

- As the Region of Durham and the City of Oshawa continue to grow, it is increasingly important to find safe, efficient and environmentally sustainable ways to move people and goods without sacrificing safety and reliability.
- *Smart Commute* offers a Transportation Demand Management (TDM) approach designed specifically to influence the mode and time of travel in order to promote sustainability and a more efficient use of the transportation system. It helps to identify mobility options that employees and commuters could adopt to achieve more sustainable travel modes and to divert trips outside the typical road peak hours. These options can include encouraging increased transit use, carpooling, cycling to work, alternative work arrangements and broader transit supportive land use planning.
- In December 2007, Council endorsed the *Smart Commute Durham* initiative and authorized staff to move forward with a survey of City employees.
- In June 2008 a *Smart Commute* survey of City staff was conducted.
- The results of the survey are analyzed in Attachment No. 1 and indicate a willingness by staff to consider alternative modes of commuting to work.
- A copy of the survey results appear in the Appendix to Attachment No. 1.

5.2 Proposed Employee Work Trip Reduction Program for City of Oshawa

- Based on the results of the *Smart Commute* survey, a proposed *Work Trip Reduction Program* is recommended. It will have numerous benefits including:
 - Reducing the number of parking spaces required for City Hall;

- Qualifying the City for a LEED (Leadership in Energy and Environmental Design) point in its goal of obtaining a LEED Silver certification for the City Hall Revitalization Project;
 - Improving staff commuting options and mobility choices;
 - Reducing environmental impacts; and
 - Demonstrating environmental leadership.
- The key components of the proposed *Work Trip Reduction Program* are:
- Carpooling
 - Establish an Employer Group on the Carpool Zone website to assist employees in finding ride matches;
 - Establish an Emergency Ride Home program for participating employees;
 - Provide guaranteed preferred parking spaces for carpools; and
 - Provide parking tags for carpools.
 - Transit
 - Provide information about public transit to all new employees;
 - Investigate the logistics of offering transit passes for sale at Service Oshawa; and
 - Assist employees by creating an online Trip Planner.
 - Walking/Cycling
 - Provide secure bike racks; and
 - Investigate installing bike cages or lockers in the parking garage as required (long term).
 - Outreach/Communications
 - Kick-off event tied into Health and Safety Week and/or Bike to Work Week;
 - Participation in the Clean Air Commute; and
 - Employee education and program promotion.
 - Monitoring and Evaluation
 - Annual survey to monitor *Work Trip Reduction Program*

6.0 FINANCIAL IMPLICATIONS

- The estimated costs associated with implementing the proposed *Work Trip Reduction Program* are:
- The estimated annual cost to maintain the program is \$1,840 per year. Development Services will look for sponsorships and in the event these are not available will make its best efforts to absorb this cost within its operating budget.
 - The capital cost for new signage and bike racks would be about \$800. (This would be budgeted as required if and when needed.)

7.0 RESPONSE TO THE COMMUNITY STRATEGIC PLAN

- Establishing a *Work Trip Reduction Program* would advance Goal A (A Vibrant, Strong and Progressive Community), Goal B (A Green and Sustainable Community) and Goal C (A Caring and Responsive Community) of the City's Community Strategic Plan by promoting a cleaner and greener city, reducing the City's greenhouse gas emissions (GHG), demonstrating leadership, improving communications, cooperation and community engagement, improving transportation modes, enhancing health, safety, accessibility and affordability.

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SE/c
Attachments

SMART COMMUTE INITIATIVE
EMPLOYEE WORK TRIP REDUCTION PROGRAM
FOR
CITY OF OSHAWA

February 2009

TABLE OF CONTENTS

1.0 Introduction	3
2.0 Smart Commute Survey Findings	4
3.0 A Work Trip Reduction Program for City of Oshawa Employees	6
3.4 General	6
3.4 Program Vision	6
3.4 Program Benefits	6
3.4 The Program	7
3.4.1 Carpooling	7
3.4.2 Transit	8
3.4.3 Walking/Cycling	9
3.4.4 Outreach and Awareness	10
4.0 Implementation	11
4.1 Timing and Implementation	11
4.2 Monitoring and Evaluation of WTR Program	11
APPENDIX A - Survey Results	

1.0 INTRODUCTION

In December 2007, Council endorsed the Smart Commute Durham initiative, in principle, and authorized staff to move forward with it at the City, from an employer perspective.

