City of Flagstaff Employee Commuter Patterns Report

Prepared by the Flagstaff Sustainability Program
2010

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Executive Summary

This report was prepared by the City of Flagstaff (COF) Sustainability Program to summarize and analyze the results of COF employee commuter survey. The report can be used as a baseline for future surveys in monitoring commuter patterns. The executive summary should not be substituted for reviewing the report in its entirety, but rather is intended to give the reader a general idea of the results of the survey.

The results of the survey indicate that 75.5 percent of respondents commute to their job five days per week. 58 percent of respondents drive in a vehicle by themselves five days per week in the summer. That number rises slightly to 60 percent during winter months. Additionally, over 58 percent of respondents drive a truck, SUV, or van throughout the year. This is coupled with over 80 percent of respondents fueling their vehicles with regular gasoline. Importantly 46.6 percent of respondents do not use alternative modes of commuting ever. However 54 percent of respondents indicated that they would be willing to use alternative modes of commuting on a regular or occasional basis. The main barrier to employees using alternative modes of commuting is employees needing personal vehicles for errands before and after work or during lunch.

As alternative options, respondents are most likely to use transit systems or bicycles. The main factors that would encourage respondents to utilize a transit system is having bus stops located close to home and their work sites. Additionally, important for these commuters are free bus passes or organizational subsidies. For commuters to be encouraged to ride a bicycle, employees desire showers and clothing lockers at work sites, safe and comfortable bike routes, a guaranteed ride home in the event of an emergency as well as the use of a vehicle during the work day.

Significantly respondents choose alternative commuting options to optimize exercise and health benefits as well as to save money. 67 percent of respondents indicated that teleworking could be an alternative option to commuting for them.

Policy recommendations include increasing transit services and safe bicycle routes for commuters. Additionally providing free bus services for employees may encourage use. Increasing autonomy through providing organizational vehicles for use during the work day or in the event of an emergency would attend to the social needs of employees. Finally augmented teleworking options should be considered in appropriate divisions and facilities.

Introduction

This report was prepared by the City of Flagstaff (COF) Sustainability Program. The City of Flagstaff has a long history of promoting sustainable practices and priorities. Those practices include promoting living and managing activities in a manner that balances social, economic, environmental and organizational considerations to meet our needs and those of future generations. COF Sustainability Program works with all City Divisions to integrate sustainability by initiating internal policy and providing technical assistance, research and best practices as they pertain to specific sectors and initiatives. The program focuses holistically throughout City operations to identify and provide resources that promote City and City Council goals.

This report summarizes and analyzes the results of COF employee commuter survey. The report can be used as a baseline for future surveys in monitoring commuter patterns. The information collected can be used to manage employee commuter programs more effectively. Monitoring changes in employee travel patterns over time increases understanding of the benefits that are most important to employees. The primary goals of the COF employee commuter survey are the following. First, to develop an effective monitoring tool to track municipal greenhouse gas (GHG) emissions related to employee commuting. And second, to guide program and policy development in the areas of sustainable transportation, quality of life, resource conservation and climate adaptation and management. This baseline report provides an avenue to benchmark success in reducing greenhouse gas emissions and changing employee commuter programs. A baseline report also provides an opportunity to identify commuter benefits that employees at the COF are most likely to use, making for a more cost effective approach to proposed policy changes.

Methodology

Data used in this report was collected through a survey format. Questions were closed-ended. Most questions had an "other" category with space for explanation or to provide further details. The survey concluded with an open-ended "final thoughts" question asking respondents to give any further information or suggestions they thought pertinent (these comments are included in appendix A). Survey Monkey was used as a format to create the survey. The survey was subject to several drafts and feedback from appointed persons across the City organization and the Flagstaff community. A pilot test of the survey was then run on three willing participants to amend any foreseeable survey problems.

This City of Flagstaff had a total of 924 employees at the time of the survey. This number includes the Flagstaff Police Department, municipal court, and full-time, part-time, temporary and seasonal employees. The survey was distributed to all employees lending for a large sample size, 280 surveys were returned, giving the survey just over a 30 percent response rate.

An email was sent to all employees with a link to the survey and an explanation of the survey via the City's email system. Contact information for questions was provided with all email correspondence. The initial invite for responses was sent mid-week, mid-day. A follow-up email was sent approximately one week after the start of the survey reminding employees to fill out the survey. Another was sent to all employees one day prior to the closing of the survey. The electronic survey was open for a ten-day period in August. All employees were asked to only fill out the survey once. Additionally the survey was set up to allow only one survey to be filled out from each computer. This was done in an attempt to minimize double counting and to ensure accurate data.

As not all employees have regular email access or equal opportunity to view and respond to emails, 384 surveys were distributed in a printed format. Divisions that were known to possibly have employees without regular email access were identified by the Sustainability Specialist. Specific people (identified by the Sustainability Specialist) within each Division were contacted to evaluate the best way to distribute surveys to employees within each respective Division. Those employees were determined to act as point-people in their respective Divisions. Each point-person requested a number of hard copies to be delivered in their mailbox or through inter-office mail. The point-person then agreed to distribute and collect the surveys from those identified as not having regular email access. The completed surveys were then sent back via inter-office mail to the Flagstaff Sustainability Program.

Collection for printed surveys required more time. Because distributing printed surveys to employees across facilities is more time consuming than filling out a survey online, those respondents, if requested by their point-person, were given additional time to return their surveys. The data from these surveys were then manually entered by the Sustainability Program Intern. Important in considering the data is to recognize that some divisions required all employees to fill out the survey (for example at a weekly meeting), others were encouraged to do so by supervisors, and still others had the ease of completing a survey electronically. It is unknown how this bias may have affected the data set.

The survey was distributed during a typical work week in August. The climate of northern Arizona and Flagstaff in August is typically dry with temperatures around 80 degrees Fahrenheit. This was true for the week of survey distribution. Possible, is that respondents may perceive themselves as utilizing alternative modes of commuting more

than they do in reality, due to warm weather patterns that typically encourage alternative commuting. Respondents were asked to answer questions regarding commuting patterns for summer (May through October) and winter (November through April). With an elevation of 7,000 feet, weather can be variable throughout the year but commuting patterns are thought to significantly differ in those two time periods as inclement weather is more likely during winter months. Additionally this survey was conducted by the City of Flagstaff Sustainability Program, a program that encourages alternative modes of commuting. This also could have affected results due to preconceived notions or desires of respondents. This is known as the "researcher effect" and will invariably affect a data set (Pierce, 2008).

The survey asked respondents to reflect on their commuting patterns over the past year. Asking respondents to remember information over a year may be too much. Additionally completing a survey without interviews and follow-up questions may be reflected in the integrity of the data collected. Particular problems may be seen in the results of two questions. One asks: "Beside each commuting description (i.e. "ride the bus") please check the corresponding circle to indicate how many times in an AVERAGE week during SUMMER months (May through September) you use each commute option." Respondents were then given a series of options and an "other" space. Respondents were not limited on how many bubbles they could check, for example respondents may have said they "drive by myself with no other adults in the car" five days a week, "ride the bus" two days a week and "ride a bicycle" one day a week. Answers such as these indicate that the question may have been confusing to respondents or respondents may have been trying to accurately portray their "average" commuting patterns, by including all of the answers. The extent to which these questions alter the

data is unknown at this time. Assessing this information requires further research and adaptation of survey style and question wording. A second question was asked regarding averages during winter. This question displayed similar patterns of possible confusion. (A complete copy of the survey can be found in Appendix B). Despite possible difficulties in interpreting the data set for these particular questions, general trends can be distinguished and are outline in the "results" section of the report.

Suggestions for future data collection

A more precise way of measuring commuting patterns is to have a small sample size complete a weeklong diary of commuting patterns. This type of survey if conducted several times with a random sample over several years would help to build the data base for accurate and complete data regarding employee commuting patterns. The purpose of this survey, however, was to serve as a baseline for future data collection related to employee commuting patterns. Therefore a larger sample was taken and broad questions were asked.

Results from Survey:

The response rate of the survey was 30 percent. As indicated in the methodology section the survey asked respondents a series of questions regarding their commuting patterns. Questions were also asked to determine GHG emissions related to employee commuting.[1] The results reported here are strictly regarding commuting patterns. When asked about duration of employment for the City 92.2 percent of respondents indicated they have worked for the COF more than one year. Almost 60 percent (59.8) have worked for the City for at least five years (see Figure 1).

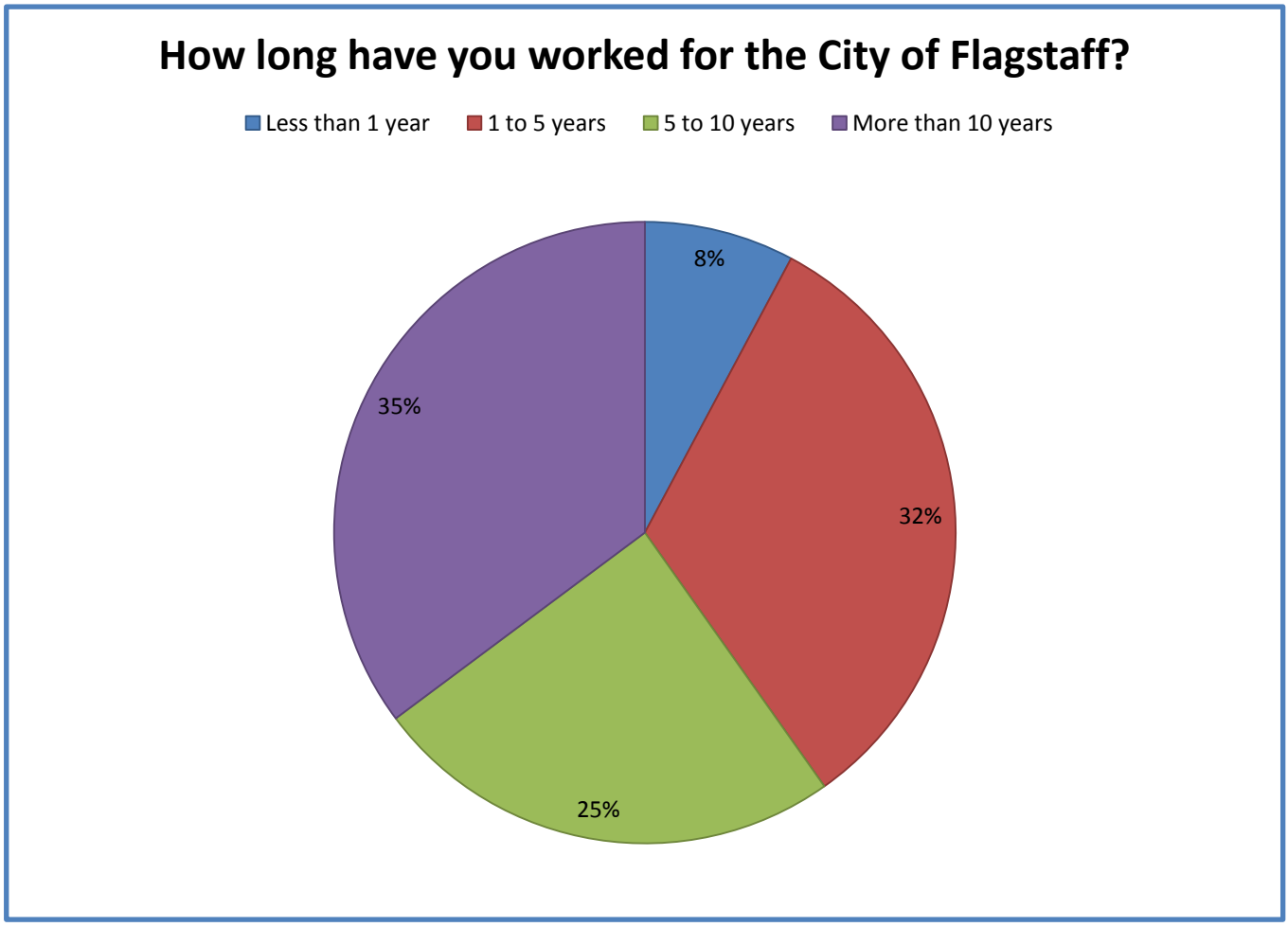

Figure 1: Employment Duration

[1] The City of Flagstaff published a 2009 GHG report calculating GHGs used by City employees in commute. The purpose of this report is to identify commuting patterns and make recommendations how to reduce GHG related to employee commute patterns and improve overall quality of life for employees.

