

# Why Employers Should Install Workplace Charging for Plug-in Electric Vehicles

## Benefits to Employees, Companies and Communities



CALIFORNIA  
PLUG-IN ELECTRIC VEHICLE  
COLLABORATIVE

The market for plug-in electric vehicles is growing every month – and with it, the need for more places to charge. Being able to charge at work can be an important consideration for those in the market for a plug-in electric vehicle. For example, a 2013 survey of California plug-in electric vehicle drivers finds 37 percent have access to charging at work. Workplace charging is catching on as employers see its value.



Employers can save money, demonstrate environmental leadership and increase employee productivity and job satisfaction by offering WPC.

Fleet and employee workplace charging at San Diego Gas & Electric headquarters.

## Employer Benefits

Workplace charging (WPC) can help you:

- **Enhance your bottom line.** Save money on fuel for your fleet vehicles by converting company cars to plug-in electric vehicles (PEV)s.
- **Recruit and retain employees.** Attract and keep high-quality employees by helping them with their transportation needs. Providing WPC is similar to offering transit discounts or carpooling incentives.
- **Green your image.** WPC helps build your brand as socially and environmentally responsible. Your parking lot may become your best marketing tool.
- **Improve employee productivity.** PEV drivers can drive solo in carpool lanes, so they arrive at work quicker and with less stress from their daily commute. WPC may be just the inducement an employee needs to switch to driving a PEV.
- **Comply with local regulations.** For example, employers in the Los Angeles area with more than 250 employees can install charging stations as a strategy to comply with SCAQMD Rule 2202 to mitigate emissions generated by employee commutes.
- **Add to Leadership in Energy & Environmental Design (LEED) points.** Charging infrastructure is required for the highest level of LEED certification.

*Amping Up California Workplaces: 20 Case Studies on Plug-In Electric Vehicle Charging at Work* is a report designed to help organizations deploy workplace charging. See Additional Resources.





## Employee Benefits

- WPC provides reassurance that employees commuting in a PEV will not run out of charge. It also provides flexibility by increasing vehicle driving range.
- Having access to WPC enables employees with long commutes or without access to home charging to purchase a PEV because they have a reliable place to charge.
- For plug-in hybrid vehicles, which operate on gasoline and electricity, charging at work means getting more electric miles.
- Driving a PEV gives employees access to the carpool lane, cutting their commute time so they arrive at work quicker and less stressed, thereby improving their productivity.
- Employees will save money on fueling costs because electricity is less expensive than gasoline.



Evernote received grant funding to help defray the cost of its 10 Level 2 workplace chargers.

## Community Benefits

- Employees can help improve local air quality and public health by commuting in a PEV.
- Vehicles are a large contributor to greenhouse gas emissions. WPC encourages more employees to purchase cleaner PEVs, multiplying the reductions in harmful emissions.



California State University, Los Angeles installed WPC for staff and the public with the help of grant funding from the U.S. Department of Energy.

“Our employees love having the ability to charge their PEVs at work. It takes away range anxiety and has led to even more employees driving PEVs and encouraging others to take the plunge.”

**Lisa Day**, Energy Initiative Director, 20th Century Fox



## Incentives

A variety of incentives support PEVs, PEV purchases and WPC installations. Consult local and regional agencies for incentives that could be specific to your company. See the Additional Resources Section to search for incentives.

- Federal Income Tax Credit - PEVs purchased after 2010 may be eligible for a federal income tax credit of up to \$7,500, based on the battery capacity.
- Clean Vehicle Rebate Project (CVRP) - In California, the CVRP offers up to \$2,500 for the purchase or lease of a PEV.
- LEED - Up to three LEED points are available for installing charging stations.
- Special Charging Rates - Electric utilities may offer special rates for off-peak PEV charging.
- Local Incentives - Local grant or incentive programs may provide free or discounted equipment and/or installations.

## Additional Considerations

- **Consult your tax advisor** - WPC may meet the definition of a “de minimus” fringe benefit under Section 132(a)(4) of the IRS Code.
- **Watch for unintended consequences** - A recent UC Davis study finds that free WPC may encourage drivers to shift their charging habits from home to the workplace. The study suggests that charging a small fee for WPC – between the price of home electricity and gasoline – could encourage more efficient use of the charging stations.
- **Consider lower-cost Level 1 charging stations** - About half of PEV drivers surveyed in the UC Davis study thought low-power charging (1.2 kW) at work is sufficient for their needs.

## A Few of the Many Companies with Workplace Charging



Figure 1. Companies featured in *Amping Up California Workplaces: 20 Case Studies on Plug-in Electric Vehicle Charging at Work*.