Consistent with City Council direction, staff administered a customized survey to all City employees in June, 2008. The survey was designed to understand the commuting habits of City staff and opportunities for more sustainable practices.

This document summarizes and analyzes the survey results, reviews best practices in comparable public sector agencies and proposes a Work Trip Reduction Program.

2.0 SMART COMMUTE SURVEY FINDINGS

To understand the commuting habits of City staff and to identify opportunities for more sustainable practices, an employee survey was launched in June 2008. This survey measured two key parameters:

- 1) The current commuting habits and behaviours of employees; and
- 2) Their willingness to change their commuting habits.

Approximately 430 completed surveys were received, representing a very encouraging 36 percent response rate.

A summary of the survey results is provided in **Appendix A**.

Approximately 81 percent of those who responded commute to work by driving alone (See **Figure 1**).

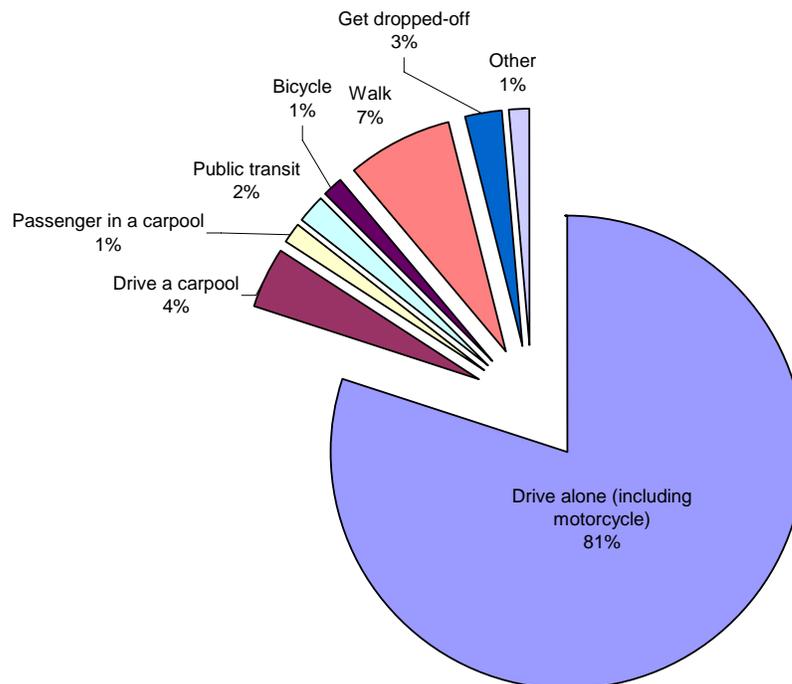


Figure 1: Mode Split of City of Oshawa Employees

Based on the survey results, 75 percent of employees live within 15 kilometres of their worksite.

Despite the heavy dependence on driving to work alone, a large number of employees indicated a willingness to consider alternative modes of commuting, such as taking public transit, carpooling, cycling and walking. This is reflected in **Table 1**.

Table 1: Willingness to Change Commuting Habits

	Definitely Willing	Probably Willing	Not Sure	Probably Not Willing	Definitely Not Willing
Walk	16.5% (70)	9.4% (40)	6.4% (27)	11.3% (48)	56.4% (239)
Bicycle	19.1% (81)	18.4% (78)	13.0% (55)	8.7% (37)	40.8% (173)
Transit	7.1% (30)	16.7% (71)	18.6% (79)	19.1% (81)	38.4% (163)
Carpool	15.3% (65)	23.1% (98)	23.3% (99)	14.9% (63)	23.3% (99)

Note: Figures shown in brackets represent the actual number of responses received through the employee survey.

Figure 2 illustrates the potential use of alternative and sustainable transportation modes by City staff (survey results extrapolated to full employee complement).

The data clearly indicates a strong potential for work trip reduction strategies.

