



# 2025 Boulder Valley Employee Survey for Transportation

## Summary of Results

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## Executive Summary

The Boulder Valley Employee Survey has been conducted for the Transportation Division twelve times prior to the 2025 data collection, occurring every two to three years between 1991 and 2025. Employees were selected for inclusion in the study through a two-stage process: first, all employers located in Boulder Valley were identified and asked to participate; then, employees within participating organizations were invited to complete the survey. Additionally, employees were recruited directly through social media and other public communication channels.

All companies located in Boulder Valley, defined as zip codes 80301 through 80310, were eligible for the study. A total of 4,525 employers were identified, including 516 in downtown Boulder and 4,009 in the rest of Boulder Valley. These organizations were mailed a letter explaining the importance of the study and were contacted over the following weeks to invite their participation. Employees were offered the option to complete the survey online or via hard copy; all participating employees selected the online option.

A total of 781 surveys were collected from employees across 311 organizations. The overall company response rate was 7% (10% in the downtown area and 6% in the rest of Boulder Valley). The average employee response rate was 33% in the downtown area and 40% in the rest of Boulder Valley.

The data was weighted to account for differential response rates among organizations and employees, resulting in a more accurate and representative sample of Boulder Valley employees. With a sample size of 781 responses, the margin of error is approximately  $\pm 4$  percentage points for any given percentage reported for the full sample.

### Survey Highlights

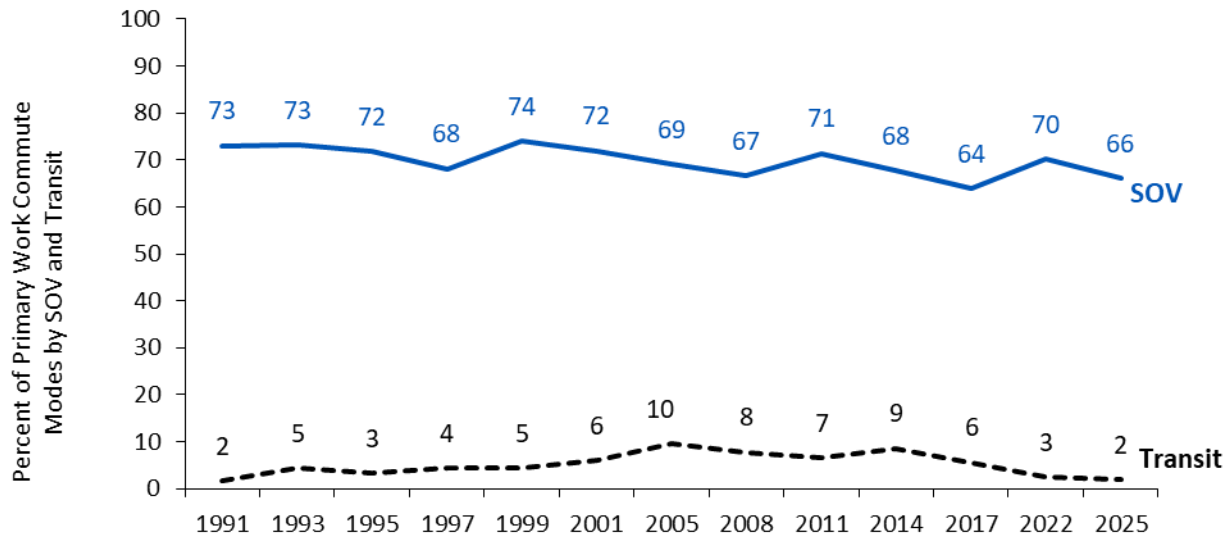
***When asked how they traveled to work on the day they completed the survey, about 7 in 10 respondents reported driving alone for at least one segment of their commute.***

In 2025, 69% of respondents had driven alone for at least one segment of their commute, compared to 73% in 2022 and 67% in 2017. Bicycling increased notably, with 14% biking in 2025 compared to 6% in 2022, while transit use rose to 7%, up from 4% in 2022. About 1 in 10 respondents worked from home on the day of the survey, similar to 2022.

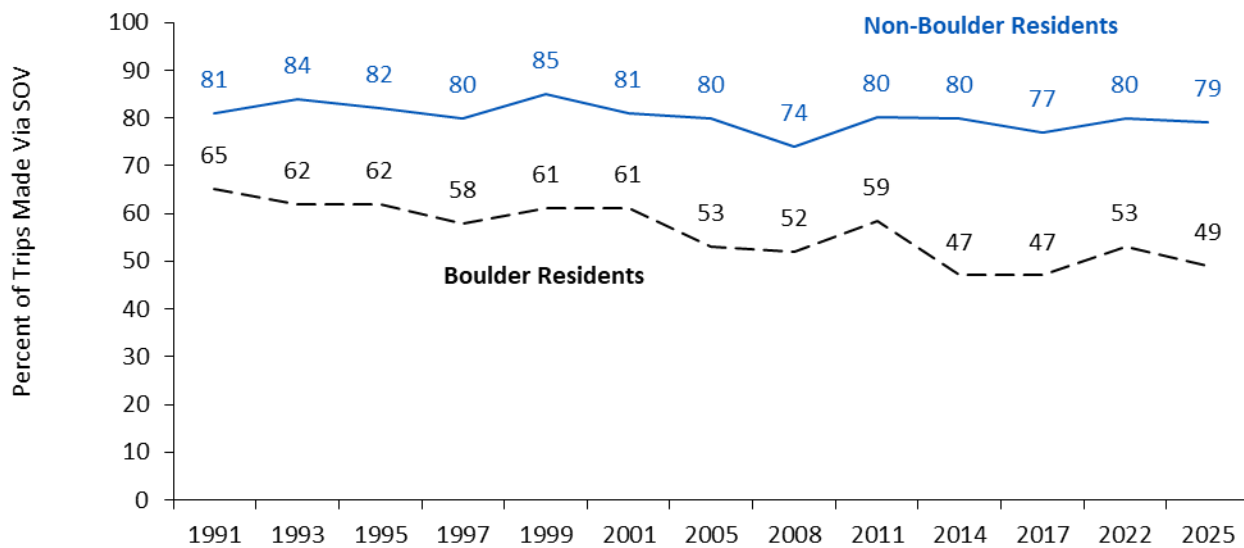
***The proportion of those who worked in Boulder Valley and commuted to work using a single-occupancy vehicle (SOV) as their sole travel mode decreased from 70% to 66%.***

As an alternative way of examining modal shares, respondents who used more than one mode to commute were grouped into a single “multi-mode” category, allowing the distribution of primary commute modes to sum to 100%. Under this framework, there was a decline from 2022 to 2025 in single-occupancy vehicle (SOV) commuting from 70% to 66%, though the difference does not reach statistical significance.

Transit use as the primary commute mode reached its lowest point in the 35-year trend, at 2% in 2025. Transit accounted for 9% of commutes in 2014, but declined to 6% in 2017, 3% in 2022, and 2% in 2025. In contrast, biking (that includes E-bikes) increased: 10% of employees identified biking as their primary commute mode in 2025, up from 5% in 2022.



*Those who lived outside Boulder were more likely than those who lived in Boulder to drive alone for the work commute.*

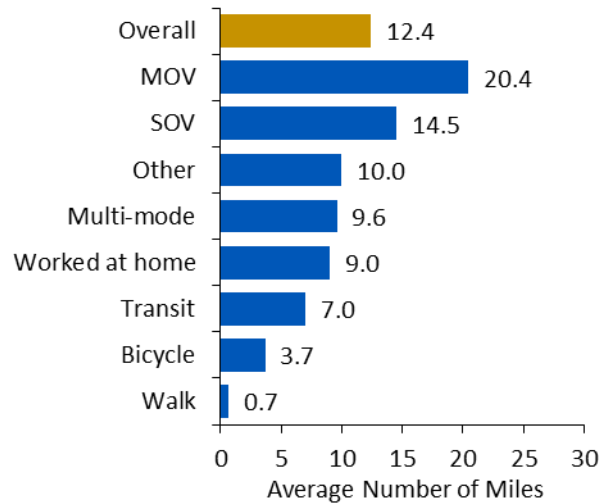


About 42% of respondents reported they lived in the city of Boulder (8% above 2022), and the remaining 58% lived outside of Boulder. When the modal shift over time is examined by place of residence, it shows a consistent pattern of higher SOV use among those who live outside the city. Across the 35-year trend, SOV use among non-residents fluctuates within a narrow band—from the mid-70s to mid-80s—and remains centered around 80%, with recent values of 80% in 2022 and 79% in 2025. Among Boulder residents, SOV commuting shows a clearer long-term decline: from levels above 60% in the early 1990s to around 50% in recent years, including 53% in 2022 and 49% in 2025. This widening gap underscores the persistent difference in commute behavior between residents and non-residents.

***Those who walked or bicycled to work lived significantly closer to their workplaces, on average, than those who commuted by vehicle—whether driving or using transit.***

In 2025, the average employee commute distance was 12.4 miles, with an average travel time of 26 minutes. Walking commutes averaged just 0.7 miles, while bicycle commutes averaged 3.7 miles.

On average, employees residing within Boulder city limits had a work commute of 3.8 miles, which typically took them about 15 minutes to complete. In contrast, employees living outside of the city limits had an average work commute of 18.7 miles, which usually took them about 35 minutes to complete.

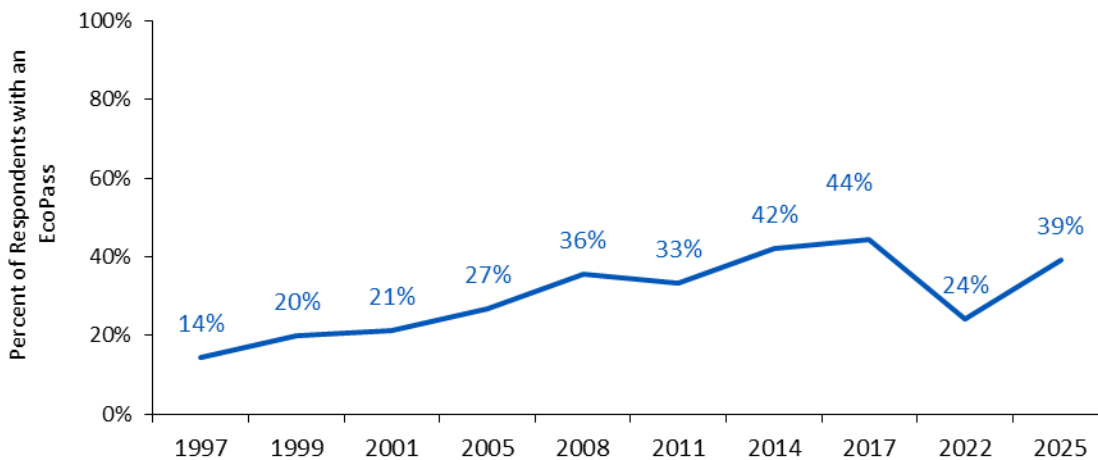


***Hybrid or plug-in electric vehicle ownership/availability nearly doubled from 2022 to 2025.***

About 9 in 10 respondents reported having a motor vehicle available for their commute. Among these respondents, roughly 6 in 10 had access to a car, while 34% relied on an SUV, van, or minivan. Three-fourths of these vehicles were gas-powered, while hybrids and plug-in electric vehicles accounted for one-fourth—nearly double their share in 2022.

Vehicle availability varied by place of residence: about 85% of Boulder residents reported having a vehicle usually available for commuting, compared with about 95% of those living outside the city. Hybrid and electric vehicle ownership was slightly more common among Boulder residents, while gas-powered vehicles were somewhat more prevalent among those residing outside city limits.