This is significant to the study as it indicates that respondents have an extensive history of working for the organization. Additionally this information indicates that commuters are more likely to have established commuting patterns, understanding what is feasible for themselves in personal commuting behavior. As 87.3 percent of respondents work full time for the City of Flagstaff, 75.5 percent of respondents commute to their job five days per week. Additionally about 9 percent identify as part-time workers and approximately 5 percent of respondents are temporary employees.

Over 75 percent of respondents indicated that they live less than ten miles from their work site, while about 25 percent of total respondents live under 3 miles from their work location. Regardless of distance almost 60 percent of respondents drive in a vehicle by themselves five days per week. Additionally over 58 percent of respondents drive a truck, SUV, or van throughout the year (see Figure 2). This is then coupled with over 80 percent of respondents fueling their vehicles with regular gasoline.

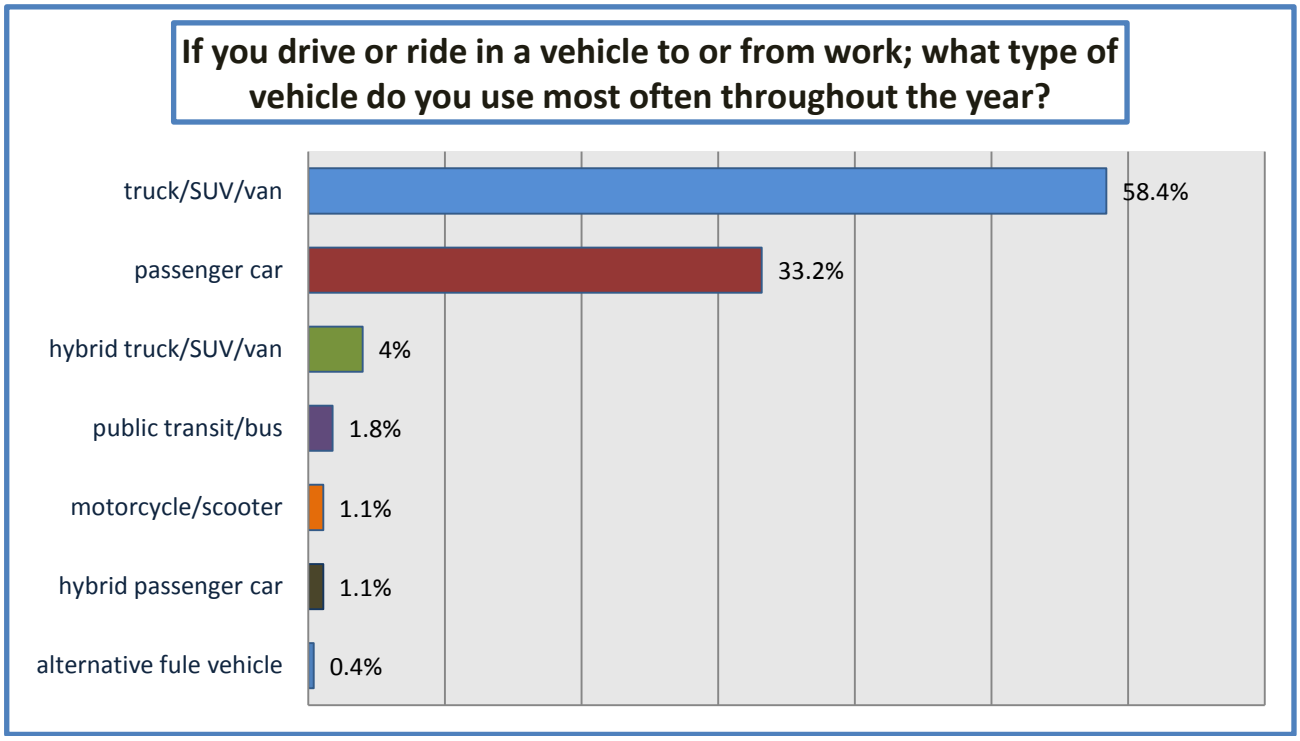

Figure 2: Type of Vehicle Used

Weather patterns can be variable throughout the year and commuting patterns are thought to differ due to inclement weather. Indeed of those that use alternative commuting options, 45 percent indicated that inclement weather alters their commuting patterns. About half of those respondents (22.1 percent) said that they do not use alternative modes of commuting in some inclement weather while the other half (22.9 percent) indicated that only severe inclement weather changes their alternative commuting patterns. Importantly 46.6 percent of respndents said that they do not use alternative modes of commuting ever.

Survey respondents were asked to describe their average commuting patterns by selecting pre-defined patterns. Respondents were allowed separate space to describe summer and winter patterns. "Summer" was defined as May through October, while "winter" months were defined as November through April.[2] The next several pages graphically depict employees commuting patterns contrasting "summer" to "winter" patterns.

[2] Please refer to the methods section for indications of survey bias and problems with question wording that may have affected results.