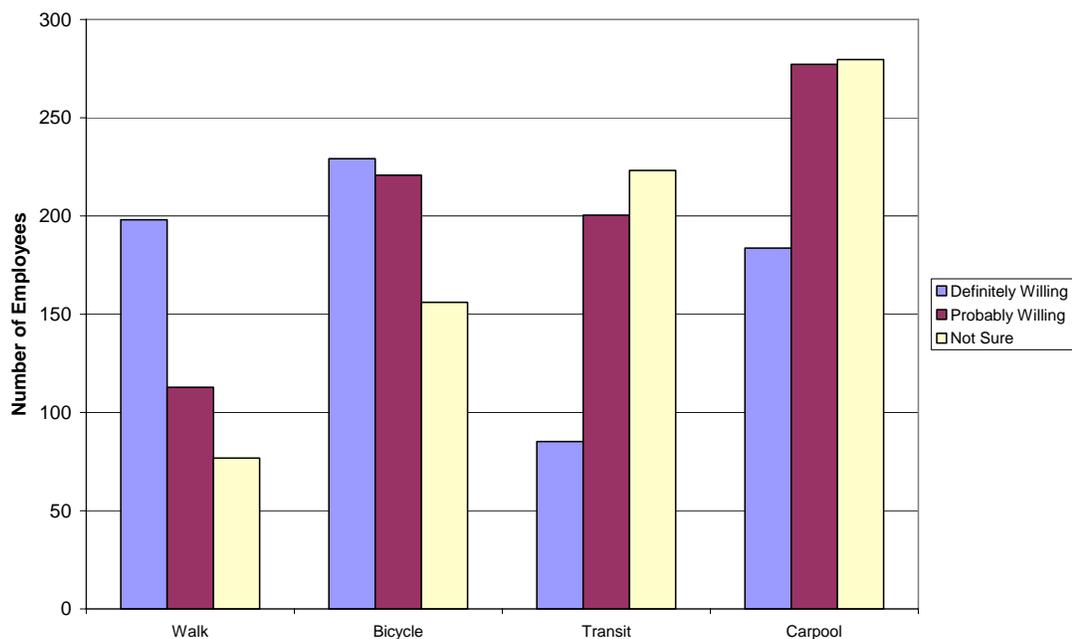


Figure 2: Potential Use of Sustainable Transportation Modes by City staff.

3.0 A WORK TRIP REDUCTION PROGRAM FOR CITY OF OSHAWA EMPLOYEES

3.1 GENERAL

The employee survey results clearly indicate an opportunity to shift commuting behaviour from driving alone to other modes of transportation.

A Work Trip Reduction (WTR) Program for City employees can help encourage the shift and better manage our transportation demands and environmental footprint.

3.2 PROGRAM VISION

The WTR Program is intended to:

- Encourage and support employees to regularly or more frequently use alternatives to single occupant vehicles for their commutes to work;
- Promote ridesharing among employees who will need to use an automobile; and
- Show environmental leadership and reduce environmental impacts.

3.3 PROGRAM BENEFITS

The WTR Program has multiple benefits:

- Reduced parking demand at City facilities;
- Qualifies the City for a point toward the goal of obtaining a LEED Silver (Leadership in Energy and Environmental Design) certification as part of the City Hall Revitalization Project;
- Supports more affordable and flexible travel patterns;
- Maximizes personal mobility choices by ensuring that individuals are aware of their travel options and understand how to use them;
- Provides encouragement to other individuals and local organizations to adopt alternative modes of transportation;
- Promotes active transportation and healthy lifestyle options;
- Supports the goal of making Oshawa a cleaner and greener city and improving our environment by:
 - Reducing greenhouse gas emissions (GHG)
 - Reducing other harmful emissions that contribute to smog
 - Reducing traffic congestion
 - Supporting public transit
 - Supporting cycling and walking
 - Improving air quality

- Alleviates traffic congestion

3.4 THE PROGRAM

Employers can influence commuting habits.

The following are measures that the City of Oshawa can offer to encourage and support its employees to use alternatives to driving alone.