***EcoPass ownership increased in 2025, returning toward its highest levels.***



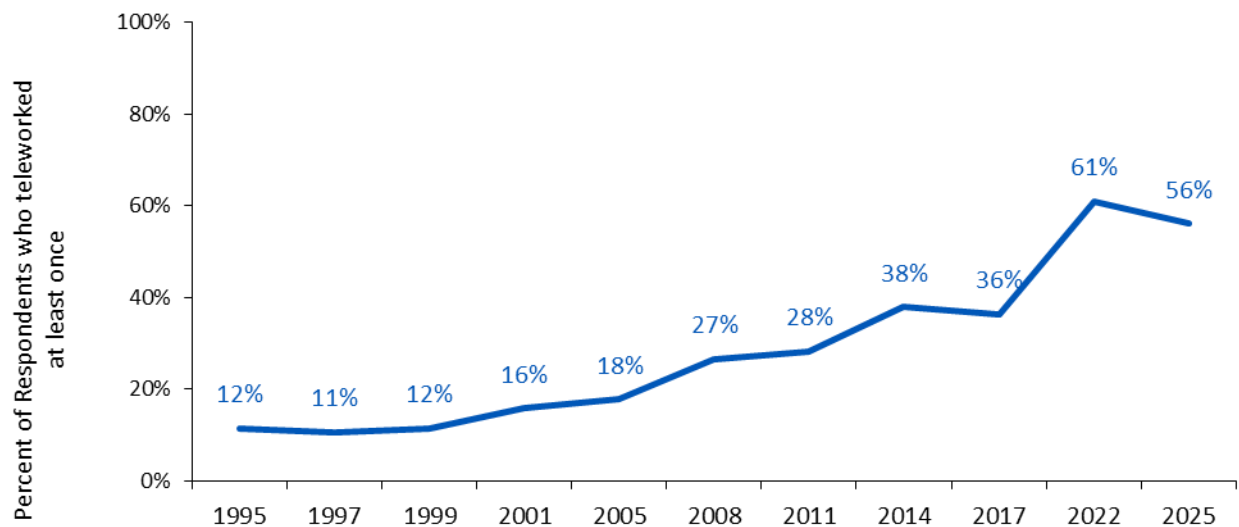
In 2025, 39% of respondents reported having an EcoPass. Ownership had risen steadily from 1997

through 2017, dropped sharply in 2022, and then rebounded in 2025, signaling renewed engagement with the program.

### ***One-Fourth of Respondents Have Used the Bus for Commuting.***

When asked whether they ever rode a bus to work, about one-fourth of respondents said they did—an increase from 2022, though still below pre-COVID levels. Bus use for non-commute purposes also rose: about 15% of respondents reported riding a bus for personal trips during a typical week, up from 11% in 2022. On average, respondents made 0.4 non-commute bus trips per week. Among those who made at least one such trip, the average frequency was 2.6 trips per week, similar to 2022.

### ***The proportion of employees who teleworked declined from 61% in 2022 to 56% in 2025.***



Overall, between 5 and 6 in 10 respondents reported teleworking at least occasionally, reflecting a modest decrease from 2022. Among those who did telework, about half reported doing so two or more days per week, indicating that while telework participation dipped slightly, frequent telework remains common among those who engage in it.

### ***Many employers offer commute-supportive amenities, but actual usage varies widely.***

About half of respondents, 46%, reported their employer provided a telework option and most of them had used it. Meanwhile, 41% of respondents reported their employer provided showers and changing facilities, although just 15% of all respondents have used them. A similar proportion of employees reported their employer provided enclosed bicycle storage, although just 18% of all respondents have used them, while also about 4 in 10 of those completing the survey reported their employer provided an EcoPass option, and most of them had used it. Both the availability of EcoPasses and their usage increased compared to 2022.

# Report of Results

## Survey Background

The Boulder Valley Employee Survey for Transportation has been conducted twelve previous times: in 1991, 1993, 1995, 1997, 1999, 2001, 2005, 2008, 2011, 2014, 2017, and 2022. In iterations prior to 2005, the survey administration was handled by a research and evaluation division within the City of Boulder. For these surveys, data was collected in the summer months. A similar effort for Downtown Boulder employees was conducted in the fall of several of the same years. Starting with the 2005 iteration, it was decided that these efforts could be combined to achieve some cost savings for the involved agencies and would be conducted in the latter half of September. In addition, in some years other agencies or groups have joined the data collection efforts. In 2025, this included the city government of Boulder.

Employees were targeted for inclusion in the study through a two-stage selection process. The first step in recruiting employees for the survey was to select employers who would be asked to invite their employees to participate in the survey. A database was purchased which provided the business names, addresses, sizes, and names of contact persons for companies in Boulder Valley, considered to be in the zip codes of 80301 through 80310. In addition, a database was supplied by the Downtown Management Commission (DMC) of all businesses within the Central Area General Improvement District (CAGID) and the Business Improvement District (BID) boundaries. The Boulder Valley database was geocoded to exclude businesses within the CAGID or BID boundaries.

A total of 4,525 employers were identified for the study, 516 employers in downtown Boulder and 4,009 from the rest of Boulder Valley. These organizations were mailed a letter explaining the importance of the study and were contacted over the next few weeks to invite participation. The letter included a URL that could be shared via email and a QR code that could be posted for employees to see (See Appendix: Survey Materials for a copy of the letters).

Employers were offered options to share access to the survey online or to receive hard copies to distribute. All recruited employers selected the online option. The online version of the survey was available in English and Spanish. All respondents took the English version of the survey.

Over the next few weeks, the companies were also contacted by phone and email by research staff members to determine if the organization would participate in the study and to provide instructions on how to distribute the survey. The contact person served as the survey administrator within each company. For most companies, that contact person sent an email invitation to the organization's employees inviting them to participate in the online survey.

In addition to this employer-based recruitment, invitations to an open survey was made available directly to employees working in the Boulder Valley via promotion by the City of Boulder. This was intended to provide an opportunity for participation by employees whose organizations chose not to participate in the employer-based survey distribution, and also employees in Boulder who worked from home for non-Boulder based firms.

A total of 781 completed surveys were collected from Boulder Valley employees. Of these, 593 responses were obtained through participating employers and 188 were submitted through the open survey. The overall company response rate was 7%. Survey data were weighted to account for differential response rates across organizations and employees, ensuring that results more accurately represent the overall Boulder Valley workforce.

For the downtown area, of the 516 employers selected for the survey, 54 agreed to participate and provided at least one complete employee survey, for a company response rate of 10%. A total of 143 completed surveys were collected from downtown employees. Not all employees elected to participate; the average downtown employee response rate was 33%.

For the rest of Boulder Valley, of the 4,009 employers selected for the survey, 254 agreed to participate and had at least one employee who completed the survey. This represents 6% of those organizations. A total of 561 completed surveys were collected from Boulder Valley employees not working in the downtown area. The average employee response rate was about 40%.

With 781 completed surveys, the overall margin of error for results based on the full sample is approximately  $\pm 4$  percentage points. When comparing 2025 findings with those from 2022, differences of at least 5 percentage points are required to be considered statistically significant.

A copy of the employee transportation survey administered to employees can be found in Appendix: Survey Materials.

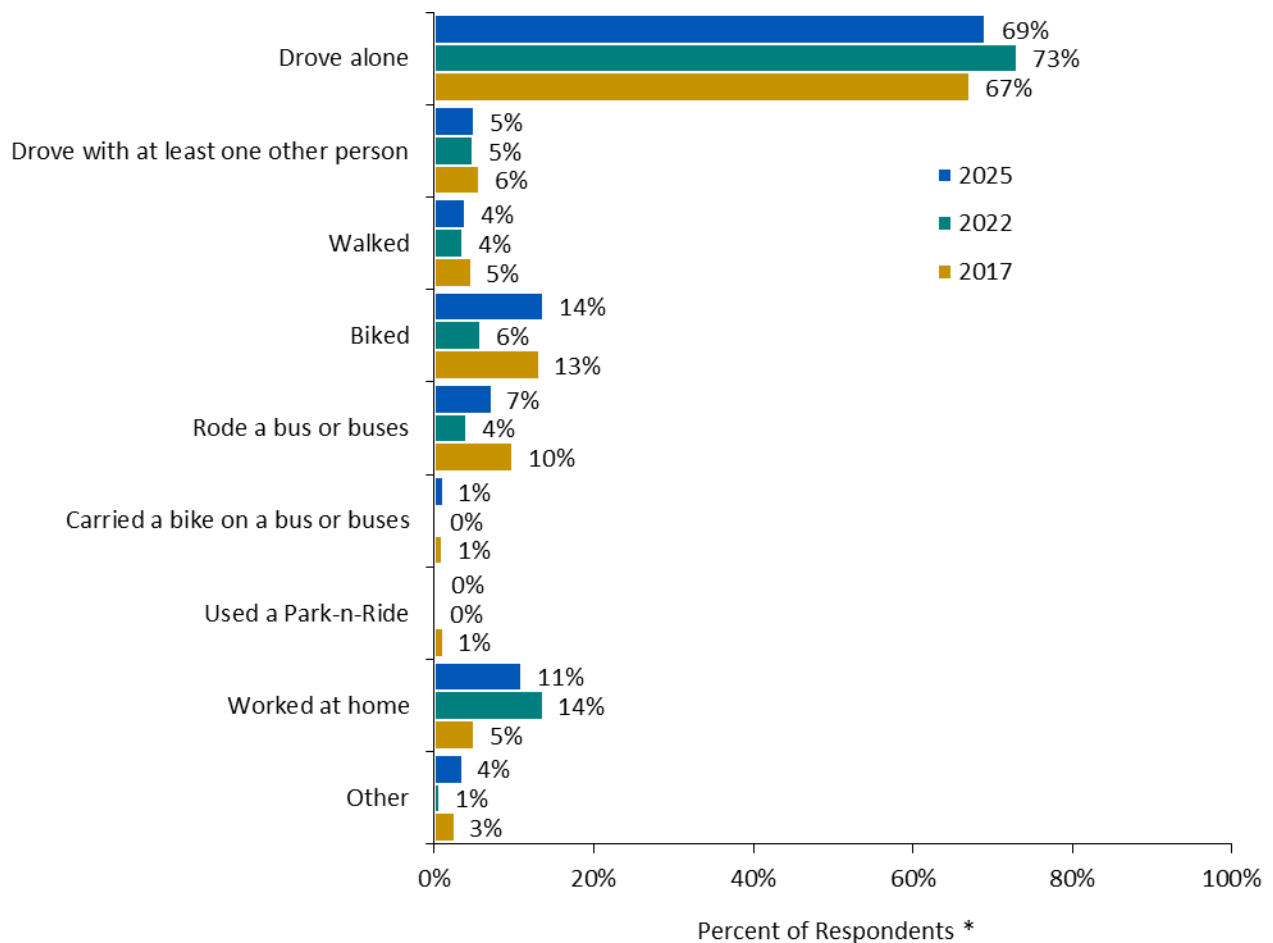
### Modal Share of the Work Commute

One of the main purposes of the Employee Transportation Survey is to determine the “modal share” of trips made to and from the place of employment by those who work in Boulder Valley; that is, the proportion of work commute trips made via each method of transportation.

Those completing the survey were asked which modes they had used to commute to work the day they were completing the survey. They could choose more than one mode.

In 2025, 69% of respondents drove alone for at least one segment of their work commute, representing a decrease of about 4 points compared with 2022, though the difference does not reach statistical significance. Also, 14% had biked for a portion of their commute, an increase of 8 points from 2022 and similar to 2017; while 7% had used a bus, 3 points above 2022. Finally, about 11% of the respondents reported having worked from home, a decrease of 3 points from 2022, but still well above 2017.