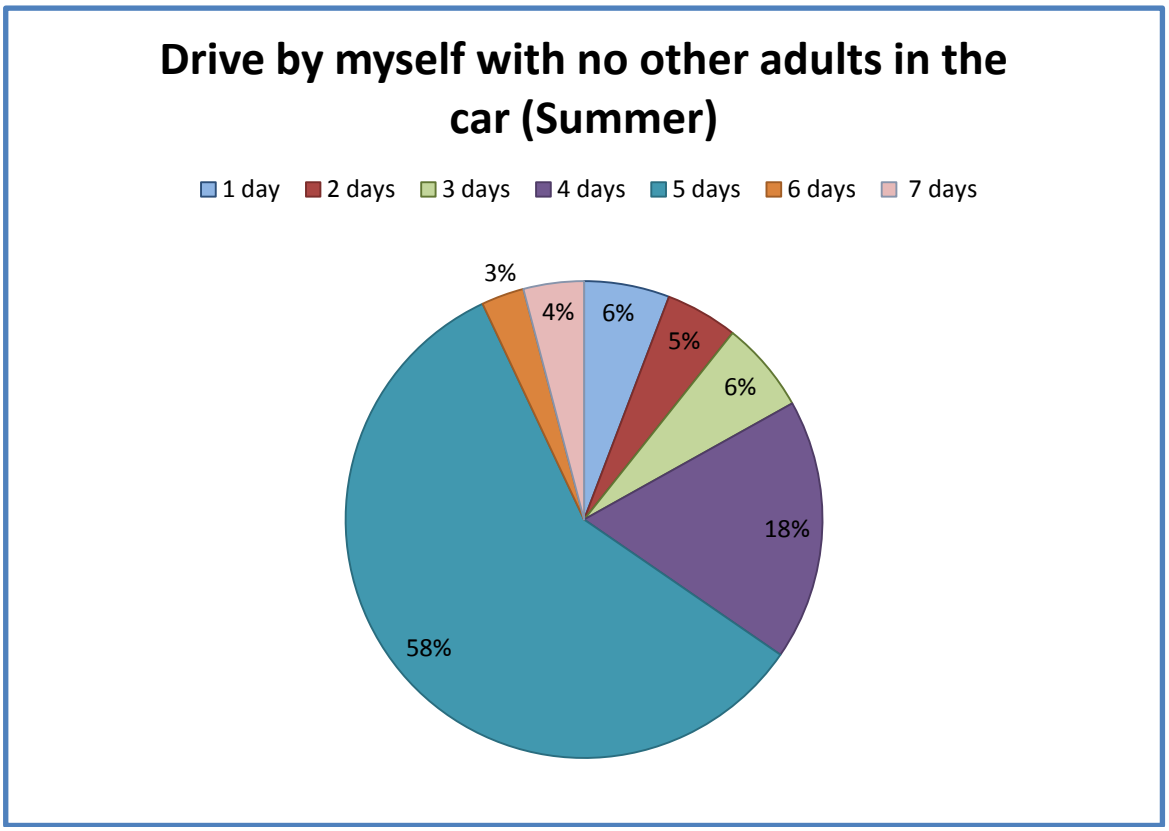

Figure 3: Vehicle Use Summer

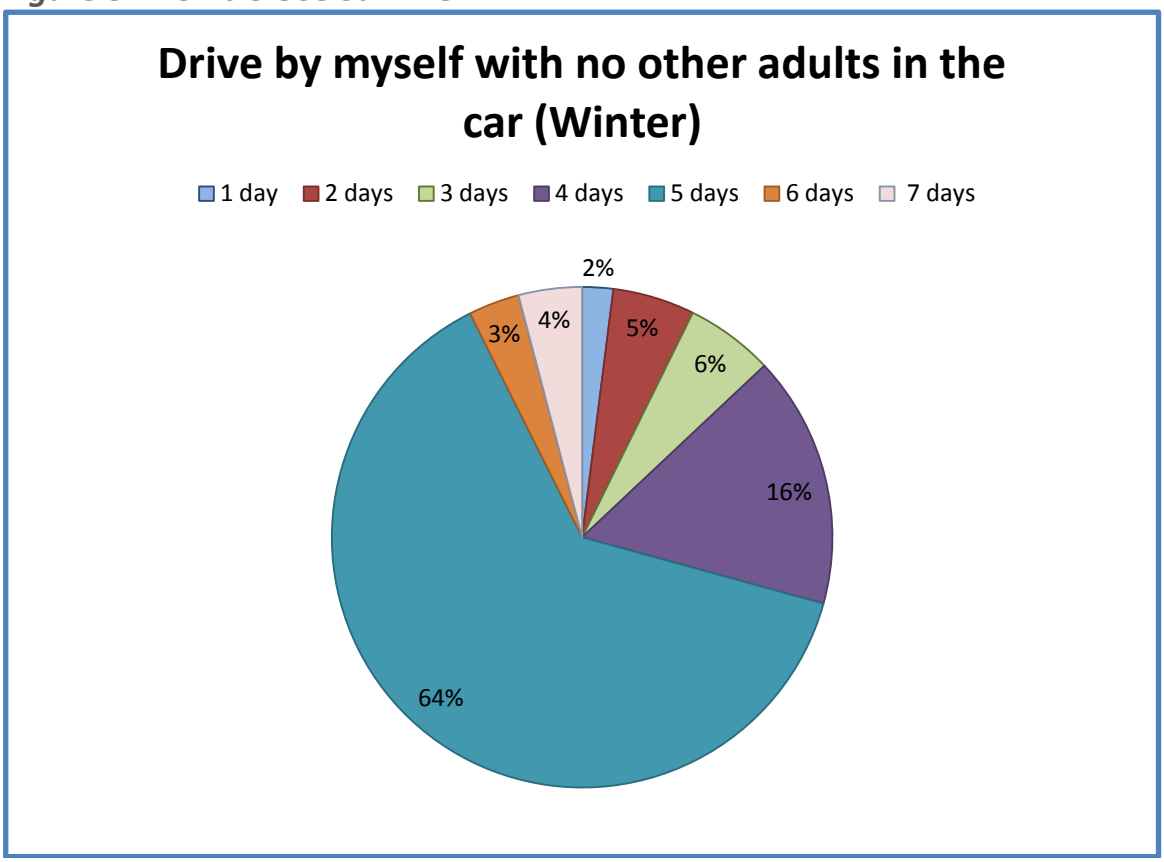

Figure 4: Vehicle Use Winter

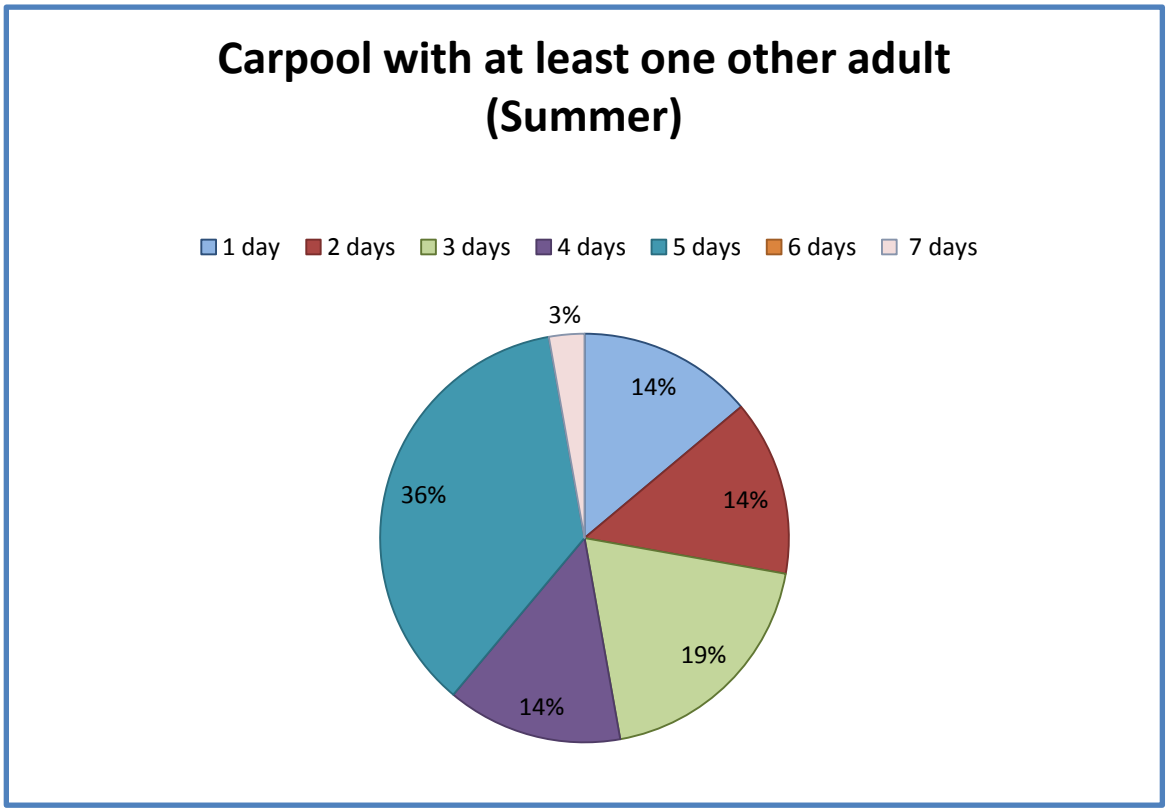

Figure 5: Carpool Use Summer

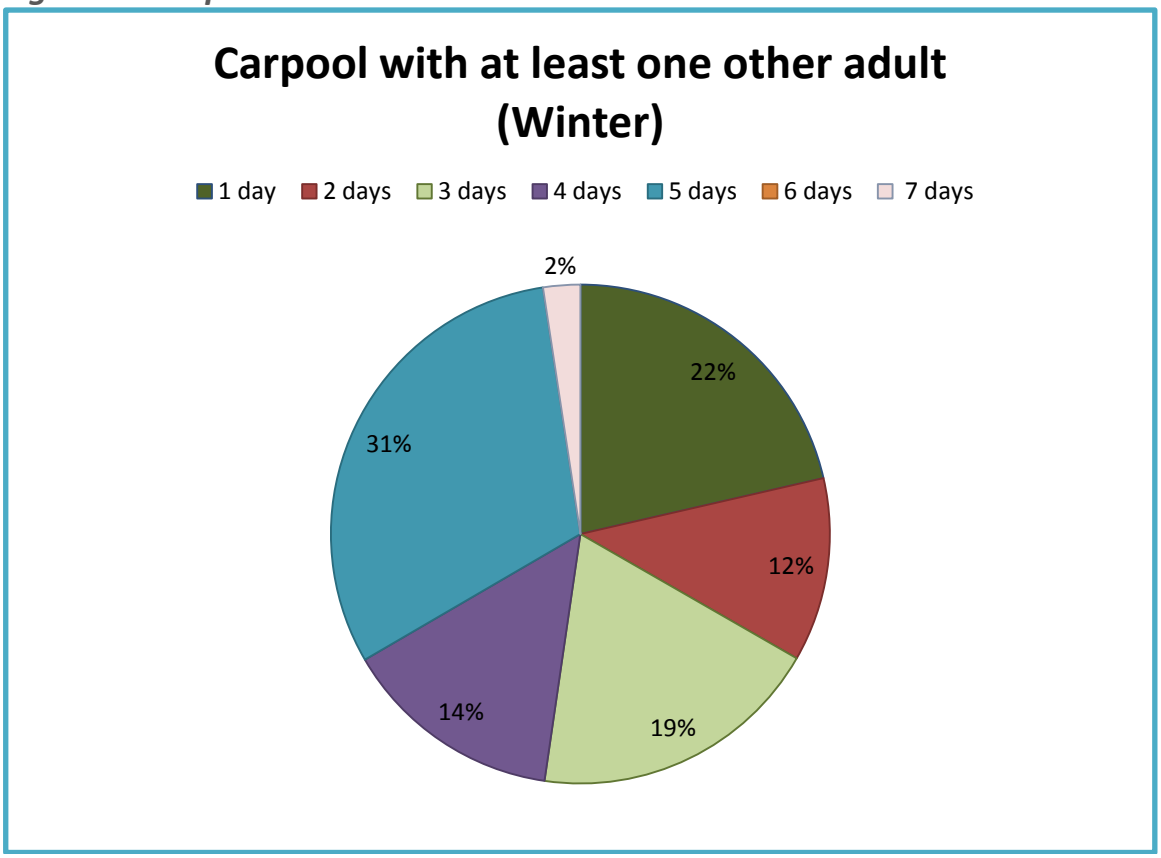

Figure 6: Carpool Use Winter

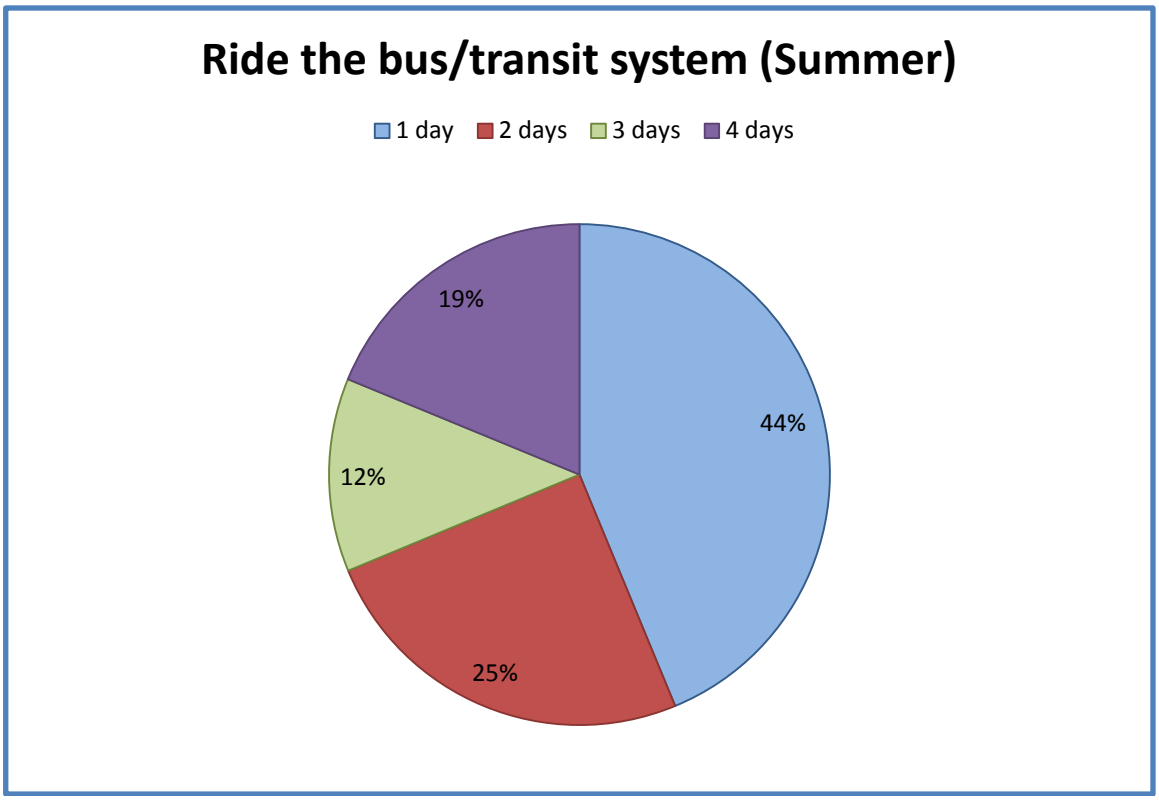

Figure 7: Transit Use Summer

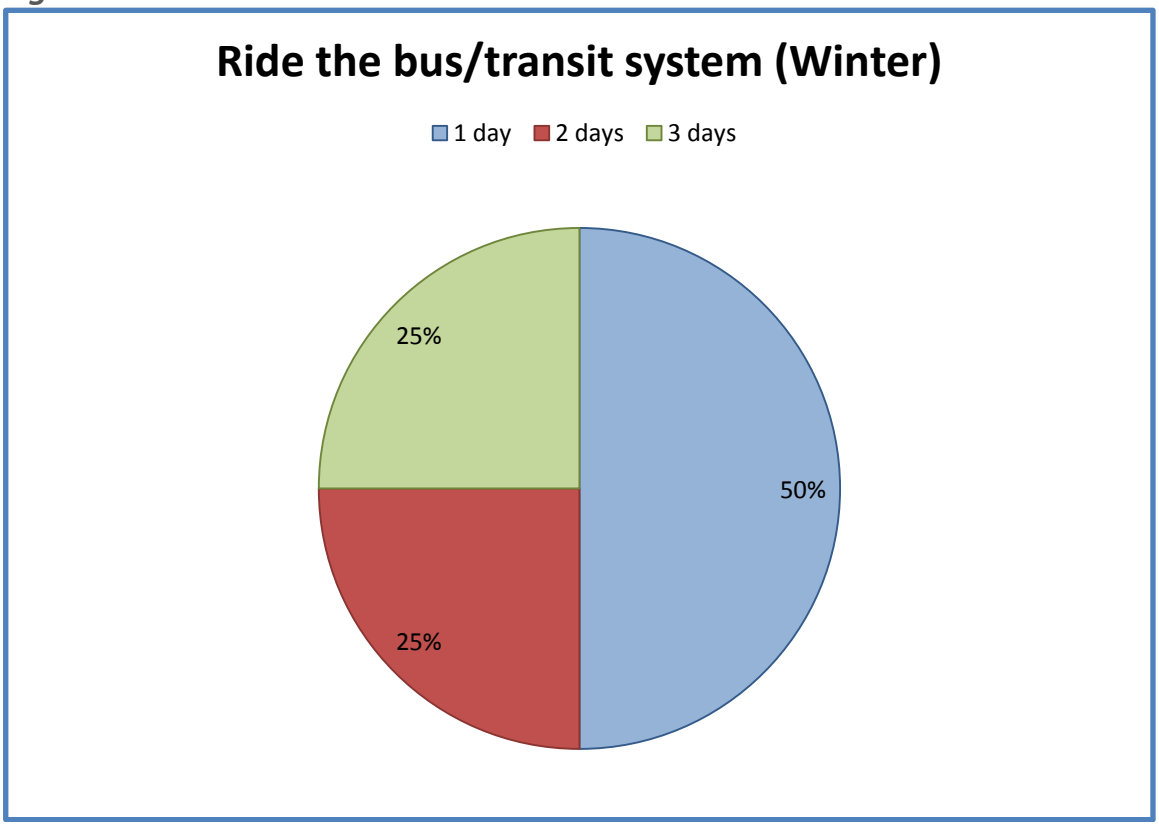

Figure 8: Transit Use Winter

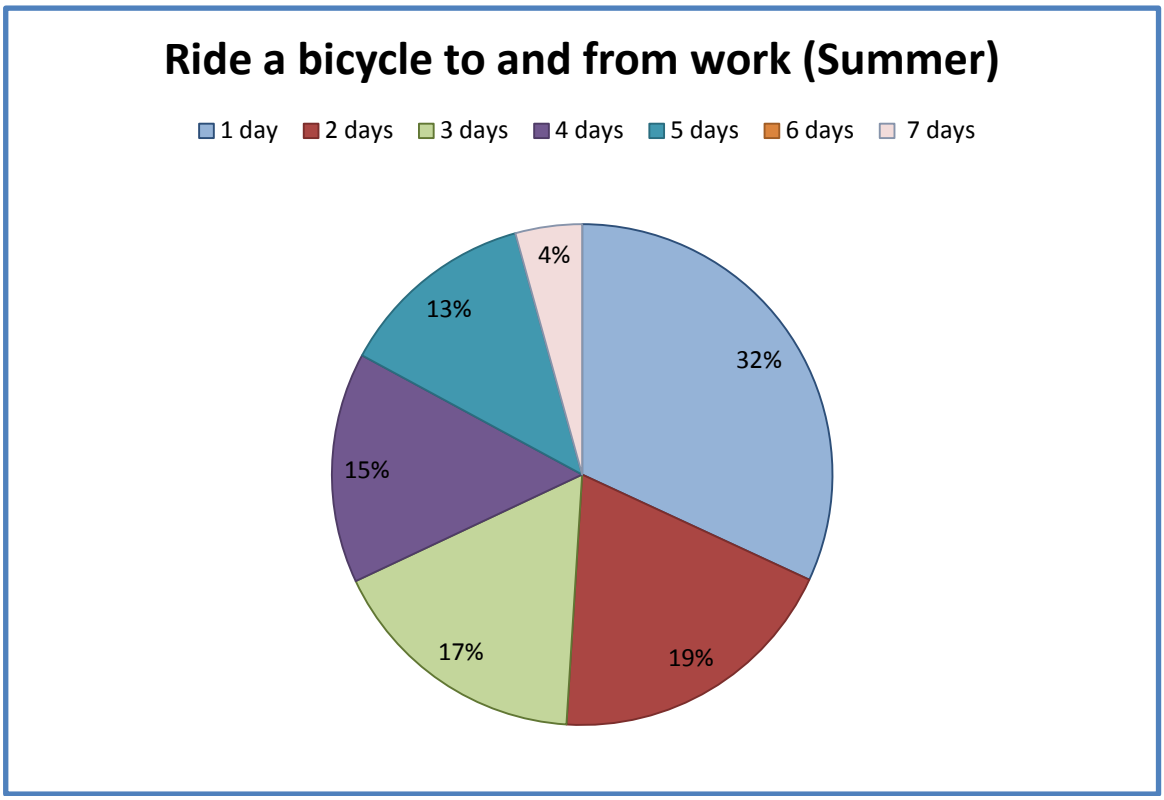

Figure 9: Bicycle Use Summer

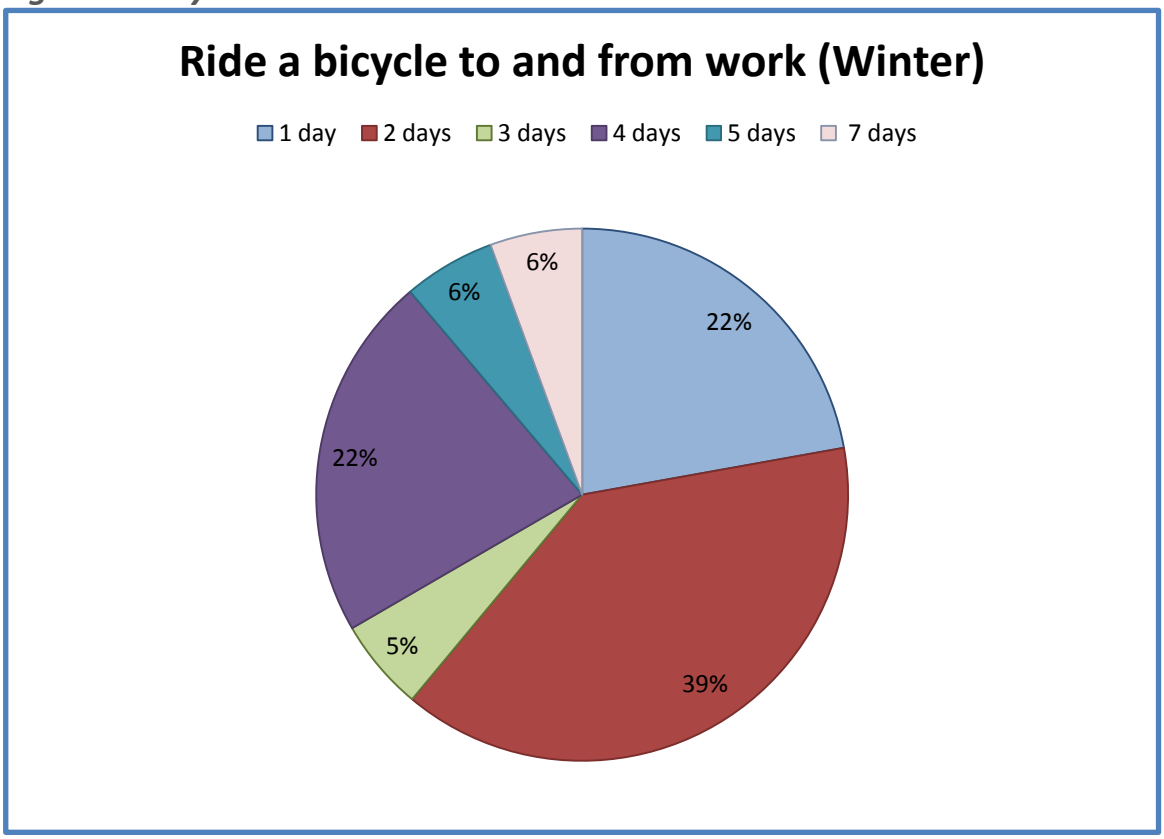

Figure 10: Bicycle Use Winter

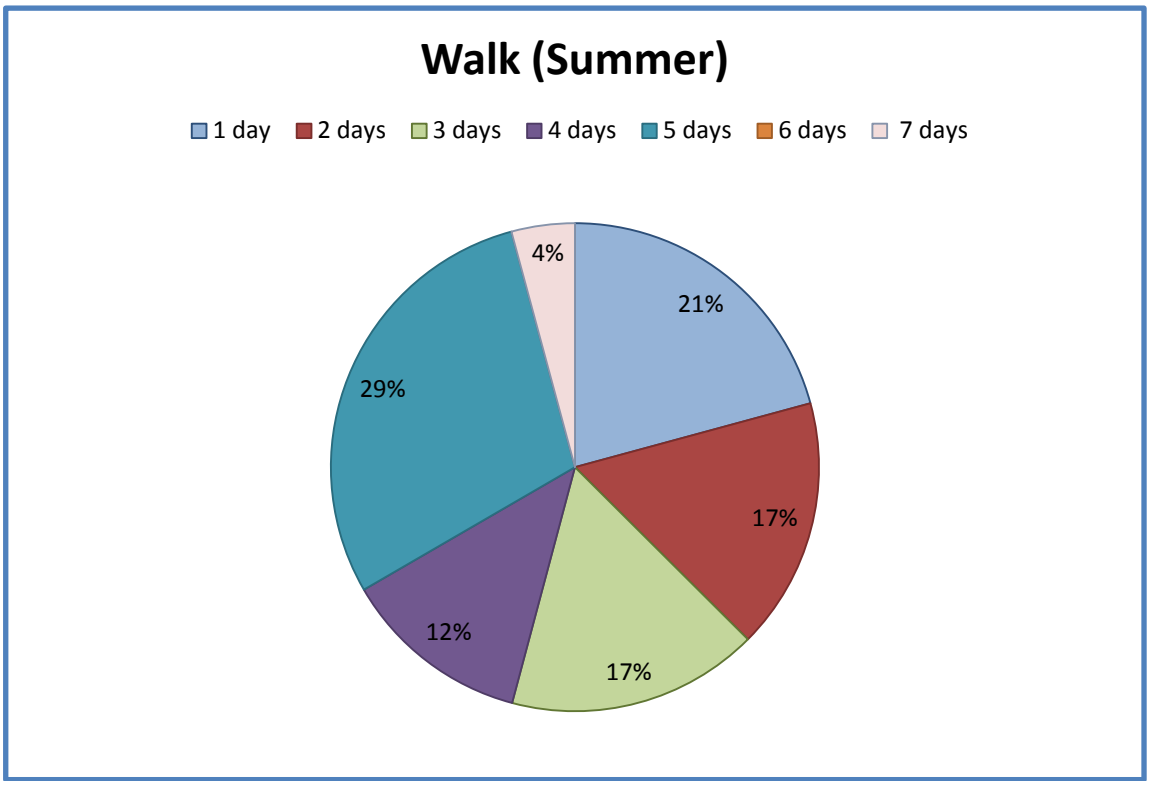

Figure 11: Summer Walking Patterns

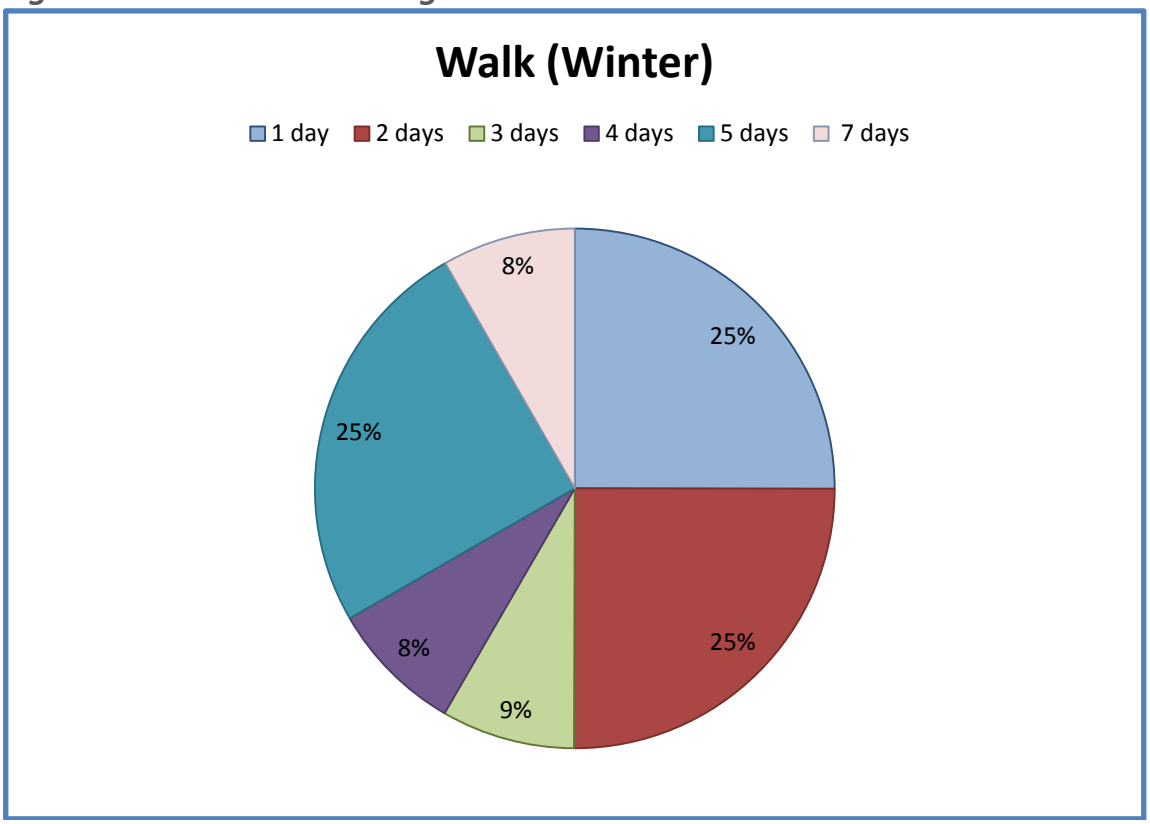

Figure 12: Winter Walking Patterns

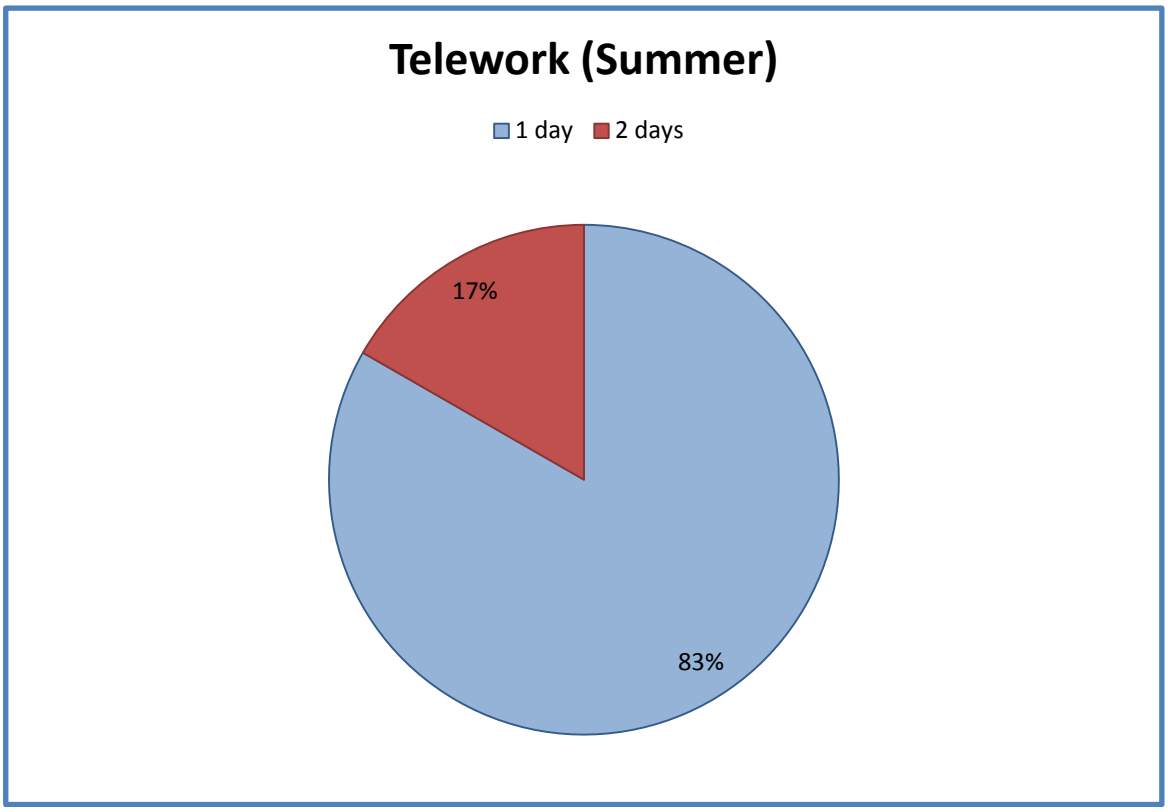

Figure 13: Teleworking Summer

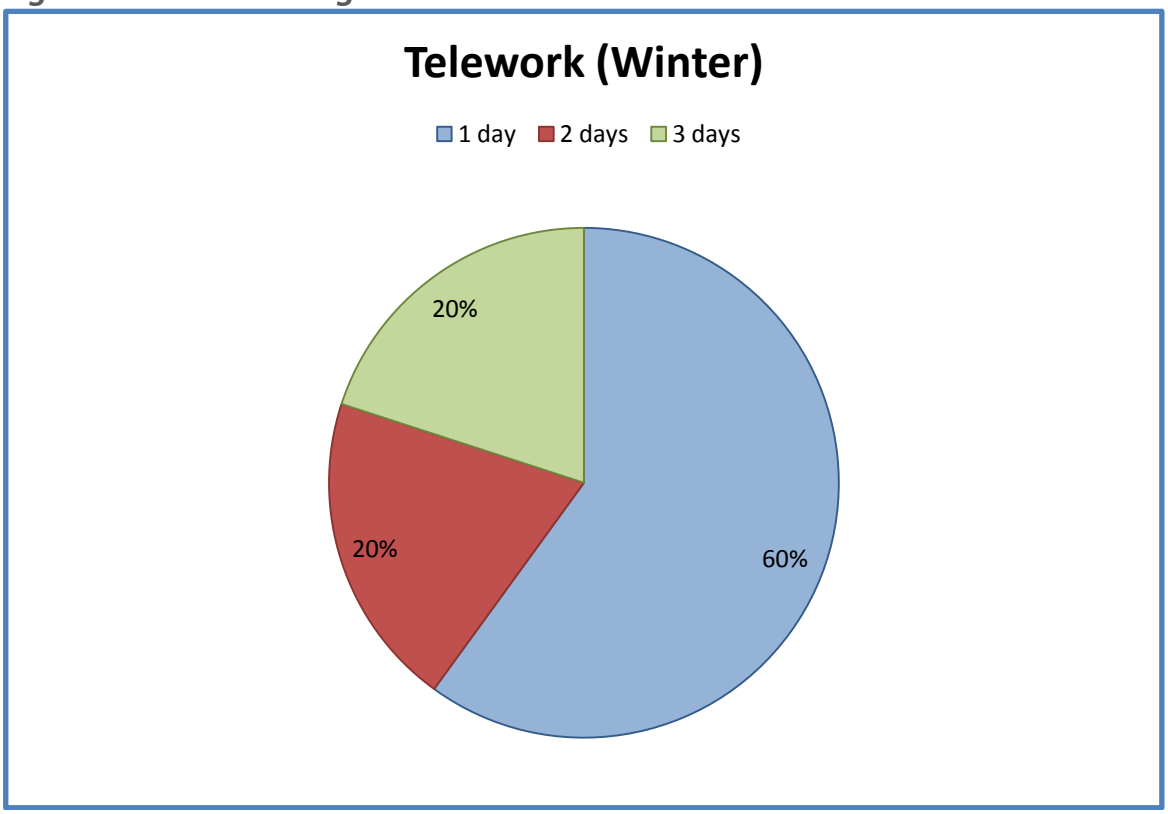

Figure 14: Winter Teleworking Winter

Survey results indicate that a majority of City of Flagstaff employees commute five days a week in a car by alone. Figure 3 demonstrates that during summer months 58 percent of respondents commute alone in their car five days per week. This number increases to 64 percent during winter months (see