3.4.1 CARPOOLING

Carpooling happens when two or more people commute together to a worksite in the same vehicle. It implicitly acknowledges the convenience afforded by private automobiles and simply attempts to increase the efficiency of the transportation system by carrying more people in fewer vehicles.

Approximately five percent of staff carpool to work. Approximately 39 percent, however, suggested they were willing to try carpooling under the right circumstances.

The following measures are proposed to be implemented to promote additional carpooling:

1. **Ride-matching:** The City should establish itself as an Employer Group on the Greater Toronto Area (GTA) Carpool Zone website. Carpool Zone is a free online ride-matching software program launched by Smart Commute. Individuals can sign up online to seek carpool partners by entering their home/pick up location, their work location, and the preferred “partner profile”. The site automatically searches through the database to find potential matches. A City of Oshawa group on Carpool Zone can be easily developed to allow ride-matching among City employees.
2. **Emergency Ride Home:** Providing a guaranteed ride home (ERH) to City employees who do not drive to work is an important and effective element of the WTR program. ERH is “commuting insurance” for employees who use sustainable travel options, so that they can get home easily, at little or no cost, in the event of an emergency or other unforeseen situation.

Twenty-two percent of the survey respondents replied that they would be more willing to try carpooling, provided they had access to alternatives for a ride home in case of an emergency.

In municipalities where ERH is available, employees frequently cite it as a catalyst for carpooling and a major reason that they feel comfortable using commuter options.

ERH is typically inexpensive because employees view it simply as an insurance policy, and use it infrequently.

Smart Commute Durham runs an Emergency Ride Home (ERH) Program to assist Regional staff members who regularly carpool, bike, walk, or take transit. Staff can be reimbursed for up to four trips per year, to a maximum of \$40 per trip, for rides home when an emergency arises. Although this program has a good number of registrants, it

has not been used to date.

A similar program to the Regional model is proposed for City Hall. Employees who would like to participate in a carpool will have to register for the ERH program, and must commit to carpooling at least twice a week.

The following circumstances would be eligible under the ERH program:

- The employee or an immediate family member suffers an illness, injury, or similar circumstance during work hours;
- The employee is asked by their supervisor to work unscheduled overtime;
- The carpool driver experiences an emergency as outlined above and the employee no longer has a ride home at their regular time; and/or
- The carpool vehicle breaks down.

Permission to leave work will require, in accordance with standard practice, approval by the employee's supervisor before the employee can use the ERH program. Expense claims will be reviewed to ensure their eligibility.

- 3. Preferential parking at City Hall:** A guaranteed location where carpoolers can park, typically close to building entrances. This is another means to encourage employees to carpool to work. This will recognize and reward carpool participants, and create a visible, permanent reminder of the program itself.

Transportation and Parking Services will identify area(s) at City Hall where preferential parking can be located and will recommend appropriate amendments to the existing City policy 3.1.1-006 governing the administration of parking at City Hall.

In order to establish the required number of preferential parking spaces, carpoolers will first be required to register their carpool with Service Oshawa through an online form. Vehicles using the preferential parking spaces will display a Carpool parking tag. The carpool will be assigned a number and this will be printed on the tag. The parking spaces will also be identified by a sign and post. Unauthorized use of the preferential carpooling spaces will be monitored by enforcement staff as part of their monitoring of visitor and accessible parking spaces.

It should be noted that Smart Commute Durham can provide the required signs and parking tags for the Carpool program at no cost to the City.

3.4.2 TRANSIT

Public transit is an important element of the transportation system and is the single most important alternative to driving to work. Transit can be a vital part of the WTR program and provides many environmental, economic and social benefits. Bus travel is:

- A safe way to move around the City;
- Energy efficient and helps reduce greenhouse gas emissions (GHG);
- Affordable;
- Can accommodate persons of all ages and abilities;
- Supportive of walking;
- A great way to help create dynamic streets and communities.

The following measures are proposed to be implemented to encourage higher transit use by City employees.