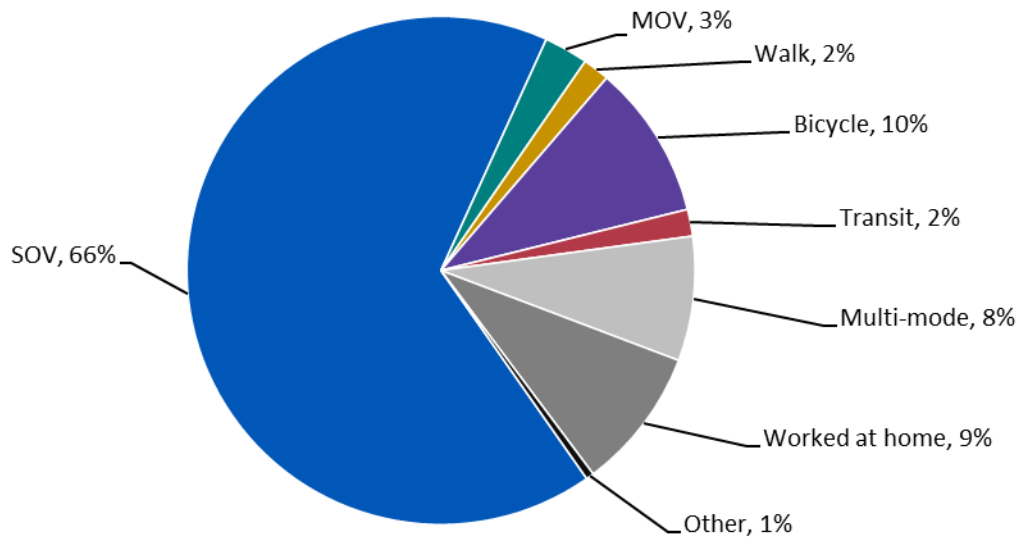
**Figure 1: Modal Share of All Work Commute Trips on Survey Day, 2017-2025**



\* Percents add to more than 100% as respondents could choose more than one mode

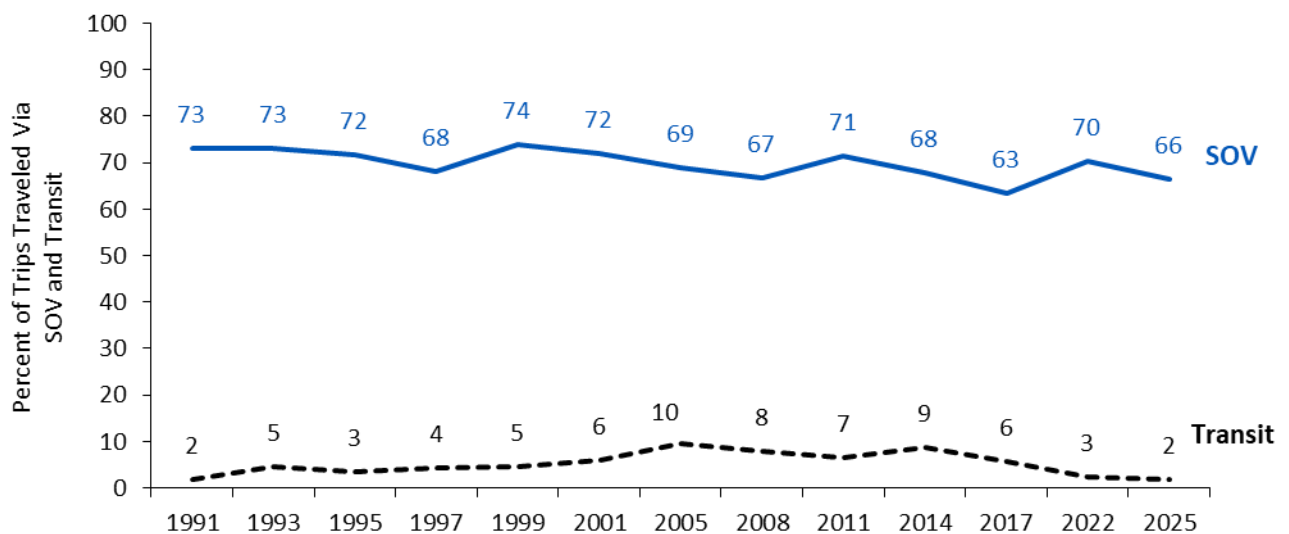
Those who had used more than one mode for their work commute were placed in a single “multiple modes” category, so that a single mode for the work commute could be assigned to each survey participant. As shown in the figure below, 8% of respondents used multiple modes; many of these included transit as a portion of their commute. About two-thirds of respondents had driven alone as their sole mode for their work commute. Nine percent of respondents had worked at home, not using any travel mode for their commute on the day of the survey.

**Figure 2: Modal Share of Work Commute Trips (Primary Mode) on Survey Day, 2025**



Since the survey was first conducted in 1991, the proportion of those who work in Boulder Valley and commute to work using a single-occupancy vehicle (SOV) has remained fairly constant, ranging from a low of 63% in 2017 to a high of 74% in 1999. In 2025, SOV usage decreased 4 points to 66%. On the other hand, transit use reached its lowest rate since 1991.

**Figure 3: Modal Shift of SOV and Transit Use for the Work Commute, 1991-2025**



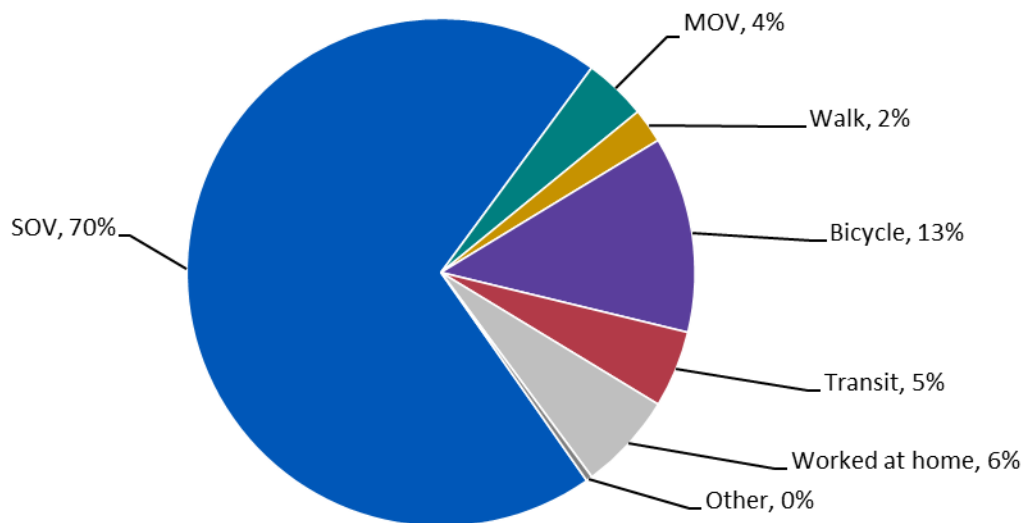
**Figure 4: Modal Shift of Work Commute Trips, 1991-2025**

Mode	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991	Modal Shift 1991 to 2025
Single-Occupancy Vehicle (SOV)	66%	70%	63%	68%	71%	67%	69%	72%	74%	68%	72%	73%	73%	-7%
Multiple-Occupancy Vehicle (MOV)	3%	4%	5%	5%	6%	8%	8%	9%	9%	10%	9%	9%	12%	-9%
Walk	2%	2%	3%	4%	4%	3%	3%	3%	3%	5%	5%	2%	4%	-2%
Bicycle	10%	5%	10%	8%	6%	7%	4%	7%	7%	9%	8%	9%	8%	+2%
Transit	2%	3%	6%	9%	7%	8%	10%	6%	5%	4%	3%	5%	2%	+0%
Multi-mode (e.g., car/bus; bike/bus; 2 buses)	8%	4%	8%	2%	4%	5%	2%	1%	N/A	N/A	N/A	N/A	N/A	---
Work at Home	9%	11%	4%	3%	2%	2%	4%	3%	4%	3%	2%	2%	2%	+7%
Other	1%	1%	2%	1%	1%	1%	1%	N/A	N/A	N/A	N/A	N/A	N/A	---
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Note: Shading indicates differences from 2025 to 2022 are statistically significant.

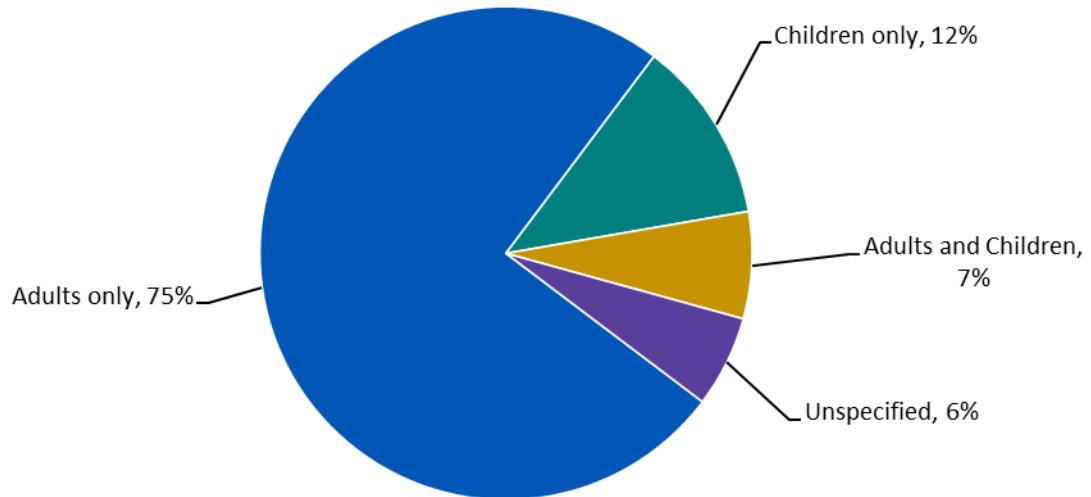
In a new question, employees were asked how they typically commute to work, regardless of the mode of transportation they used on the day they completed the survey. About 7 in 10 respondents reported typically driving alone in a single-occupancy vehicle, while 13% said they usually commute by bicycle. These results are consistent with the transportation mode reported for the day of the survey.

**Figure 5: Typical Work Commute Mode, 2025**



Among respondents who commuted by automobile with more than one occupant, approximately 75% reported carpooling with adults only. About 12% traveled with only children and the driver, while 7% traveled with a mix of adults and children in addition to the driver.