Figure 4). Those who carpool do so relatively consistently throughout the year with numbers slightly higher in summer months. Significantly 50 percent of commuters in the winter and 44 percent of commuters in summer months utilize the transit system at least one day per week (see Figures 7 and 8). Additionally 32 percent of respondents chose to ride a bicycle one day per week during the summer. That number drops to 22 percent during winter months (see Figures 9 and 10). Numbers of respondents walking to work increases slightly during winter months. Further questioning as to why this pattern might emerge is needed. One possible explanation may be that due to poor road conditions, walking is a more feasible option for some in winter months (see Figures 11 and 12). Frequency of telecommuting among employees that do telecommute is higher during winter months (see Figures 13 and 14).

Respondents were then asked for reasoning behind their commuting patterns. Respondents were asked if they drive alone in a car to work, why they chose to do so. The main reason respondents chose for driving alone in a vehicle to and from work are to allow for running errands before/after work or during lunch (see Figure 15). Additionally many drive because of inclement weather or not being able to get home in the event of an emergency. Others indicated that they have irregular work schedules coupled with no reasonable transit option, no one to ride with, and do not like to depend on others; therefore they drive in a vehicle alone to and from work. Relatively few (under 20 percent) cited either needing a vehicle for company or personal business, parking being

free or inexpensive, needing to transport family members, not having safe or comfortable bicycle and pedestrian access routes, other safety concerns, needing a specially equipped vehicle, carrying cargo, having no shower facilities at their work site, commuting alternatives being too physically demanding, not having adequate bicycle parking at work sites, having helmet hair of wardrobe conflicts, or dress codes too stringent to use alternative modes of commuting as their **main** reason for driving alone in a car. It should be noted that respondents were asked to mark as many reasons as they perceived being their **main** reason for driving alone. The majority of respondents marked several answers.