- 1. Information Distribution:** Transit information should be provided to all new City employees during orientation and should be available to all staff at all times. This may be possible by simply identifying links to GO and Durham Transit web sites, etc.
- 2. Transit Pass Sale Outlet:** An on-site transit pass outlet is proposed to be investigated at Service Oshawa. This can be an incentive to employees by making it convenient to purchase transit fares. It also demonstrates the City's commitment to commuting alternatives, as well as creating an obvious place for the distribution of transit information.
- 3. Online Trip Planning:** To assist employees in making choices about their routes to City facilities, an online form on the Intranet is proposed. Employees will submit their contact information, where they live, their destination and typical times of day they would like to travel. They will be able to choose walking, cycling and/or transit as their potential mode. Transit enquiries will be sent to Durham Region Transit staff, via Smart Commute Durham, to identify the best route and reply to the employee who submitted the form. Walking and cycling enquiries will be replied to by City of Oshawa Planning staff. This direct help may encourage more employees to travel to and from work using alternative modes of transportation.

3.4.3 WALKING/CYCLING

Walking and cycling as well as other active transportation modes provide recreation, health and transportation benefits. Not only are they two of the most affordable modes, they also provide for a healthy and active lifestyle.

Even though walking is a natural human activity, walking to work is not always easy and cycling can be even more challenging. The four greatest impediments for employees choosing to bike to work are weather, distance, safety, and inadequate facilities for storage and changing at their destination. Although the City does not have control over the weather or the distance a person commutes to work, there are several proposed initiatives that the City can undertake to help employees who wish to walk or cycle to work.

- 1. Consider Showers and Changeroom Facilities:** Seven percent of survey respondents indicated that shower and changeroom facilities would encourage them to walk or cycle to work.
 - This investigation is being done as part of the City Hall Revitalization Project. Council will be further advised of its "doability" and cost.
- 2. Bike Parking:** Currently there are three bicycle racks at City Hall. The maximum capacity of each bike rack is approximately seven bikes, providing for a total of 21 spaces.

Transportation and Parking Services will monitor use of the bike racks. As demand warrants, the following enhancements will be examined:

- Installing additional bike racks; and
- In the longer term, installing a bike cage/locker in the parking garage.

It is recommended that the Region be requested to consider City Hall as a candidate site for the implementation of secure bike lockers/cages through its Bikelinx program.

3.4.4 OUTREACH AND AWARENESS

In order to promote the WTR program, the following events are proposed over the course of the first year:

- Kick-off event;
- Tie-in initiative to Health and Safety Week and Bike-to-Work Week (both in May);
- Greater participation in the Commuter Challenge (June).

4.0 IMPLEMENTATION

4.1 TIMING AND IMPLEMENTATION

The estimated cost of the proposed WTR Program is outlined in **Table 2**:

Table 2: Implementation Costs for Recommended Measures

Measure	Estimated Cost
<i>Annual Costs</i>	
Guaranteed Ride Home	\$ 840
Outreach Programs	\$ 1000
TOTAL	\$ 1840
<i>Capital Costs</i>	
Signage and bike racks (as required)	\$ 800
TOTAL	\$ 800

4.2 MONITORING AND EVALUATION OF WTR PROGRAM

Initially, the WTR program will be coordinated through the inter-departmental staff committee for Smart Commute.

Following the evaluation of the program after its inaugural year, the inter-departmental staff committee will recommend a preferred organizational structure for the administration of the WTR program, including the possible implementation of WTR programs at other City locations.

In order to assess the use of the WTR program, employees wishing to participate will be encouraged to complete a registration form. The form will be provided online through the Intranet, preferably on a web page dedicated to Smart Commute activities. In addition, a survey will also be undertaken on an annual basis to monitor the WTR program. Other performance measures will include, but are not limited to:

- Total number of WTR registrants;
- Number of transit passes sold through any future outlet at City Hall;
- Use of transit route planning form;
- Frequency of use of Emergency Ride Home Program;
- Number of registrants for RideMatching on Carpool Zone;
- Number of carpool tags assigned;
- Use of carpooling spaces; and
- Use of bike racks.