**Figure 6: Persons in Multiple Occupancy Vehicle, 2025**

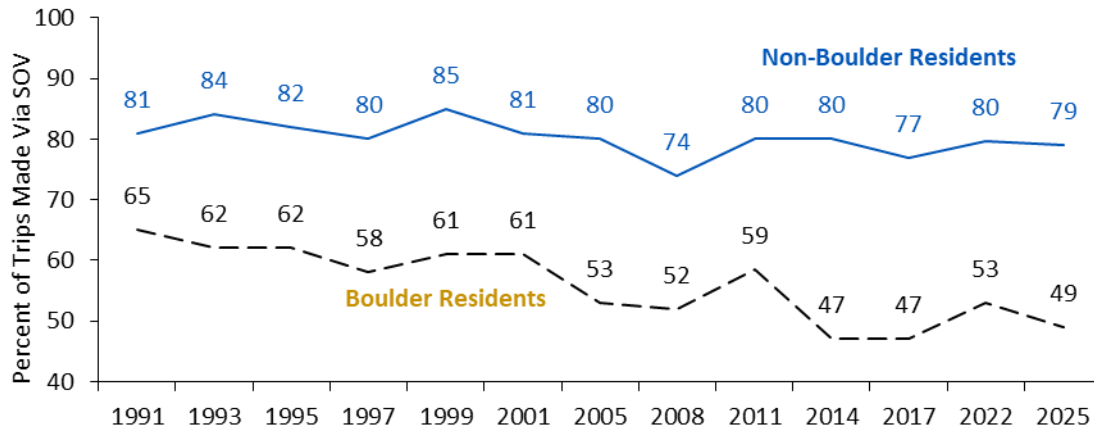


**Figure 7: Persons in Multiple Occupancy Vehicle, 2008-2025**

Mode	2025	2022	2017	2014	2011	2008
Adults only	75.0%	87.5%	67.4%	79.5%	83.1%	77.4%
Children only	12.2%	8.4%	24.5%	9.1%	7.0%	11.1%
Adults and Children	6.6%	0.0%	2.4%	1.2%	3.2%	3.8%
Unspecified	6.2%	4.1%	5.6%	10.3%	6.7%	7.7%
Total	100%	100%	100%	100%	100%	100%

About 42% of respondents reported they lived in the city of Boulder while the remaining 58% lived outside of Boulder. When the modal shift over time is examined by place of residence, a trend of decreasing use of the single occupancy vehicle (SOV) was seen among those who lived in Boulder from around 60% to around 50% over the 35-year period. In 2025, the percentage of Boulder residents commuting by driving alone dropped to 49%. For those who lived outside of Boulder, where the prevalence of driving alone for the work commute was greater, the trend line fluctuated slightly but remained centered around 80%.

**Figure 8: Modal Shift by Boulder and Non-Boulder Residents, 1991-2025**



**Figure 9: Modal Split Boulder Residents, 1991-2025**

Mode	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991
SOV	49%	53%	47%	47%	59%	52%	53%	61%	61%	58%	62%	62%	65%
MOV	2%	3%	5%	4%	3%	5%	7%	5%	9%	8%	7%	7%	8%
Foot	4%	6%	6%	11%	10%	9%	7%	6%	6%	9%	9%	4%	6%
Bicycle	21%	11%	23%	18%	13%	17%	7%	13%	13%	16%	14%	17%	16%
Transit	3%	6%	10%	10%	9%	9%	15%	9%	4%	5%	4%	5%	2%
Multi-mode	9%	8%	4%	1%	4%	4%	2%	1%	N/A	N/A	N/A	N/A	N/A
Work at Home	12%	13%	4%	4%	2%	3%	7%	5%	7%	4%	4%	4%	2%
Other	0%	0%	2%	3%	1%	1%	2%	N/A	N/A	N/A	N/A	N/A	N/A
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Figure 10: Modal Split Non-Boulder Residents, 1991-2025**

Mode	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991
SOV	79%	80%	77%	80%	80%	74%	80%	81%	85%	80%	82%	84%	81%
MOV	4%	4%	6%	6%	8%	10%	9%	11%	9%	13%	12%	11%	15%
Foot	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Bicycle	2%	1%	2%	1%	1%	2%	1%	2%	1%	1%	2%	2%	1%
Transit	1%	1%	6%	8%	5%	7%	6%	4%	5%	4%	3%	4%	1%
Multi-mode	7%	3%	2%	1%	5%	6%	2%	1%	N/A	N/A	N/A	N/A	N/A
Work at Home	7%	10%	3%	2%	1%	1%	2%	1%	1%	1%	1%	0%	1%
Other	0%	1%	3%	1%	1%	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

On average, employees residing within the Boulder city limits have a work commute of 3.76 miles, which typically takes about 15 minutes to complete. In contrast, employees living outside Boulder have an average work commute of 18.70 miles, which takes them about 35 minutes.

**Figure 11: Work trip length in miles by Boulder vs. Non-Boulder Residents**

Miles	Boulder Residents	Residents Outside Boulder
0 to 2 miles	30.3%	1.9%
3 to 5 miles	42.9%	2.2%
6 to 10 miles	15.3%	12.2%
11 to 20 miles	2.3%	52.0%
Over 20 miles	9.2%	31.8%
<b>Mean</b>	<b>3.76 miles</b>	<b>18.70 miles</b>

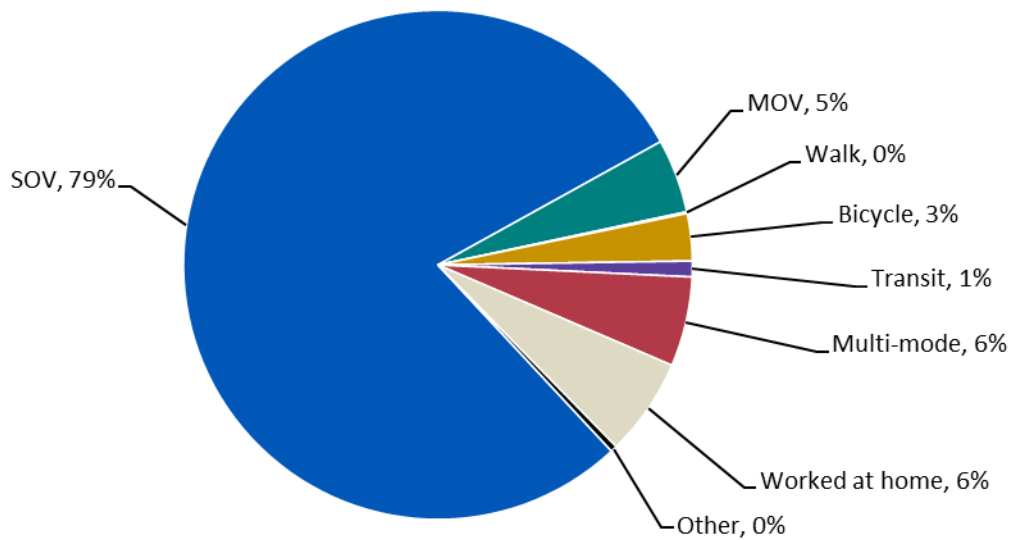
**Figure 12: Work trip length in minutes by Boulder vs. Non-Boulder Residents**

Miles	Boulder Residents	Residents Outside Boulder
5 minutes or less	11.2%	1.1%
6 to 10 minutes	30.9%	1.1%
11 to 15 minutes	22.3%	8.2%
16 to 20 minutes	21.3%	8.8%
21 to 30 minutes	11.0%	30.8%
31 to 45 minutes	2.9%	28.5%
46 to 60 minutes	0.5%	19.4%
More than 60 minutes	0.0%	2.1%
<b>Mean</b>	<b>14.5 minutes</b>	<b>34.7 minutes</b>

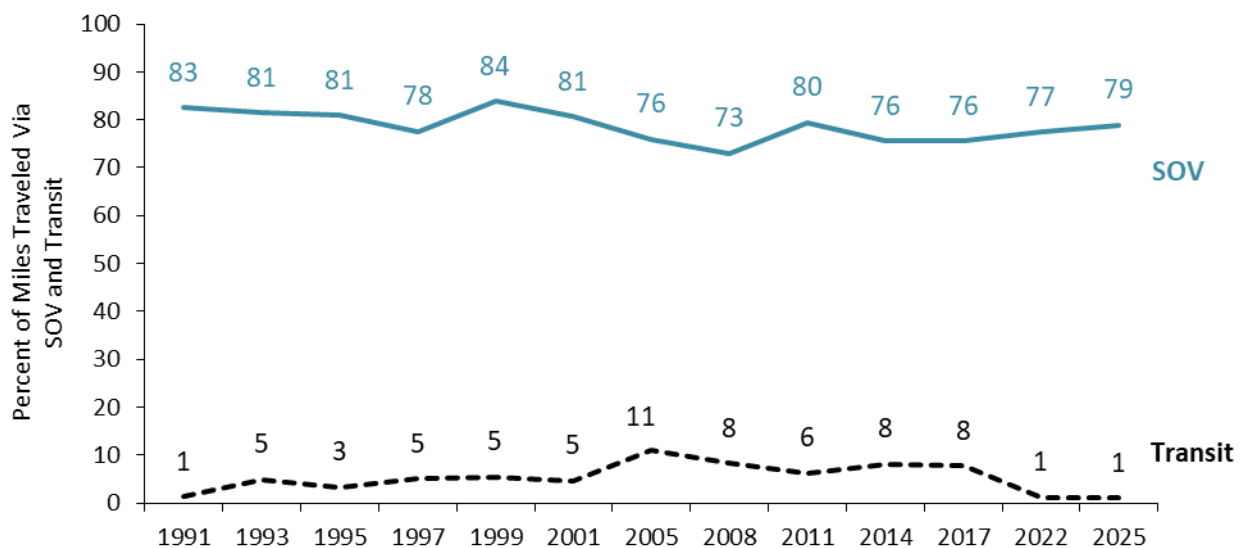
The proportion of miles traveled by various modes for the work commute was also examined. As shown in Figure 12, for 79% of the miles Boulder Valley employees traveled for their work commute the driver was the sole occupant of the vehicle. The proportion of work commute miles traveled by walking or bicycling was quite low; less than 0.5% of work commute miles were walked, and about 3% biked. Transit accounted for about 1% of the miles traveled.

The proportion of work commute miles traveled via SOV had been slightly above 80% between the baseline in 1991 and 2001, and slightly below 80% since then (see Figure 13 below and Figure 14 on the next page). In 2025 the modal share of transit for work commute miles remained at its lowest point; about 1%.

**Figure 13: Modal Share of Work Commute Miles, 2025**



**Figure 14: Modal Shift of Miles Traveled for the Work Commute, 1991-2025**



**Figure 15: Modal Shift of Miles Traveled for the Work Commute, 1991-2025**

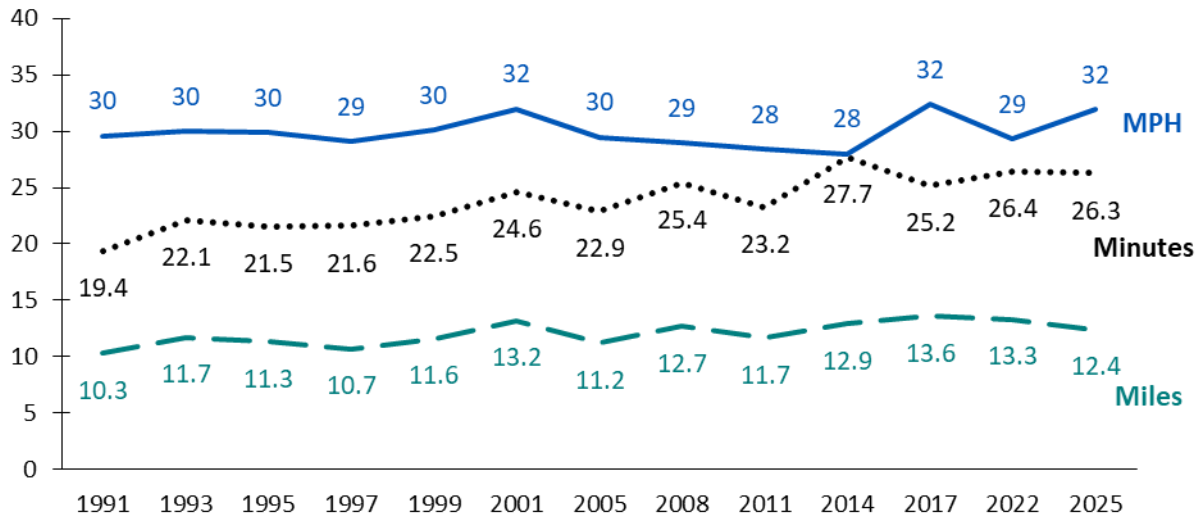
Mode	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991	Modal Shift 1991 to 2025
SOV	79%	77%	76%	76%	80%	73%	76%	81%	84%	78%	81%	81%	83%	-4%
MOV	5%	4%	6%	9%	7%	10%	9%	11%	9%	14%	12%	11%	14%	-9%
Walk	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	+0%
Bicycle	3%	1%	3%	2%	2%	2%	1%	2%	2%	3%	3%	3%	3%	+0%
Transit	1%	1%	8%	8%	6%	8%	11%	5%	5%	5%	3%	5%	1%	+0%
Multi-mode	6%	3%	2%	1%	5%	5%	2%	1%	N/A	N/A	N/A	N/A	N/A	
Worked at home	6%	13%	1%	3%	0%	1%	1%	N/A	N/A	N/A	N/A	N/A	N/A	
Other	0%	1%	4%	1%	1%	0%	0%	N/A	N/A	N/A	N/A	N/A	N/A	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

Note: Shading indicates differences from 2022 to 2025 are statistically significant.