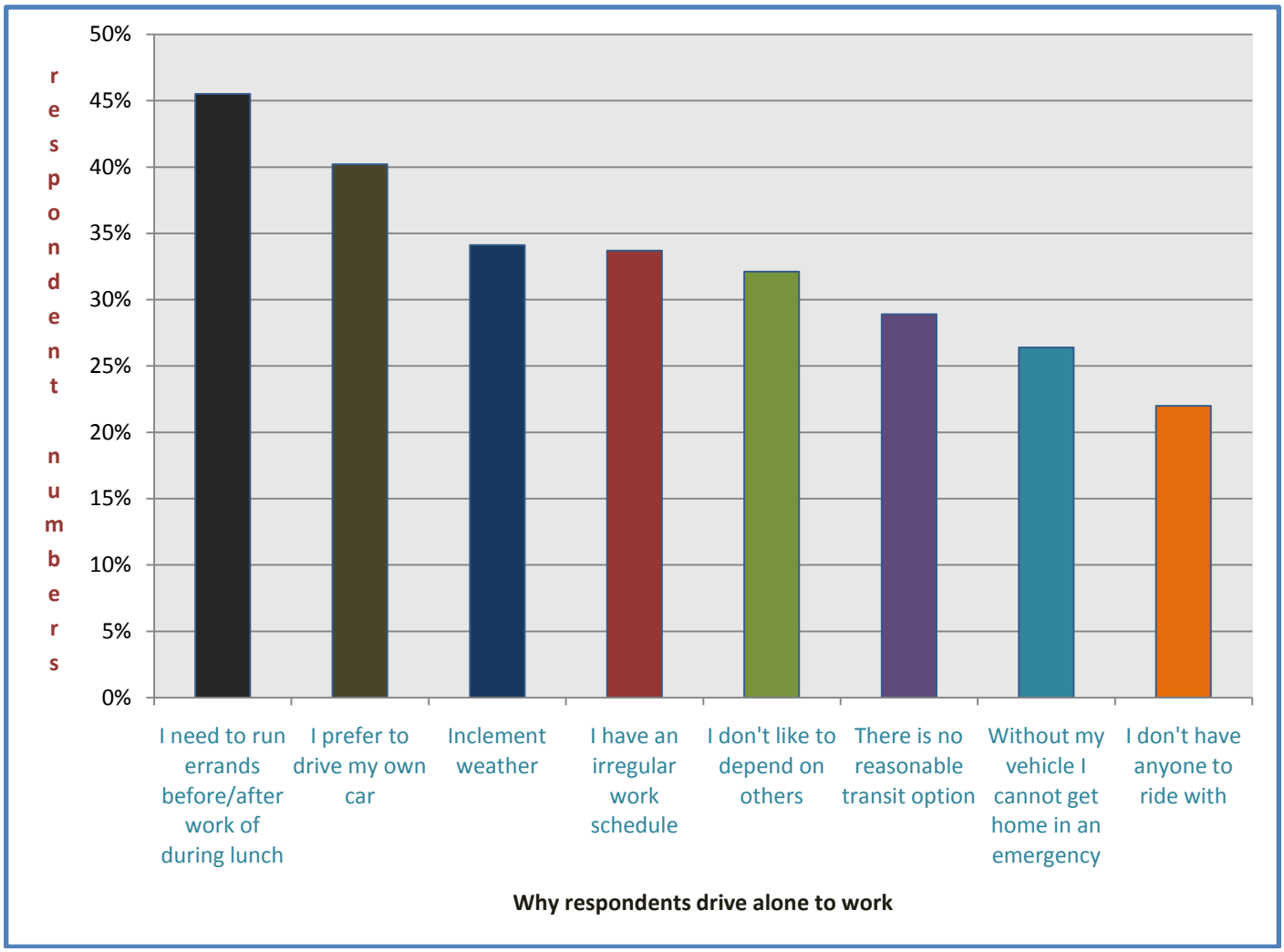

Figure 15: Why respondents drive alone to work

It is evident that motivations for driving alone are diverse; however, 54 percent of respondents indicated that they would be willing to use alternative modes of commuting on a regular or occasional basis. Alternative modes of commuting were defined in the survey as including but not being limited to; carpooling, riding the bus, walking, riding a bicycle or teleworking. Of those that would be willing to use alternative modes of commuting, riding the bus/transit system or riding a bicycle were the most popular alternative modes of commuting chosen by respondents (see Figure 16).

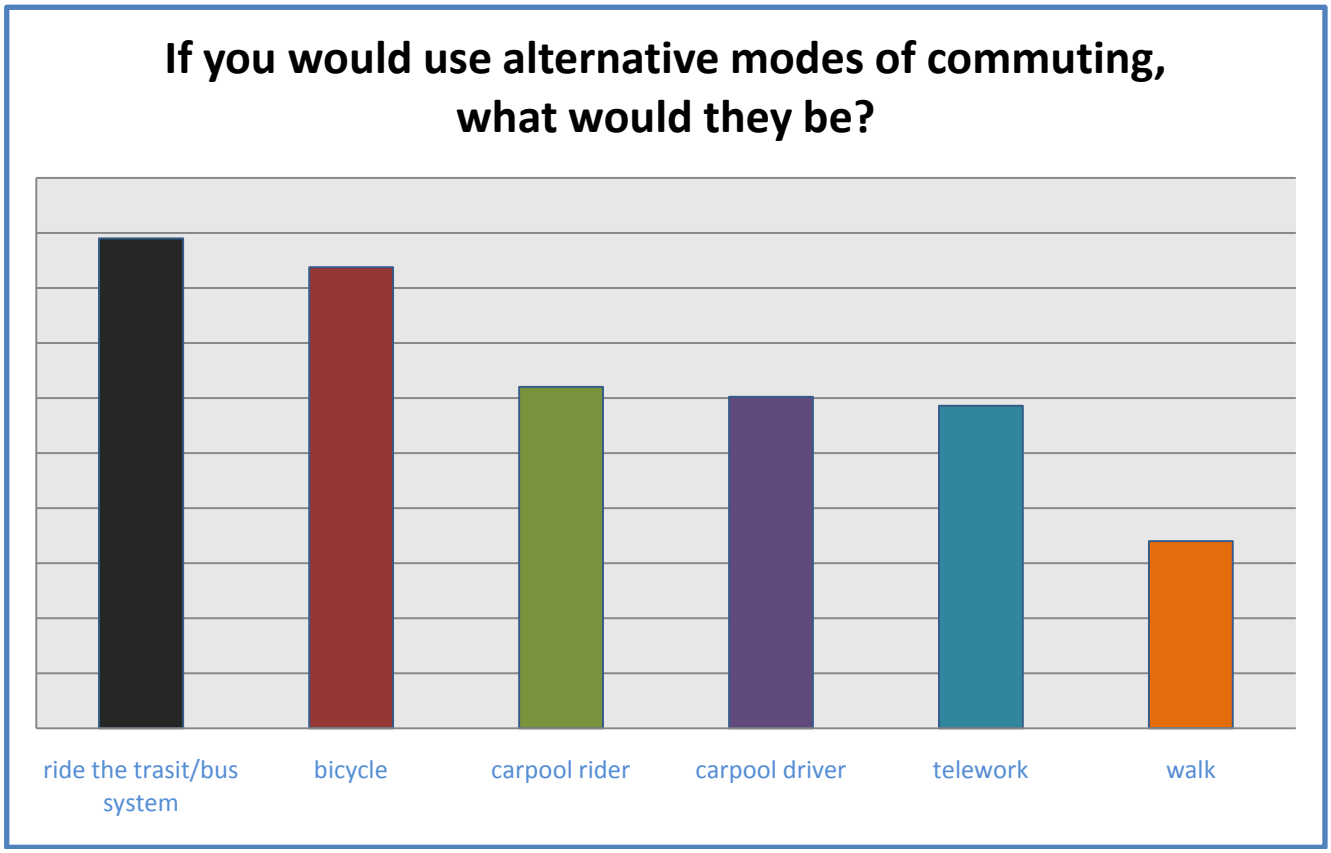

Figure 16: Alternative Commuting Modes Most Likely to be Utilized

If employees are willing to use alternative modes of commuting on at least a minimal basis it is important to determine what whould motivate people to make those alternative choices. Below are two figures that indicate the significant motivating factors for commuters to ride the bus (see Figure 17) and ride a bicycle to and from work (see

Figure 18). The main factors that would encourage respondents to utilize a transit system is to have bus stops located close to home and their work sites. Additionally, important for these commuters are free bus passes or organizational subsidies for transit users.

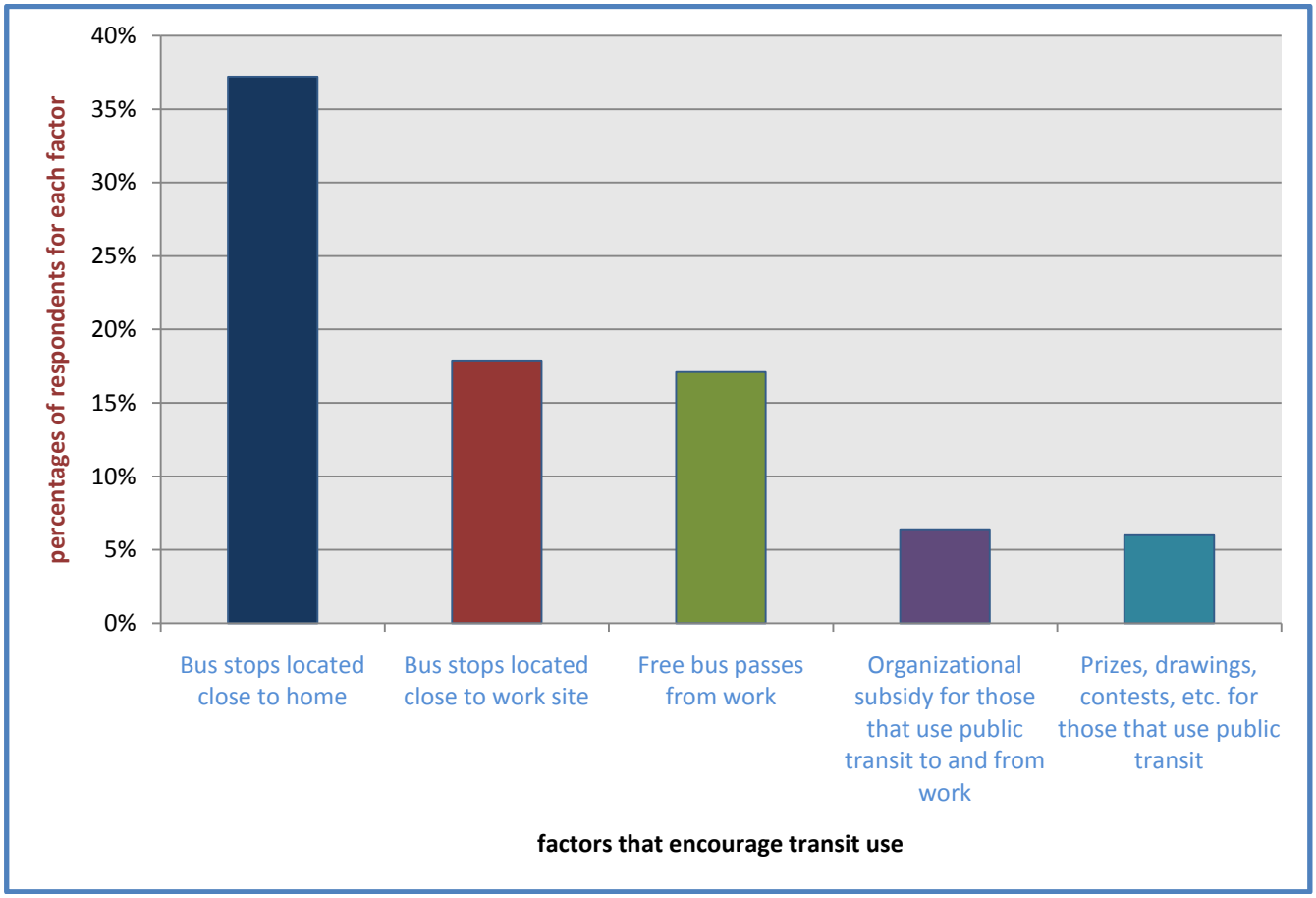

Figure 17: Factors Encouraging Transit Use

For commuters to be encouraged to ride a bicycle, they want showers and clothing lockers at work sites, safe and comfortable bike routes, a guarenteed ride home in the event of an emergency as well as the use of a vehicle during the work day. Finally organizational subsidies and prizes would also encourage commuters to ride a bicyle as their commuting option.

