

recruit and retain employees with **commuter tax benefits**

Georgia employers can help their employees save up to 40% on their commute. The benefit is an easy way to recruit, retain, and reward employees.

federal & state commuter tax benefits

Did you know that employees are eligible to receive a tax break for their commuting costs when their employers participate in the Commuter Tax Benefit Program? The Commuter Tax Benefit allows employees to use up to \$315 a month, tax-free, to pay for commuting by bus or train, vanpool and for parking in a commuter lot. It's easy to set up and can be tailored to the needs of an employer. It's unlike any other tax-free program available.



advantages of commuter tax benefits

- 1 Enrollment can be monthly, quarterly or whenever preferred – no annual enrollment required
- 2 No “use it or lost it” rules – if the employee stays with the company, the benefit is available
- 3 Benefit can be offered to any or all employees, no matter salary level or employment status
- 4 No additional IRS reporting requirements for employers
- 5 Benefit can be tailored to the organization – employers can offer a subsidy, or a combination up to the monthly limits
- 6 Employers and employees don't pay FICA on the amounts used for eligible commuting expenses

sample employee tax savings chart

	No Tax Benefit	Pre-Tax Benefit
Monthly Salary*	\$6,667	\$6,667
Commuting Benefit	-----	(\$315)
Taxable Salary	\$6,667	\$6,352
Total Taxes: 35.4% Federal: 22% Georgia: 5.75% FICA: 7.65%		
	(\$2,360)	(\$2,249)
Commuting Cost	(\$315)**	-----
Take Home Pay	\$4,007	\$4,103

Monthly
Savings:
\$106

Annual
Savings:
\$1,272

*Married employee with annual salary of \$80,000

**\$315 is the monthly commuter transportation benefit for transit and vanpool as defined by the IRS for 2024.