### Characteristics of the Work Commute

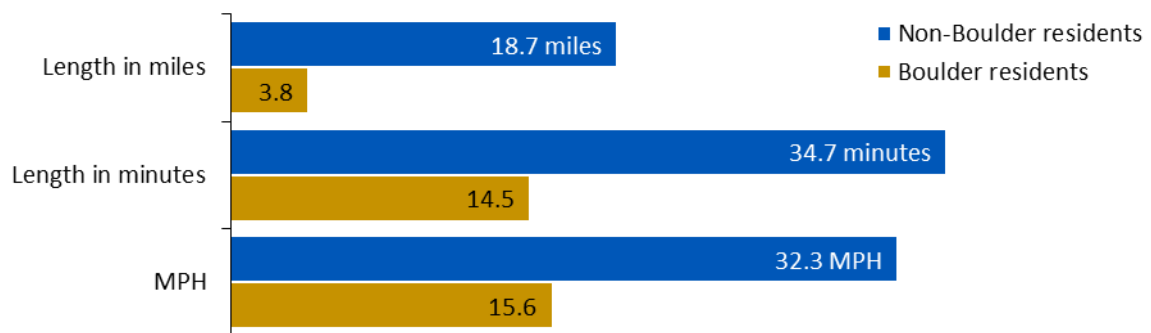
In addition to answering questions about the mode(s) of transportation used for the work commute, employees also reported on other characteristics of their work commute. In 2025, the average distance of an employee’s work commute was 12.4 miles, while the average duration was 26.3 minutes. Average duration of the work commute has been increasing slightly over time. The distance of work commute has also increased although more gradually.

**Figure 16: Average Length and Speed of the Work Commute, 1991-2025**



The 2025 average distance for Non-Boulder employee’s work commute was about 19 miles while for Boulder Residents it was around 4 miles. The average work commute length in minutes was 35 minutes for Non-Boulder residents and about 15 minutes for Boulder residents.

**Figure 17: Average Length and Speed of the Work Commute by Boulder and Non-Boulder Residents**



Those who walked or biked for their work commute lived closer to work, on average, than did those who used motor vehicles, either private or transit, for their work commute (see Figure 17 below). Likewise, even though the average speed of bike commutes was slower than other modes (see Figure 19), the duration of walk and bike commutes was less than for vehicular modes (see Figure 18).

**Figure 18: Average Distance of the Work Commute (in Miles), 1991-2025**

Mode	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991
SOV	14.5	14.7	13.6	14.4	13.0	13.9	12.7	14.2	12.6	11.7	12.5	12.7	11.4
MOV	20.4	11.2	13.8	20.6	12.6	15.5	11.3	15.6	11.6	14.3	15.0	13.4	11.5
Walk	0.7	2.3	1.2	1.3	1.0	1.2	0.7	1.7	1.1	0.9	1.4	1.2	1.0
Bicycle	3.7	3.7	3.3	3.4	3.2	3.7	3.4	4.2	2.7	3.4	3.8	3.6	3.0
Transit	7.0	6.0	11.9	12.4	11.1	13.5	9.5	12.4	14.3	12.7	10.9	12.2	7.7
Multi-mode	9.6	8.5	20.4	18.4	13.4	12.6	9.5	14.4	N/A	N/A	N/A	N/A	N/A
Worked at home	9.0	16.0	12.9	16.7	2.4	8.8	3.4	N/A	N/A	N/A	N/A	N/A	N/A
Other	10.0	12.5	12.4	8.0	12.2	5.8	1.8	N/A	N/A	N/A	N/A	N/A	N/A
Overall	13.9	13.3	13.6	12.9	11.7	12.7	11.2	13.2	11.6	10.7	11.3	11.7	10.3

**Figure 19: Average Duration of the Work Commute (in Minutes), 1991-2025**

Mode	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991
SOV	27.0	26.5	25.0	27.8	22.8	23.7	22.1	24.2	22.1	21.2	21.1	21.5	19.7
MOV	31.5	31.8	27.8	38.3	23.2	26.6	24.0	27.7	22.9	26.9	25.0	23.6	22.0
Walk	9.6	18.5	17.0	12.6	9.9	11.0	11.2	13.6	19.1	14.3	15.8	13.9	11.0
Bicycle	18.6	16.5	13.0	16.0	15.5	14.8	19.7	16.8	15.1	15.8	16.9	16.2	14.3
Transit	32.1	29.5	40.6	40.6	35.7	47.4	36.4	33.9	39.7	33.8	38.2	41.4	38.9
Multi-mode	39.2	35.6	47.5	55.0	34.9	37.1	24.9	38.4	N/A	N/A	N/A	N/A	N/A
Other	N/A	N/A	15.0	21.8	27.0	25.4	22.9	24.6	22.5	21.6	21.5	22.1	19.4
Overall	26.3	26.4	25.2	27.7	23.0	23.7	22.1	24.2	22.1	21.2	21.1	21.5	19.7

**Figure 20: Average Speed of the Work Commute (Miles per Hour), 1991-2025**

Mode*	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991
SOV	32.2	33.3	30.1	30.5	32.5	33.1	36.6	35.3	33.1	32.4	33.4	33.0	32.5
MOV	38.9	21.1	26.2	33.8	31.3	33.1	27.3	33.9	28.5	31.5	35.0	37.4	32.4
Bicycle	11.9	13.5	14.1	13.2	13.4	17.0	10.1	13.5	12.5	14.0	14.6	12.6	13.2
Transit	13.1	12.2	19.1	17.7	18.6	18.4	16.1	21.3	21.7	17.7	18.4	17.6	11.9
Multi-mode	14.7	14.3	24.2	23.5	22.9	22.7	14.7	17.7	N/A	N/A	N/A	N/A	N/A
Other	N/A	N/A	19.1	17.7	28.4	33.1	36.6	35.3	33.1	32.4	33.4	33.0	32.5
Overall	31.8	30.2	25.0	28.0	32.5	33.1	36.6	35.3	33.1	32.4	33.4	33.0	32.5

\* Speed of the trip was not calculated for walking and work at home commutes, as the estimates for walking trips were deemed highly unreliable because respondents tended to round both the time it takes to make the trip, and the distance of the trip, resulting in very high, but probably inaccurate, estimates of speed of walking trips; while for work at home trips the calculation did not make sense.

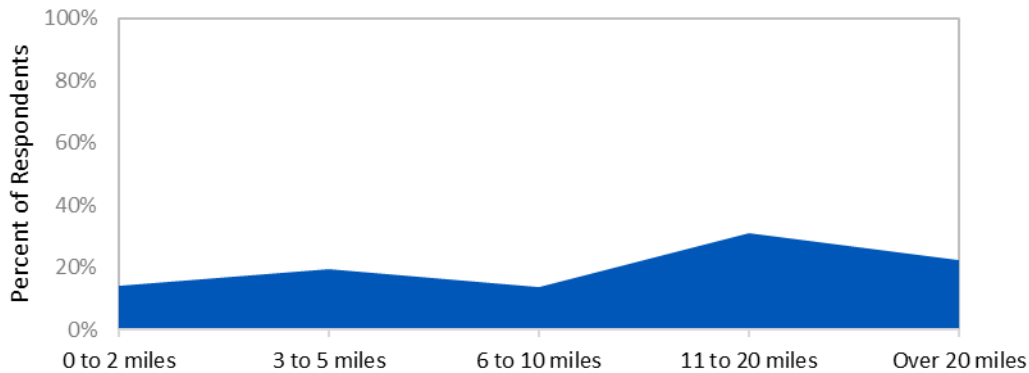
The work commute for Boulder residents averaged 3.8 miles and 14.5 minutes, while the work commute for Non-Boulder residents averaged 21.4 miles and 34.7 minutes. Boulder residents drove (SOV) on average 4.7 miles in 13.5 minutes to get to work while Non-Boulder Residents drove 19.0 miles in 33 minutes. The transit trips were also very different: 2.8 miles in 25.3 minutes for Boulder residents vs. 16.6 miles in 47.5 minutes for Non-Boulder residents.

**Figure 21: Average Length of the Work Commute by Boulder vs. Non-Boulder Residents**

Mode	Boulder Residents Miles	Boulder Residents Minutes	Residents Outside Boulder Miles	Residents Outside Boulder
SOV	4.7	13.5	19.0	33.0
MOV	4.3	12.2	26.3	40.7
Bicycle	3.0	16.8	9.2	32.0
Transit	2.8	25.3	16.6	47.5
Multi-mode	3.9	21.9	15.8	51.8
Overall	3.8	14.5	21.4	34.7

While the average distance of the work commute was 13.9 miles, there was great variability in the distance between employees’ homes and their workplaces. Nearly as many lived 10 miles or less from work (48%) as lived more than 10 miles from work (52%). This pattern has been observed in most years that the survey has been implemented, with somewhat fewer long commutes in the 1990s.