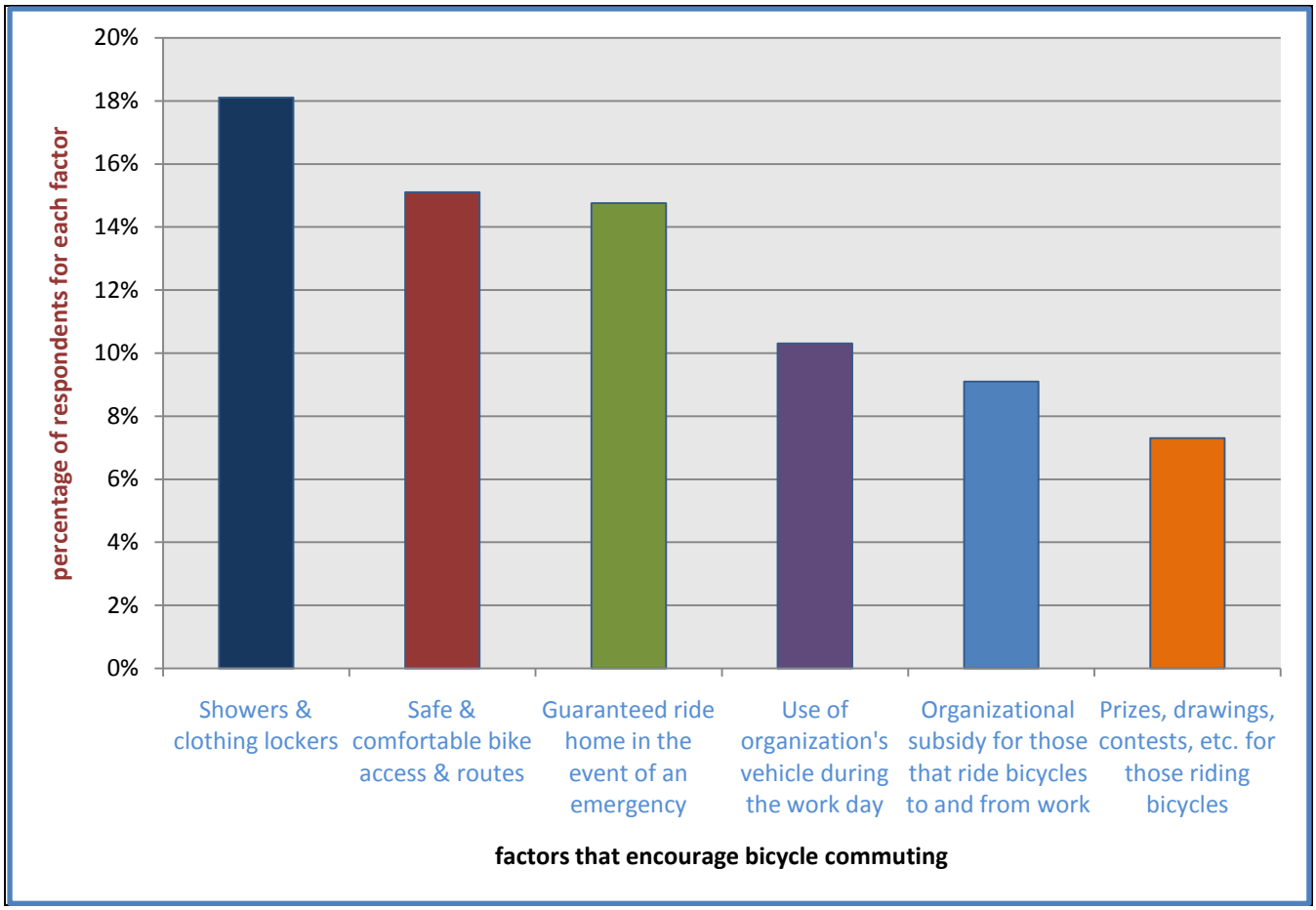

Figure 18: Factors Encouraging Bicycle Use

While teleworking was not the top preferred alternative to driving alone in a vehicle, over 67 percent of respondents said that they would telework regualrly or on occasion basis if possible (see Figure 19).

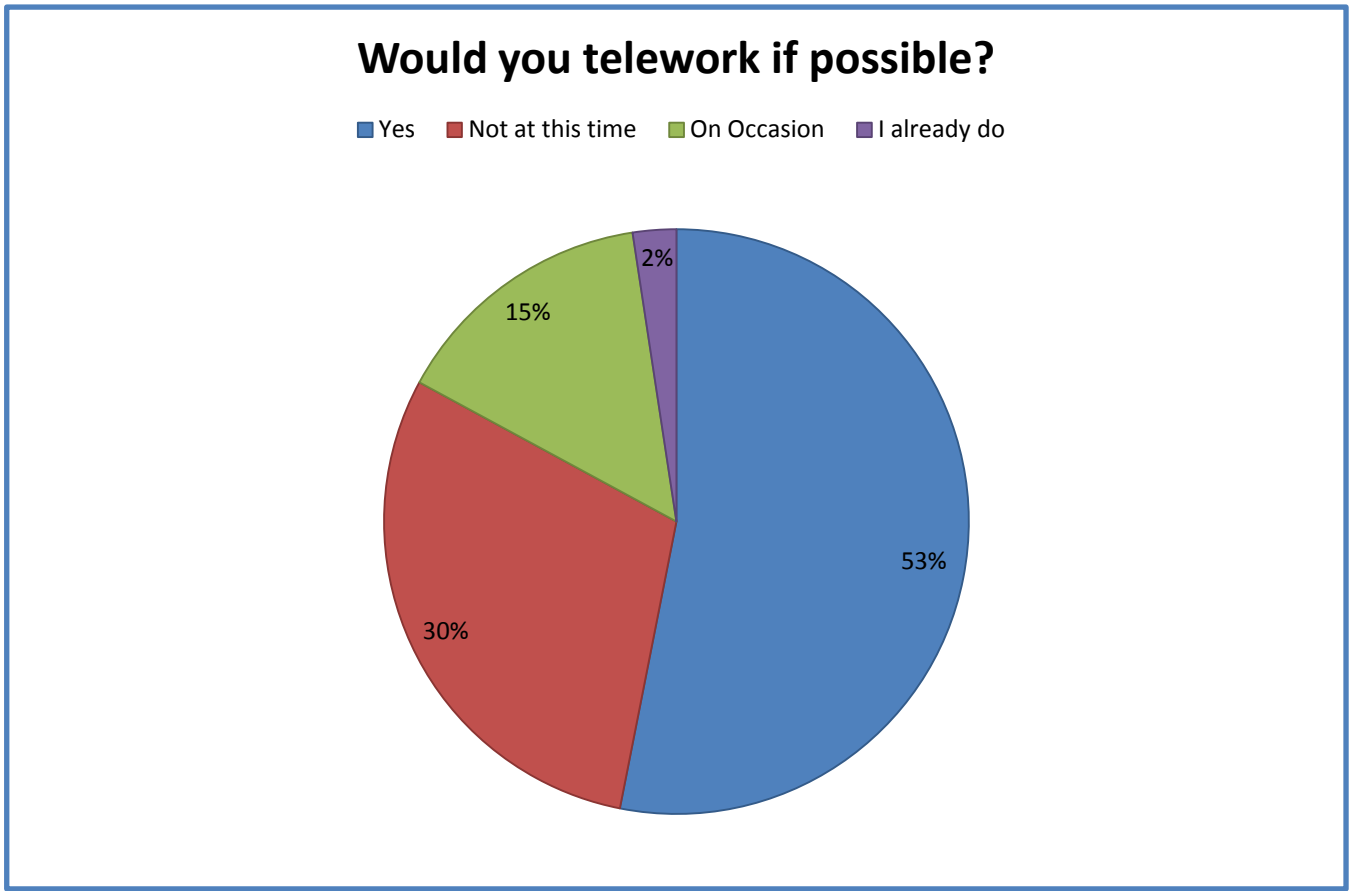

Figure 19: Teleworking

Finally respondents were asked if they use alternative modes of commuting why they currently choose to do so. Most significant for respondents is exercise and health benefits gained by using alternative modes of commuting. Also important for respondents are; saving money, enjoyment or relaxation and environmental benefits (see Figure 20).

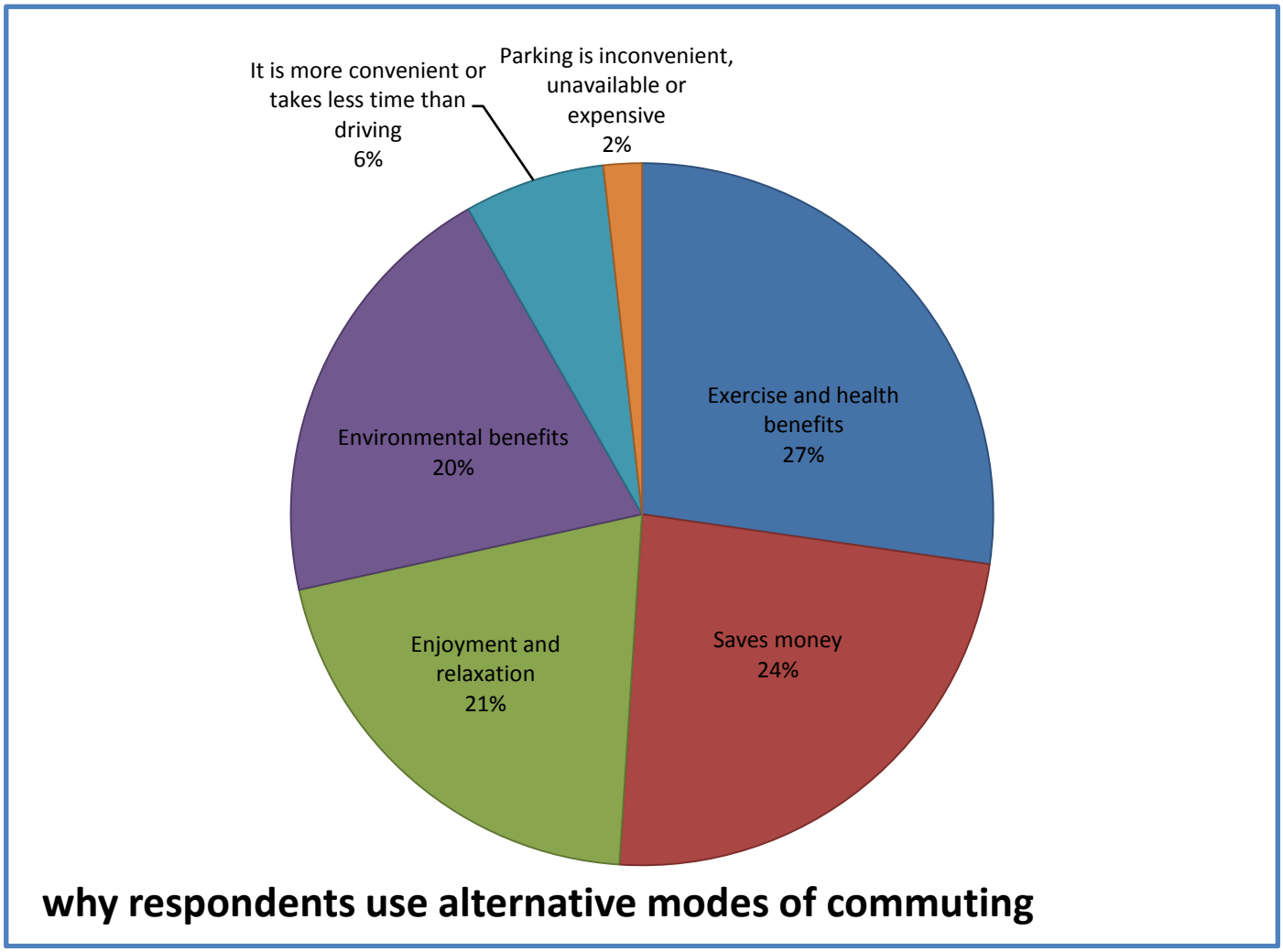

Figure 20: Factors Encouraging Current Alternative Commuters

Policy Recommendations:

The following provides some general recommendations for the City of Flagstaff in attempts to reduce its GHG emissions and increase use of commuting alternatives. Employees clearly prefer a sense of autonomy, not liking to depend on others or preferring to drive their own car. Additionally, organizations wanting to increase usage of alternative commuting options should recognize that employees may have many responsibilities on any given day. Allowing employees autonomy throughout the day to run errands may encourage alternative commuting to and from work. Although organizations can't control the weather, they can control work scheuldes and provide rides in emergencies through promotion of the E*copass. Ecopass* guarantees a ride home in case of emergencies and proper promotion of the benefits may eliminate stress and barriers identified in the survey that discourage the use of public transporation in everyday commuting. Changing work scheldules or increasing frequencies of transit times may also encourage alternative commuting.