APPENDIX A – Survey Results

City of Oshawa Employee Commuting Survey - Question 1		
Which City of Oshawa worksite do you usually work at?		
Alexandra Park	0.7%	3
Arts Resource Centre	0.9%	4
Bandshell	0.2%	1
Camp Samac Outdoor Pool	0.0%	0
Central Collegiate Pool	0.0%	0
Children's Arena	0.2%	1
City Hall	47.4%	217
Civic Auditorium Complex	6.1%	28
Civic Fields	0.0%	0
Columbus Hall	0.0%	0
Community Facilities/Schools	1.3%	6
Community School - Mary Street	0.0%	0
Conant Yard	1.1%	5
Donevan Recreation Complex	2.6%	12
Durham fields Parks	0.0%	0
Farewell-Parks/Animal Services	2.6%	12
Fire Hall #1	4.4%	20
Fire hall #2	0.2%	1
Fire Hall #3	1.3%	6
Fire Hall #4	0.7%	3
Fire Hall #5	1.5%	7
General Parks	0.4%	2
Harman Park Arena	1.1%	5
Lakefront West Park	0.0%	0
Lakeview Park	0.2%	1
Landfill Site Ritson North	0.0%	0
Legends Centre	7.6%	35
Mary St Parking Garage #1	2.4%	11
North Depot Howden Rd	0.2%	1
North Oshawa Arena	0.0%	0
North Oshawa Recreation Centre	0.0%	0
Northview Community Centre	1.1%	5
Oshawa Municipal Airport	0.0%	0
Oshawa Senior Citizen's Centre	2.4%	11
Outdoor Pools	0.0%	0
Parks Greenhouse	0.2%	1
Ritson Depot	4.6%	21
South Oshawa Community Centre	1.3%	6
Training Offices and Bunker	0.0%	0
Trails	0.0%	0
Union Cemetery	0.4%	2
Vehicle Storage	0.0%	0
Wilson Rd Refuse	0.2%	1
Other (please specify)	6.6%	30
answered question		458
skipped question		1

City of Oshawa Employee Commuting Survey - Question 2										
How long does your one-way commute to work take?										
Minutes	0 - 15	16 - 30	31 - 45	46 - 60	61 - 75	76 - 90	91 - 105	106 - 120	121+	Response Count
To Work:	289	92	28	14	8	1	0	0	3	435
From Work:	279	102	26	15	9	1	0	0	3	435
<i>answered question</i>										435
<i>skipped question</i>										24

City of Oshawa Employee Commuting Survey - Question 3		
What is the distance (one way) from home to your usual place of work?		
Answer Options	Response Percent	Response Count
0 - 5 km	32.0%	139
6 - 10 km	29.4%	128
11 - 15 km	13.3%	58
16 - 20 km	6.4%	28
21 - 30 km	4.6%	20
31 - 40 km	2.1%	9
41 - 50 km	2.3%	10
51 - 60 km	1.8%	8
61 - 70 km	1.4%	6
71 - 80 km	1.1%	5
81 - 90 km	0.9%	4
91 - 100 km	0.2%	1
101 - 110 km	0.7%	3
111 - 120 km	0.0%	0
121+ km	0.7%	3
Unsure	3.0%	13
<i>answered question</i>		435
<i>skipped question</i>		24

City of Oshawa Employee Commuting Survey - Question 4		
Indicate the time you usually arrive at and leave from work:		
Answer Options	Response Percent	Response Count
Arrive	100.0%	430
Leave	100.0%	430
<i>answered question</i>		430
<i>skipped question</i>		29

City of Oshawa Employee Commuting Survey - Question 5		
Do you have any flexibility regarding the above arrival and departure times?		
Answer Options	Response Percent	Response Count
Yes	53.7%	231
No	39.3%	169
Not sure	7.0%	30
<i>answered question</i>		430
<i>skipped question</i>		29

City of Oshawa Employee Commuting Survey -Question 6		
Do you work "Compressed Work Weeks"?		
Answer Options	Response Percent	Response Count
Yes	8.1%	35
No	60.7%	261
No, but I am interested in trying	26.0%	112
Not sure	5.1%	22
answered question		430
skipped question		29

City of Oshawa Employee Commuting Survey - Question 7		
How do you normally commute to work? If you use more than one way of getting to work, check the one you use for the majority of your trip. (Check one.)		
Answer Options	Response Percent	Response Count
Drive alone (including motorcycle)	79.9%	342
Drive a carpool	4.2%	18
Passenger in a carpool	1.4%	6
Public transit	2.1%	9
Bicycle	1.2%	5
Walk	7.2%	31
Get dropped off	2.6%	11
Other (please specify)	1.4%	6
answered question		428
skipped question		31