**Figure 22: Distance Traveled to Work, 2025**

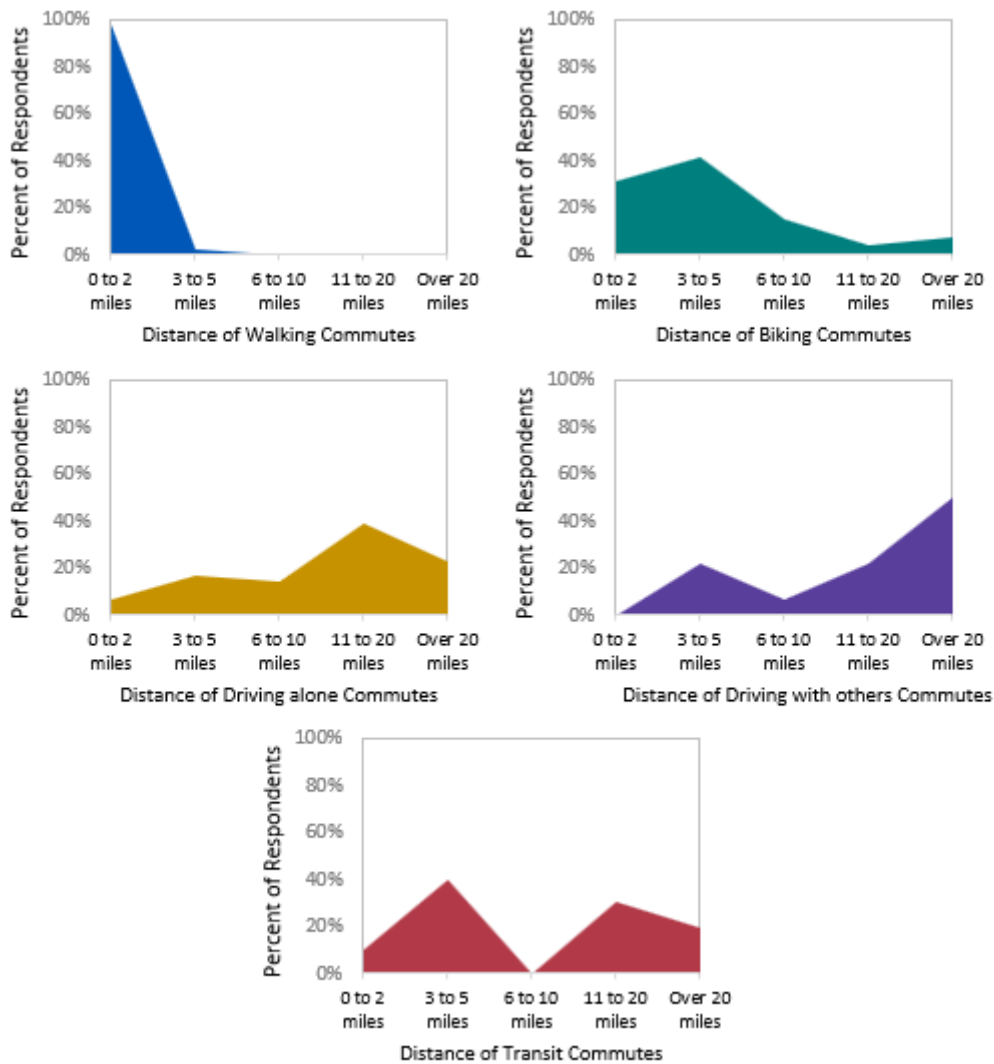


**Figure 23: Distance Traveled to Work, 1991-2025**

Miles	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991
0-2	14%	12%	20%	18%	18%	17%	18%	15%	22%	21%	19%	20%	20%
3-5	20%	21%	21%	19%	24%	18%	22%	17%	16%	27%	24%	22%	24%
6-10	14%	15%	16%	14%	15%	17%	17%	19%	19%	14%	18%	18%	17%
11-20	31%	32%	27%	29%	27%	30%	30%	31%	29%	26%	25%	28%	28%
Over 20	22%	20%	17%	20%	16%	18%	13%	18%	15%	13%	14%	12%	11%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

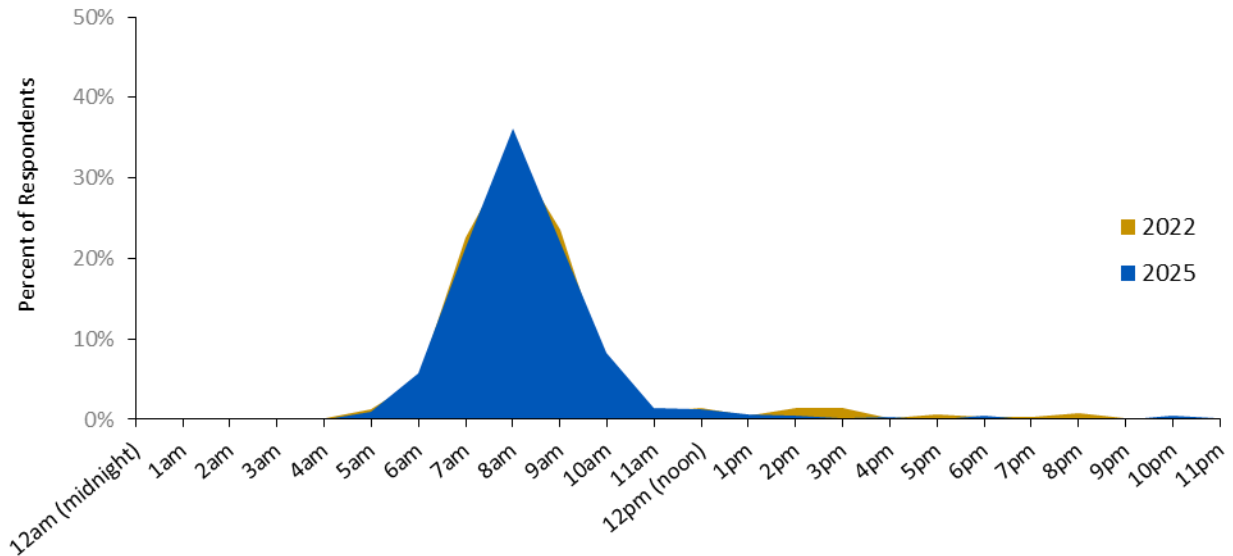
Distance of the work commute was examined by the mode. As would be expected, walking and biking commutes were much shorter than vehicular commutes. Almost all walking commutes were 2 miles or less. Biking commutes were slightly longer than walking commutes; 31% were 2 miles or less. Commutes made by driving alone were somewhat more likely to be long, with the largest proportion (39%) in the 11–20-mile range, and 23% of work commutes being greater than 20 miles. Transit commutes were most commonly in the 3–5-mile range or the 11-to-20-mile range.

**Figure 24: Distance from Work by Mode Used for the Work Commute, 2025**



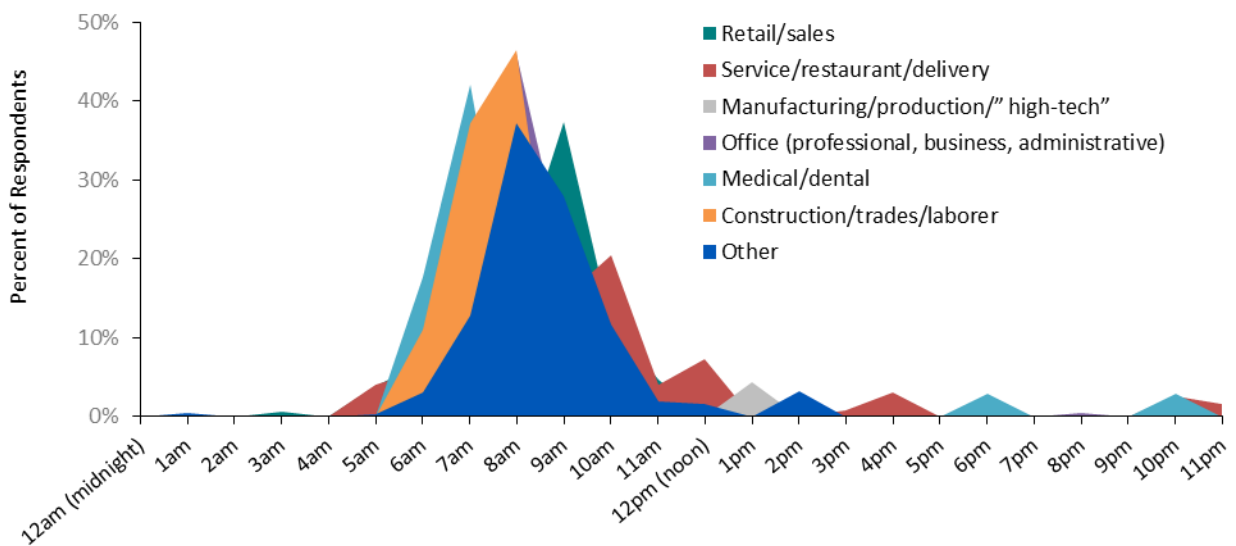
The 8:00 am hour was the most popular work arrival time reported by respondents, with over a third (36%) indicating that was when they arrived at work. About 21% arrived during the 7:00 am hour, and 22% arrived during the 9:00 am hour. About 7% arrived at work before 7:00 am, while the remaining 14% worked shifts for which they arrived at work at 10:00 am or later (see Figure 24 and Figure 28).

**Figure 25: Work Arrival Times, 2022-2025**



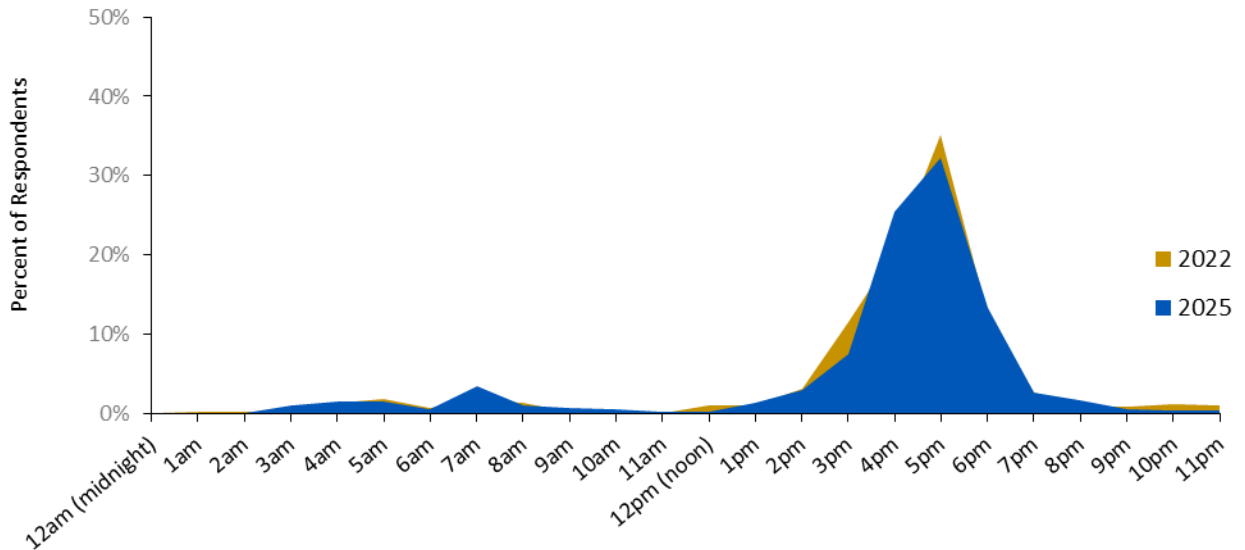
Service, restaurant, and delivery occupations display a broader distribution of start times throughout the day, reflecting the varied and often shift-based nature of these jobs. Retail and sales positions show a later and more gradual rise, aligning with mid-morning or midday opening hours.

**Figure 26: Work Arrival Times by Job Type, 2025**



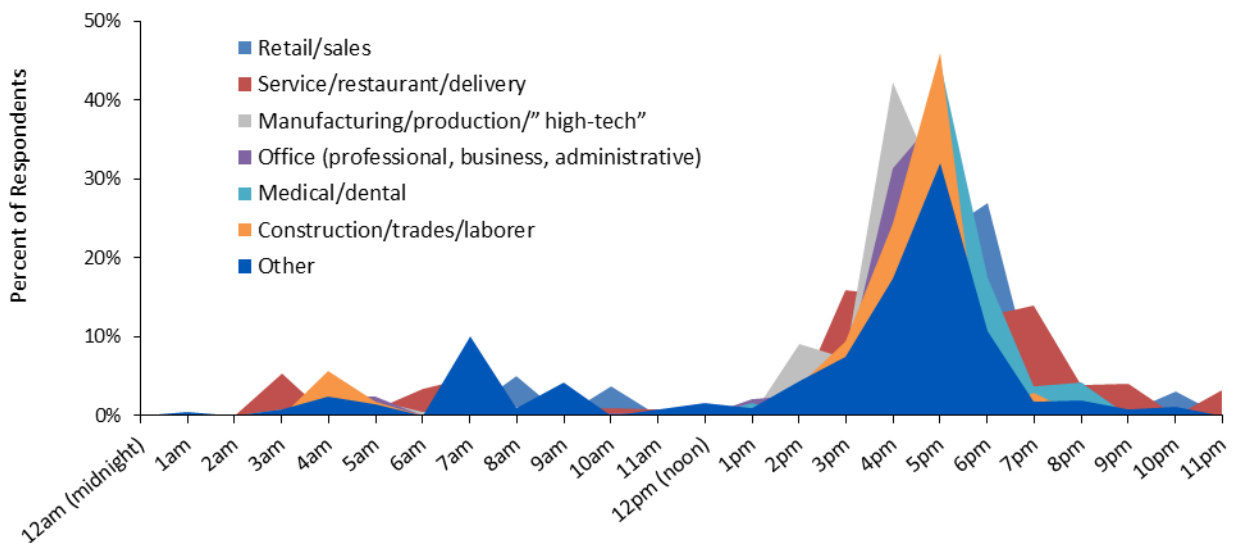
Employee departure times were also sharply peaked; 32% said they leave during the 5:00 pm hour, with 26% leaving during the 4:00 pm hour, a 8% leaving at 3 pm and another 13% leaving during the 6:00 pm hour (see Figure 26 and Figure 28). About 10% of respondents left between 3:00 am and 8:00 am hour; some of these may be those working night shifts, but likely some also mistakenly chose the am time period instead of the pm.