Promoting the exercise, health benefits, and economic savings of commuting alternatively may increase alternative commuting use. This could be done through subsidies for those that use alternative options or incentive such as free bus passes.

Limited transit options is a clear barrier to alternative commute users. Employees identified transit times that work with their work schedule as well as transit stops closer to their home and work site as the most likely option to increase alternative communting use. Increasing transit access routes and times coupled with free employee bus passes may be the best way to increase users of this option. This may be a first step coupled with suggestions above to increasing numbers of alternative commute users.

Second employees were most likely to ride bicylces as their commuting option. Employees want showers and clothing lockers to make this a feasible option for them. The next step then is to ensure that bike routes are safe for commuters. Increasing awareness and education for vehicle users of the importance of respecting bicycles on the road may be an option for increasing bicycle safety. Additionally, although not identified by bicycle riders as important bike-safety seminars may boost bicycle commuters confidence and defensive riding skills.

It is recommended the the City of Flagstaff provide vehicles for employees to use throughout the day for business including overnight use in the event of an emergency. Additionally providing showers, clothing lockers, and safe bicycling routes will be needed. These steps should be taken in conjunction with increased education about the environmental, health, and economic benefits gained by use of alternative commuting options. Finally seriously considering teleworking for appropriate Divisions is worth considering, as of 60 percent of employees would do so if it was a viable option. Implementing programs such as these will assist in the City of Flagstaff Sustainability Program's priorities of balancing social, economic, environmental and organizational considerations.

These steps could be implemented incrementally and surveys run to determine benefits of the programs. Alternatively focus groups could be created. Incentive programs could be utilized and monitored for these focus groups the results of which could help determine actual results of possible implemented programs. If programs are implemented, additional surveys should be run annually or bi-annually to determine affects of the programs. If no action is taken, and more research is desired a diary is the recommended survey tool to be done as a random sample 3-4 times throughout the year.

Appendix A: Final Comments from Respondents

Respondents were given space at the end of the survey for final comment or suggestions. In that space they were asked to "describe other suggestions or concerns related to your work commute. Additionally this space may be used to inform the Flagstaff Sustainability Program of something not captured in the above survey." Below are the responses collected in the words of the respondents.

- Covered parking for motorcycles would be great as I burn my ass when I get on my bike in the afternoons.
- The distance from Work to Home and having small children to transport to and/or from school/daycare prevents me from using alternative modes of commuting.
- I would love to see Streets sweep the bike lanes more often, particularly on Butler Avenue, where it is a hobby of people to throw their glass beer bottles. The sweeper machines also do a pretty bad job and often take the dirt and debris from the car road surface and deposit it right in the bike lane on the edge of the road. I do not think they sweep up the debris, I think they simply relocate it. It is often unsafe to ride in the bike lane and I am frequently forced to leave the bike lane and ride in the vehicle lane.
- I support anything it takes to get more people out of their cars!
- I feel that the City would benefit along with the Federal Government is they would give out vouchers to the public for the purchase of an electric bike.
- The bus stop closest to my house is not very close.
- General review of possible route extension or new routes. (as Airport - Transit Station or a circle route in the Ponderosa Trails area with connection to Lake Mary route)
- It is tough to use alternate modes of commuting when you have small children, unfortunately I don't know if I have a good solution to this.
- I would like to see the use of telecommuting considered more seriously. With a high speed internet connection at home, Vonage telephone service, and access to other tools like Skype and Google Documents, I can work from home and collaborate with other City employees or with people outside the organization quite easily at no additional cost to the organization.
- I recycle obsessively and try very hard not to consume what I don't need; consolidate car trips; not drive when I can easily bike but my biggest concern right now is keeping a job, making house payments and not feeling like I am about to go broke (a constant struggle). I would refocus the message on pocket book issues because this is the issue that is driving a lot of personal and household decision making. Secondly, the most dedicated and thoughtful staff and ideas will push transportation alternative nowhere unless leadership (public, private, electeds) get behind it with behavior rather than just words and photo ops. Jack Welch cannot do it all by himself. Our community movers and shakers have to show that this is important and that they care about it and do it themselves. They also have to stop participating in the standard "people in Flagstaff won't do that . . . " discussions.
- I wish I could ride the bus, however the closest bus stop is almost a mile away. I'm not a "morning" person, so can't seem to get moving in the a.m. to leave the house early enough to make it to the bus stop. Also, the bus schedule will either get me to work 20 minutes early, or 10 minutes late. I also have to wait 20 minutes to get the bus home, so

the schedule isn't that convenient.

- I would not want to ride a bicycle on the hwy due to the danger and distance and I'm not sure that I'd want to carpool for several reasons but I might feel differently if I was allowed to drive a City vehicle to and from work but I wouldn't want another employee to cause me to be late for work and I definitely would not want to change my work schedule of (4-ten hour days).
- The best choice for me would be to work from home but I don't think it would be possible due to the nature of my job unless perhaps it was one day per week! (that would be do-able).
- The bus would have to increase service times. At times it is just too hard to carry all I need for 48 hrs of work on a bike or walking.
- Keep in mind that due to the high cost of housing in Flagstaff many employees are incapable of living within the city limits.
- The best thing the city could do is eliminate the sustainability department.
- I live in Doney Park. Biking & walking are not options. If there were a secure park & ride centrally located in D Park that could be useful. Or a park & ride on the east side of town where I could leave my car & take my bike across town. Public Transit down the center median on Hwy 89 would be nice but not realistic. I have car-pooled in the past but have not been able to talk anyone into it for awhile so maybe an e-posting of others interested in ride sharing would be useful
- Prizes are given to those who will ride their bike to work for a week (most often, those people return to their cars as soon as the week is over) ...
- There is no program for those who have switched to motorcycles, hybrids or other more permanent solutions to reduce fossil fuel consumption.
- A program for people willing to carpool to be matched with others in their area.
- A special, very remote, parking lot for all those who drive to work by themselves in excessively large vehicles, and prime parking spaces reserved for carpoolers, small cars, hybrids, etc.
- Some sort of financial incentive for using alternative modes of commuting. Perhaps start charging for using the parking lots?
- Perhaps next year the City of Flagstaff could hold their bike sale closer to town, so that those of us who choose to be car-less as a life-style could participate.
- I live in the Doney Park area near Timberline. If there was a city of Flagstaff van that could drop off people at different locations in town that could get me to the office in time (at Wildcat Hill WWTP), I would take that. Otherwise, I don't think there are any buses out there that offer that type of option. Also, I work from 7 am to 3:30 pm. I don't want to change my hours to 8 - 5. Several of my neighbors work 8 - 5 but often need to drop off their kids at school and often work late at city hall.
- There is no bus going to and fro to Kachina Village. People that live there has different work schedules
- I would probably use the bus more frequently if the stop was closer to my home. In good weather the mile walk is fine, but not in the winter or rainy times.
- I would like to use alternative modes of commuting, but I live in University Heights and work at the library. There are no bus stops within a reasonable distance of my home, and I often use my personal vehicle for work related trips during the day.
- Again, I would stress that the Forest Service's incentive program which offers a paid

alternative fuel commute (and encourages healthy lifestyles) seems like an incredibly effective model to consider for city employees?

- I also feel strongly that offering public transportation to the airport would be helpful all day long, especially considering that the lines operate on alternative fuel sources.
- Fire may not fit into this survey, as our schedule and hours are different.
- Not all jobs allow the hours or ability to use alternative methods of commuting safely and the weather in this area also does not allow for non-vehicle related methods either.
- MY COMMUTE IS DUE TO WHERE I LIVE. THERE IS NOT SYSTEMS THAT CAN BE CHANGED TO ASSIST WITH THIS.
- I would use the bus if it went out to Kachina Village
- I had to move away from Flagstaff to find an affordable home to buy. Anything other than teleworking at this time is not an option.
- I don't live far from work, but I drive a car because we do not have a city vehicle for our facility. Often, I am called to various locations across town and can't rely on the bus to make it to meetings at these locations, etc.
- If there was a bus out to Kachina Village I would ride it.
- Need a bus line to/from Kachina Village/ Mountainare.
- There is no bus service offered to/from Kachina Village.
- I really enjoy my commute on two wheels during the summer (when kids are out of school). Though I live in Doney Park, riding a bike only takes me 45 mins to work (uphill and head wind) and only 30 mins home (downhill and tail wind). I'm fortunate that we have shower facilities here.
- Because of Bike to Work Week, I found that I can take kids to school and still ride my bike to work. I wouldn't have discovered that if not for my BTWW team mates pushing everyone to ride.
- If we had public buses that came to the Doney Park area, I'm sure they would always be full once people figured out how to use them. I do wish the buses had more space for bikes.
- Tele-commuting is definitely of interest to me as much of what I do is on the computer. But this time of year, I still have to get the kids to school.
- Upper level management needs to help promote car pooling!
- A shower in City Hall would probably get more people to ride a bike. I used to think I needed one too, but now that I have ridden to work most days for several months, I realize I don't need one here. Maybe educating people of that would help? They may not believe it though, so putting in a shower would get them started. They would probably not even use it once they got used to riding to work.
- Is there a way to get the bike commuter evangelists a bigger audience? There are lots of reasons to ride a bike: health benefits, helps the environment, it's cheaper, etc... but the main reason is, it's FUN! Driving and traffic are stressful. Riding my bike is the opposite of that! It reduces stress!
- Employee van that picks up those at their homes and returned!!
- My commute to and from work is just fine at the moment.
- None
- The city should maintain the sidewalks. In the winter they are often impassable because of snow, ice + cinders. Many areas of the city have gaps in the sidewalk or have sidewalks in poor repair.

- Getting people out of their vehicles to walk of cycle is difficult to do, but those who switch are usually so happy they do! Ya just feel better! more energy, etc.
- I walk to work. but I also volunteer 3 days/wk year-round at MNA. I take the bus round-trip on those days. Needed: (covered) shelter at the Peaks bus stop + in general, safer intersections for pedestrians
- I frequently ride the bus. Maybe a short email sent to employees saying how much it would save if rode just 1 day a week in environment & cash. Emphasis how great the bus is on time.
- More available bus routes/times
- I live out of town
- Kachina Village, No Bus, No Bike, No walk
- I have to drop my daughter off at daycare.
- 4 day work week, 10 hours a day
- Company vehicles @ off-site work locations.
- need to ride a bike in Summer Fun Exercise.
- I don't it's a big Issue about How we get to + From work!
- 4-10 hour day work week implemented year round
- some people are not capable of carpooling because of where they live.
- affordable rent or mortgage in Flagstaff would be nice!
- Better Pay would allow newer & more fuel efficient vehicles to be owned and operated.
- 19 % MORE $is what I need to afford to live near here!!!
- I commute in a city truck due to the requirements of my position and the type of work I do.
- Quit wasting paper on stupid surveys
- Today is my last day
- And how are you going to use these results once you have spent all this $ making this survey?
  "Oh, we can check it off as a good work 'yes we conducted an employee commuter survey'."
  numbers, percents, stats,
  Ultimately time and money wasted while other employees get layed off and others work more for less. Good job well done. check
- The Lights on Rt. 66 should be green for longer. Less time stopped Lower green house gases.

Appendix B: PDF Survey