### U.S. Department of Energy EV Everywhere Workplace Charging Challenge

The U.S. Department of Energy Workplace Charging Challenge seeks to achieve a tenfold increase in the number of U.S. employers offering WPC in the next five years. See Additional Resources.





## Additional Resources

- Advanced Energy, *Project Insights: Real-World Charging Behavior at the Workplace* (2013)  
[http://www.advancedenergy.org/transportation/resources/PEVUsageStudyIR\\_WorkplaceCharging.pdf?\\_cldee=bWFYeUBicmF6ZWx](http://www.advancedenergy.org/transportation/resources/PEVUsageStudyIR_WorkplaceCharging.pdf?_cldee=bWFYeUBicmF6ZWx)
- California Plug-In Electric Vehicle Collaborative, *Amping Up California Workplaces: 20 Case Studies on Plug-in Electric Vehicle Charging at Work* (2013)  
<http://www.pevcollaborative.org/workplace-charging>
- California Plug-In Electric Vehicle Collaborative, *Employers' Guide to Workplace Charging* (2013)  
[www.pevcollaborative.org/workplace-charging](http://www.pevcollaborative.org/workplace-charging)
- California Plug-In Electric Vehicle Collaborative, *How Can I Get Charging at My Workplace?* (2013)  
[www.pevcollaborative.org/workplace-charging](http://www.pevcollaborative.org/workplace-charging)
- California Plug-In Electric Vehicle Collaborative, *Why Employers Should Install Workplace Charging* (2013)  
[www.pevcollaborative.org/workplace-charging](http://www.pevcollaborative.org/workplace-charging)
- California Plug-In Electric Vehicle Collaborative, *Workplace Charging: Why and How?* (2012)  
[http://www.pevcollaborative.org/sites/all/themes/pev/files/Comm\\_guide7\\_122308.pdf](http://www.pevcollaborative.org/sites/all/themes/pev/files/Comm_guide7_122308.pdf)
- California Plug-in Electric Vehicle Driver Survey Results, California Center for Sustainable Energy (2013)  
[http://energycenter.org/sites/default/files/docs/nav/transportation/cvrp/survey-results/California\\_Plug-in\\_Electric\\_Vehicle\\_Driver\\_Survey\\_Results-May\\_2013.pdf](http://energycenter.org/sites/default/files/docs/nav/transportation/cvrp/survey-results/California_Plug-in_Electric_Vehicle_Driver_Survey_Results-May_2013.pdf)
- CALSTART, *Best Practices for Workplace Charging* (2013)  
[http://www.calstart.org/Libraries/Publications/Best\\_Practices\\_for\\_Workplace\\_Charging.sflb.ashx](http://www.calstart.org/Libraries/Publications/Best_Practices_for_Workplace_Charging.sflb.ashx)
- Internal Revenue Service fringe benefit information  
[http://www.irs.gov/publications/p15b/ar02.html#en\\_US\\_2013\\_publink1000193740](http://www.irs.gov/publications/p15b/ar02.html#en_US_2013_publink1000193740)
- Key points to know when considering workplace charging, San Diego Gas & Electric  
<http://www.sdge.com/clean-energy/business/employers-and-property-owners>
- PEV Resource Center Incentives Search  
<http://www.driveclean.ca.gov/pev/Incentives.php>
- PEV Resource Center, Resources for Businesses  
[http://www.driveclean.ca.gov/pev/Resources\\_For\\_Businesses.php](http://www.driveclean.ca.gov/pev/Resources_For_Businesses.php)
- UC Davis Institute of Transportation Studies, *Charging for Charging: The Paradox of Free Charging and Its Detrimental Effect on the Use of Electric Vehicles* (2013)  
[http://www.its.ucdavis.edu/?page\\_id=10063&pub\\_id=1919](http://www.its.ucdavis.edu/?page_id=10063&pub_id=1919)
- U.S. Department of Energy federal and state alternative fuels laws and incentives  
<http://www.afdc.energy.gov/laws/matrix/tech>
- U.S. Department of Energy workplace charging resources  
[http://www1.eere.energy.gov/vehiclesandfuels/electric\\_vehicles/resources.html](http://www1.eere.energy.gov/vehiclesandfuels/electric_vehicles/resources.html)
- Workplace: Employee Electric Vehicle Charging, Southern California Edison  
[https://www.sce.com/wps/wcm/connect/552cf7ec-e2da-4c34-becd-2c3e9fea1193/PEV\\_Business\\_EmployeeVehicleCharging.pdf?MOD=AJPERES](https://www.sce.com/wps/wcm/connect/552cf7ec-e2da-4c34-becd-2c3e9fea1193/PEV_Business_EmployeeVehicleCharging.pdf?MOD=AJPERES)