**Figure 27: Work Departure Times, 2022-2025**



Service, restaurant, and delivery jobs showed the widest distribution of departure times, reflecting shift-based schedules that extend well into the evening. Retail and sales positions also exhibit later departures, with activity rising through the afternoon and continuing into early evening hours.

**Figure 28: Work Departure Times by Job Type, 2025**

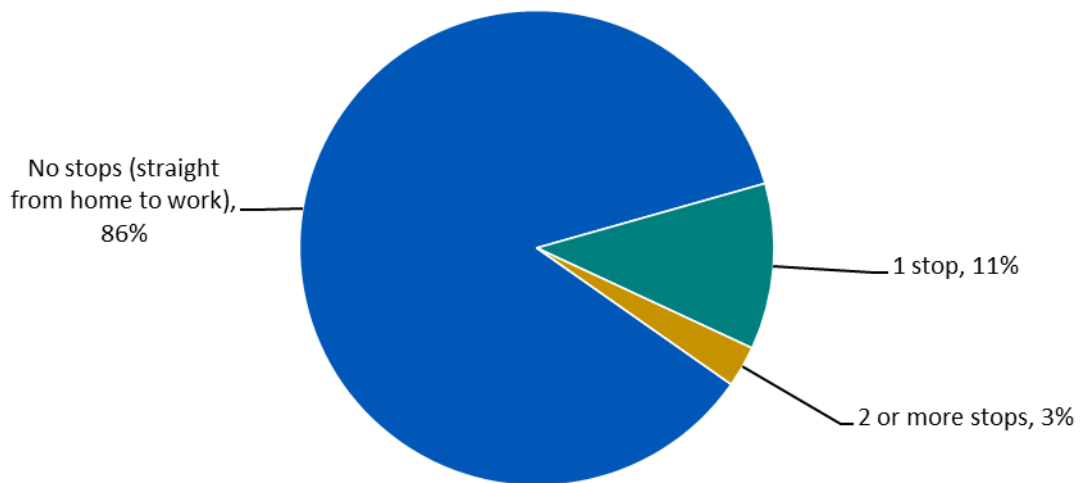


**Figure 29: Usual Work Arrival and Departure Times, 2025**

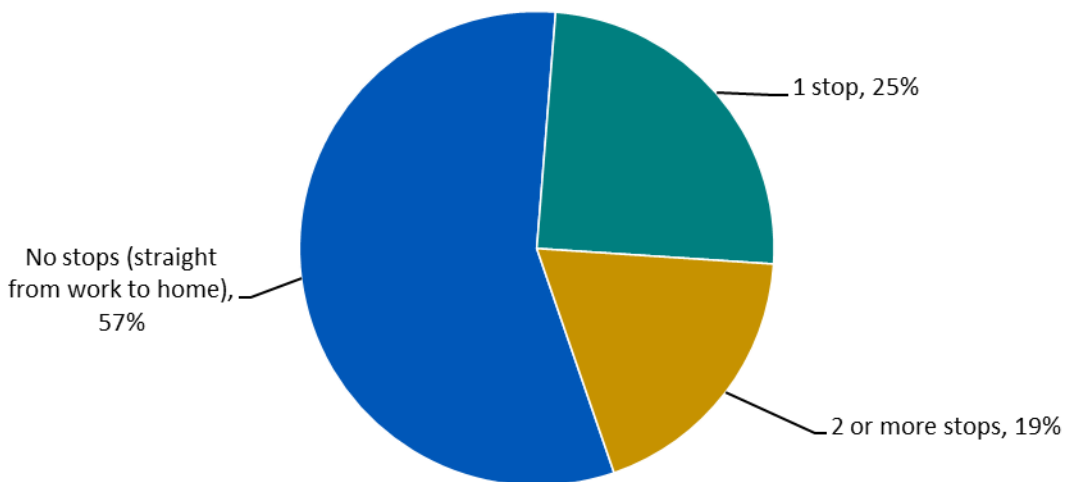
	Percent of Respondents Arriving	Percent of Respondents Departing
12:00 am Midnight	0.0%	0.0%
1:00 am	0.1%	0.0%
2:00 am	0.0%	0.0%
3:00 am	0.1%	1.1%
4:00 am	0.0%	1.6%
5:00 am	0.9%	1.6%
6:00 am	5.7%	0.5%
7:00 am	21.4%	3.4%
8:00 am	36.2%	1.1%
9:00 am	22.0%	0.7%
10:00 am	8.3%	0.6%
11:00 am	1.5%	0.3%
12:00 pm Noon	1.2%	0.2%
1:00 pm	0.6%	1.4%
2:00 pm	0.4%	3.0%
3:00 pm	0.1%	7.5%
4:00 pm	0.3%	25.5%
5:00 pm	0.0%	32.3%
6:00 pm	0.4%	13.4%
7:00 pm	0.0%	2.7%
8:00 pm	0.2%	1.7%
9:00 pm	0.0%	0.6%
10:00 pm	0.5%	0.4%
11:00 pm	0.2%	0.4%
Total	100.0%	100.0%

A large majority (86%) of respondents had not made any stops on their commute to work on the day they completed the survey but instead traveled directly to their worksite (see Figure 29). Those participating in the survey were also asked whether they had made any stops on the way home from work on the previous workday. About 6 in 10 of those who responded to the survey said they had not made any stops on the way home from work on the previous workday (see Figure 30). Of those who did make stops on their way home, the average number of stops made was 1.8.

**Figure 30: Number of Stops Made on the Way to Work from Home, 2025**



**Figure 31: Number of Stops Made on Commute from Work to Home on the Previous Work Day, 2025**



**Figure 32: Number of Stops Made on Way to Work from Home, 2001-2025**

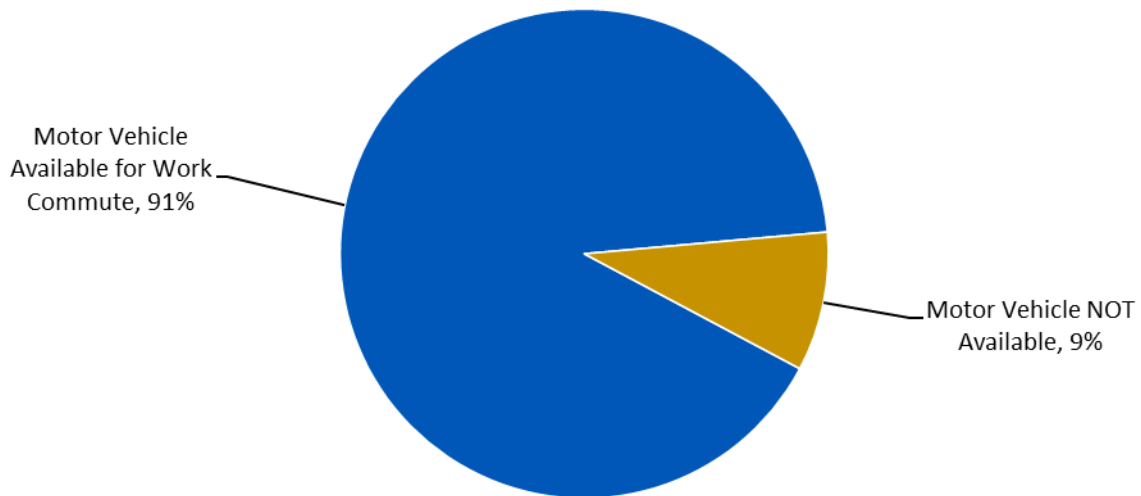
How many stops did you make on your way to work?	2025	2022	2017	2014	2011	2008	2005	2001
0 stops (straight to work)	86%	87%	81%	85%	78%	82%	81%	76%
1 stop	12%	9%	14%	11%	17%	13%	14%	15%
2 stops	2%	4%	4%	3%	4%	4%	4%	4%
3+ stops	1%	0%	2%	1%	1%	1%	1%	5%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Average Number of Stops for ALL respondents	0.18 stops	0.18 stops	0.29 stops	0.23 stops	0.29 stops	0.25 stops	0.26 stops	0.54 stops

**Figure 33: Number of Stops Made on Way Home from Work, 2001-2025**

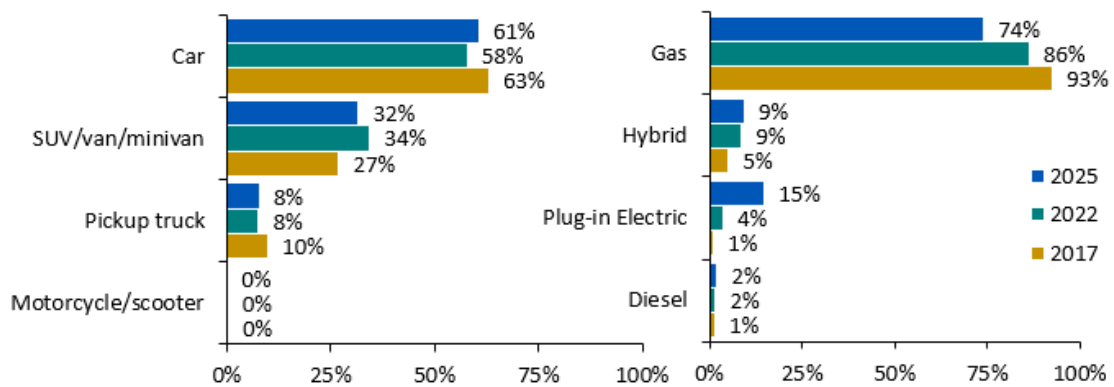
Yesterday, or on the last day you worked, how many stops did you make on your way home?	2025	2022	2017	2014	2011	2008	2005	2001
0 stops (straight to home)	57%	62%	57%	26%	56%	58%	53%	55%
1 stop	25%	25%	25%	46%	24%	24%	29%	26%
2 stops	14%	10%	12%	19%	12%	12%	12%	12%
3 stops	3%	2%	3%	4%	4%	4%	4%	4%
4 stops	0%	1%	2%	2%	1%	1%	2%	1%
5 + stops	1%	1%	2%	3%	1%	1%	1%	3%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Average Number of Stops for ALL respondents	0.8 stops	0.6 stops	0.8 stops	1.2 stops	0.8 stops	0.72 stops	0.85 stops	0.90 stops
Average Number of Stops for Respondents Making At Least One Stop	1.8 stops	1.6 stops	1.9 stops	1.6 stops	1.8 stops	1.70 stops	1.76 stops	N/A

About 9 in 10 respondents reported a motor vehicle was available to them for their work commute. These respondents were asked about that vehicle. About 6 out of 10 were a car, while one-third were in an SUV, van or minivan. About three-fourths of vehicles were gas-powered, while hybrids and plug-in electric cars now account for one-fourth, almost doubling the proportion of 2022.