City of Oshawa Employee Commuting Survey - Question 8		
If you normally drive a car all the way to and from work, please indicate the major reason for driving:		
Answer Options	Response Percent	Response Count
Need car because of physical disability or health problem	0.6%	2
Drive other people in a car or van pool	0.8%	3
Drop off spouse or child(ren) to work or school	13.7%	49
Need car for work trips during the day	20.7%	74
Need car for shopping or personal trips during the day or after work	18.7%	67
Car is more convenient, comfortable or private than public transit	30.2%	108
Other (please specify)	15.4%	55
answered question		358
skipped question		101

City of Oshawa Employee Commuting Survey - Question 9		
If you are normally a car passenger for any part of your trip to work, please indicate the major reason:		
Answer Options	Response Percent	Response Count
Do not have a driver's licence	11.8%	2
Car not available	17.6%	3
Use a car or van pool (share costs with other riders)	11.8%	2
Get a free ride in someone's car	17.6%	3
Unable to drive	0.0%	0
Other (please specify)	41.2%	7
answered question		17
skipped question		442

City of Oshawa Employee Commuting Survey - Question 10		
If and when you drive a carpool to work, how many passengers are in your vehicle?		
Answer Options	Response Percent	Response Count
Drive with 1 or more children	69.2%	36
Drive with 1 adult	25.0%	13
Drive with 2 adults	5.8%	3
Drive with 3 adults	0.0%	0
Drive with 4 adults	0.0%	0
Drive with 5 or more adults	0.0%	0
answered question		52
skipped question		407

City of Oshawa Employee Commuting Survey - Question 11		
If you normally use public transit for any part of your trip to work, please indicate the major reason:		
Answer Options	Response Percent	Response Count
Do not have a driver's licence	22.2%	2
Car not available	33.3%	3
Transit is faster or more convenient than car	0.0%	0
Transit is cheaper than car	22.2%	2
Other (please specify)	22.2%	2
answered question		9
skipped question		450

City of Oshawa Employee Commuting Survey - Question 12		
If and when you take transit to work, which transit system(s) do you use? (Check all that apply.)		
Answer Options	Response Percent	Response Count
GO Transit bus	22.2%	2
GO Transit train	11.1%	1
DRT (Durham Region Transit)	66.7%	6
VIA Rail	0.0%	0
Don't know	0.0%	0
Other (please specify)	0.0%	0
answered question		9
skipped question		450

City of Oshawa Employee Commuting Survey - Question 13		
Over the course of the last year, which, if any, OTHER ways did you also use to get to and from work? (Check next most frequent.)		
Answer Options	Response Percent	Response Count
Drive alone (including motorcycle)	16.2%	69
Drive a carpool	4.0%	17
Passenger in a carpool	1.9%	8
Public transit	4.5%	19
Bicycle	5.9%	25
Walk	6.8%	29
Get dropped off	22.5%	96
N/A - I did not use any other ways of getting to work	36.6%	156
Other (please specify)	1.6%	7
answered question		426
skipped question		33

City of Oshawa Employee Commuting Survey - Question 14		
How satisfied are you with your commute to work?		
Answer Options	Response Percent	Response Count
Very satisfied	64.6%	275
Somewhat satisfied	19.5%	83
Neither satisfied nor dissatisfied	11.5%	49
Somewhat dissatisfied	3.5%	15
Very dissatisfied	0.9%	4
<i>answered question</i>		426
<i>skipped question</i>		33

City of Oshawa Employee Commuting Survey - Question 15		
To what extent do you agree or disagree with the following sentence: "My commute experience directly affects my overall job satisfaction."		
Answer Options	Response Percent	Response Count
Strongly agree	28.4%	121
Somewhat agree	23.9%	102
Neither agree nor disagree	31.0%	132
Somewhat disagree	5.4%	23
Strongly disagree	11.3%	48
<i>answered question</i>		426
<i>skipped question</i>		33