County of Orange Employee Rideshare Program Guidelines

The following list of rideshare incentive programs are managed by HRS Employee Benefits and are for all County of Orange and Superior Court employees. Certain incentives are payroll events and will be reported as income. Employee ID numbers are required. If you have any questions, please call (714) 834-7600, or email rideshare@ceo.oc.gov or visit www.hrs.oc.gov/rideshare.

Incentive/Program	Who Should Apply	Description/Details
Guaranteed Ride Home (GRH)	Employees with a qualified and unexpected emergency that arises on a day they rideshare to work.	Qualified emergencies include unplanned family emergencies, unexpected overtime, and more. See GRH Overview for details. Program provides reimbursement for two (2) emergency rides home per fiscal year (7/1 – 6/30). Must submit claim form and receipt for reimbursement.
Carpool and Vanpool RideGuide	Any employee interested in finding a potential carpool partner, vanpool, or transit route will receive a customized RideGuide.	Employees provide home/work trip and contact information to be added to the program using ridematch.info. Employees receive a RideGuide with carpool, vanpool, and transit matches.
Try Train or Bus Start-Up Subsidy	Employees who want to start taking the train or bus to get to work. (Note: must be a new rider for the past 90 days).	Employees are reimbursed for three months (75% for 1st month, 50% for 2nd month, and 25% for 3rd month) for riding train/bus to work, with proof of purchase. This is a one-time, 3-month subsidy, and employee cannot be participating in the payroll deduction at same time.
Commuter Choice Program (Payroll Deduction Program)	Employees who want to purchase their passes for the Metrolink or vanpool fare through a monthly payroll deduction and receive a pre-tax benefit.	This program allows employees to pay for their pass/fare using pre-tax dollars up to the amount established by the IRS (maximum of $340 per month in 2026). The amount is deducted once per month from payroll for the employee's commute costs, thus reducing their taxable income.
Start A New Vanpool Group	Any employee that leases a vanpool vehicle from a third-party vendor for commuting to work with a minimum of three other County/Court employees.	Employees who lease a vanpool will receive a one-time $300 incentive after signing the lease, and another $300 after six months of operation of the vanpool. Must provide roster and lease information.
Get Charged Up (Zero Emission and PHEV Auto/Truck Vehicles)	Any employee that leases or purchases an electric automobile/truck (EV), plug-in hybrid electric (PHEV) or fuel cell automobile/truck within the last 180 days to use to commute to work.	Employees who lease/purchase an EV, PHEV or fuel cell automobile/truck for use to commute to work will receive a one-time $100 bonus. Must submit copy of lease/purchase agreement to qualify. Automobile/truck must be driven by employee and used to commute to work. This is a one-time only incentive program (per employee). Does not include e-bikes.
Club Rideshare Membership Program	Any employee who carpools, vanpools, walks, bicycles, takes Metrolink, bus, or telecommutes for work/commute a minimum of 20 working days in the past 90 days. Carpools/vanpools are comprised of working adults and must be traveling to work to qualify. Does not include students/children.	Employees must register and track 20 rideshare days in the past 90 days to receive a one-time $40 sign-up bonus. Members are also entered into a random monthly drawing for a chance to win a $25 cash bonus, receive a monthly e-newsletter with alerts and special programs. Members can renew their membership each year and receive a $15 bonus if they continue to rideshare. Note: bonus is not available to employees that receive other incentives (re: Try Train/Bus, Get Charged (EV), and Vanpool Start-Up). Those employees are rolled into Club Rideshare and only eligible for the monthly drawings, newsletter, and annual renewal bonus.
OCTA Monthly Bus Pass Reimbursement	Any employee that rides an OCTA Bus to or from work is eligible for a 25% reimbursement of their monthly fares.	Employees must submit their application and receipts via a Smartsheet webform each month, on or before the 5th of the following month.
IE Commuter $5/Day Incentive	Any employee living in the Inland Empire (Riverside County and San Bernardino County) and is new to ridesharing may qualify.	Employees residing in the Inland Empire may be eligible to receive $5/Day (gift card) for ridesharing for 3 consecutive months ($125 max). Employees that rideshare for 6 months or more may be eligible for a special discount program. These are not County programs. For details, please visit www.iecommuter.org.

Note: If you are interested and agree to be matched with potential carpool/vanpool partners, you are agreeing that your contact information will be shared with other County of Orange, Superior Court and neighboring employees that are interested in carpooling or vanpooling. You are responsible for contacting listed commuters to set up carpool or vanpool, or you may contact the County of Orange Rideshare Office for assistance. Participation is voluntary. Employees are responsible for the operation of their carpool/vanpool groups. The County of Orange is not responsible/liable for any claims, expenses, or damages as a result of participating.

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