**Figure 34: Availability of a Motor Vehicle for the Work Commute, 2025**



**Figure 35: Type of Motor Vehicle Used for the Work Commute, 2017-2025**



Most (95%) of the private vehicles used for the work commute in 2025 were occupied by only the driver (see Figure 35). The average vehicle occupancy was 1.07 person per vehicle, similar to the averages seen since 2005, but lower than those seen in 2001 and earlier. The average vehicle occupancy of vehicles with more than one person was 2.43 persons per vehicle.

**Figure 36: Vehicle Occupancy, 1991-2025 \***

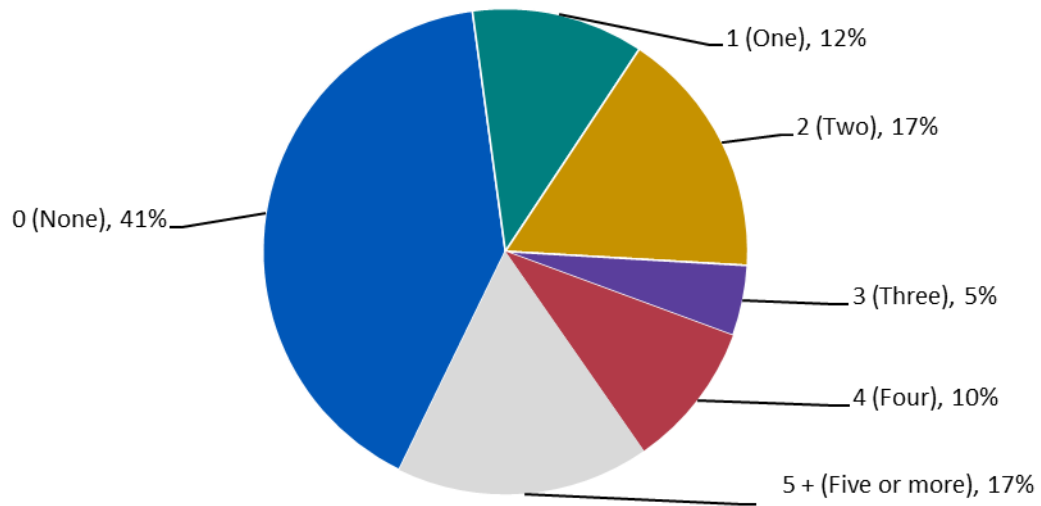
Number of Persons in Vehicles	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991
1 person	95%	94%	93%	94%	92%	89%	96%	91%	91%	87%	86%	89%	87%
2 persons	3%	6%	6%	5%	6%	8%	3%	8%	8%	9%	10%	10%	12%
3 persons	2%	1%	1%	2%	1%	2%	0%	1%	1%	4%	1%	1%	1%
4 <u>persons</u> or more	0%	0%	0%	0%	1%	1%	0%	0%	1%	0%	0%	1%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Mean Vehicle Occupancy (all cars)	1.07	1.06	1.09	1.08	1.10	1.14	1.06	1.14	1.13	1.17	1.13	1.14	1.16
Mean Vehicle Occupancy (cars with more than one person)	2.43	2.09	2.27	2.25	2.31	2.32	2.34	2.14	2.23	2.33	2.16	2.24	2.15

\*All Automobile Commutes. Percent of Respondents

### Trips Made During a Typical week

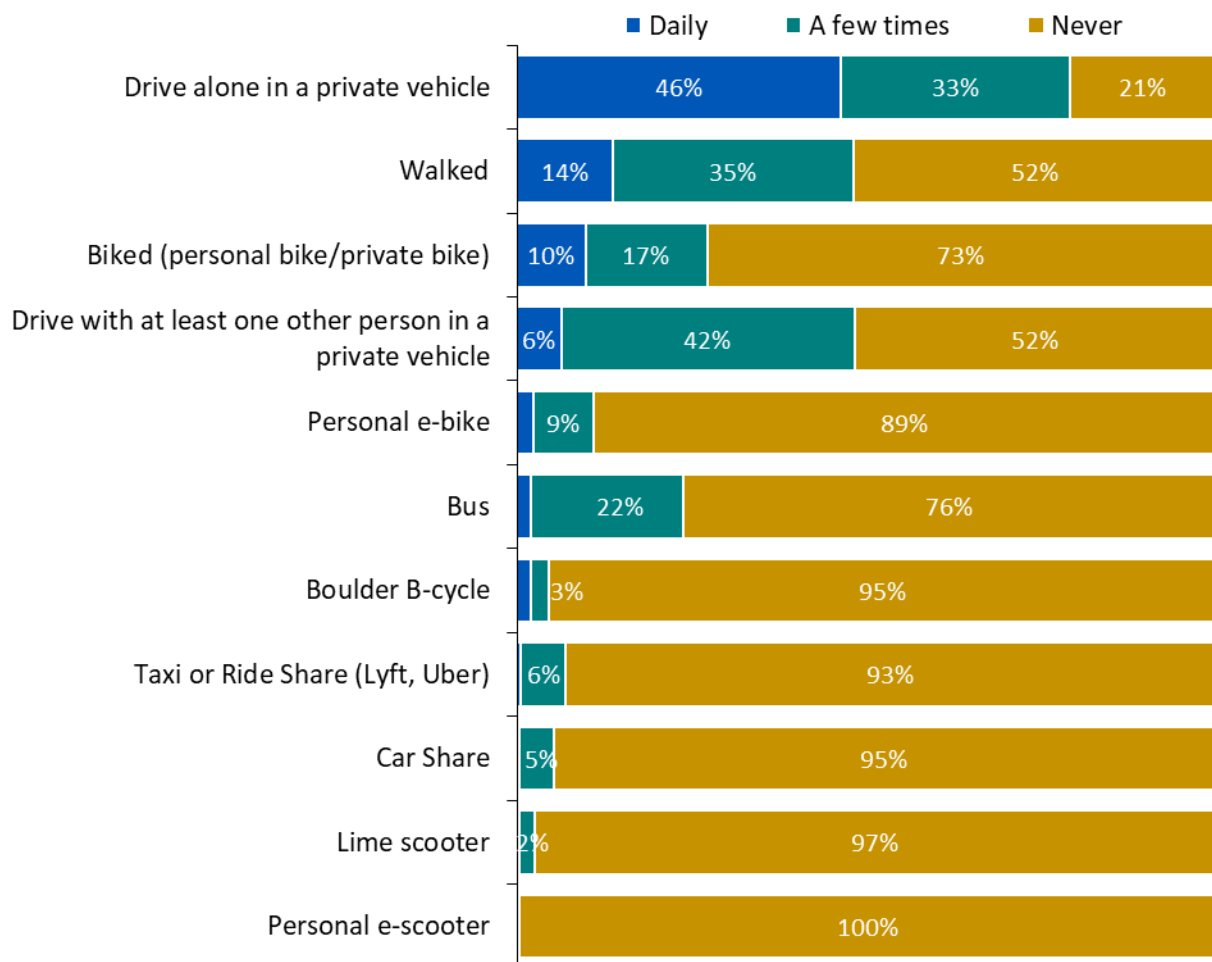
When asked about trips made during a typical week excluding work commute, 4 in 10 employees reported making no trips (see Figure 36). Of those who had made at least one trip, the average number of trips made was 4.3, while the average number of trips across all respondents, including those who made no trips, was 2.6.

Figure 37: Number of Non-Commute Work Weekly Trips, 2025



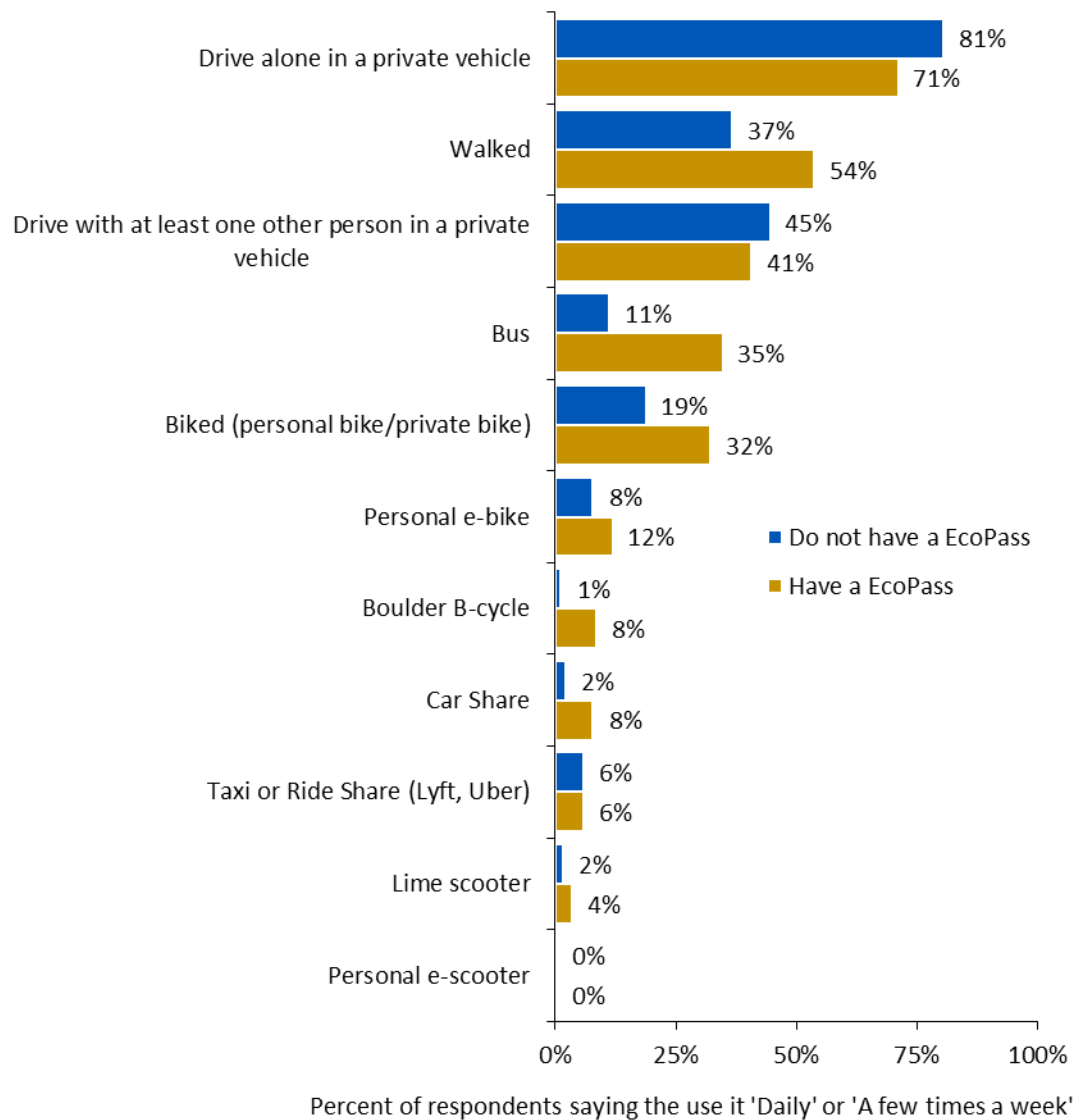
Driving alone in a private vehicle was the most common mode of transportation for non-commute trips during a typical week. About half of respondents reported driving alone daily, while roughly 3 in 10 said they did so a few times per week. Walking was the second most frequently used mode, with about half of respondents indicating they walked at least a few times per week—similar to the share who reported driving with at least one other person in a private vehicle. Approximately one-quarter of respondents said they biked at least a few times per week, a rate comparable to bus use. The least frequently used modes for non-commute trips were personal e-bike (11%), taxi or ride share (7%), Boulder B-Cycle (5%), car share (5%), Lime scooter (2%), and personal e-scooter (0%).

**Figure 38: Usage of modes of transportation for non-commute trips during a typical week, 2025**



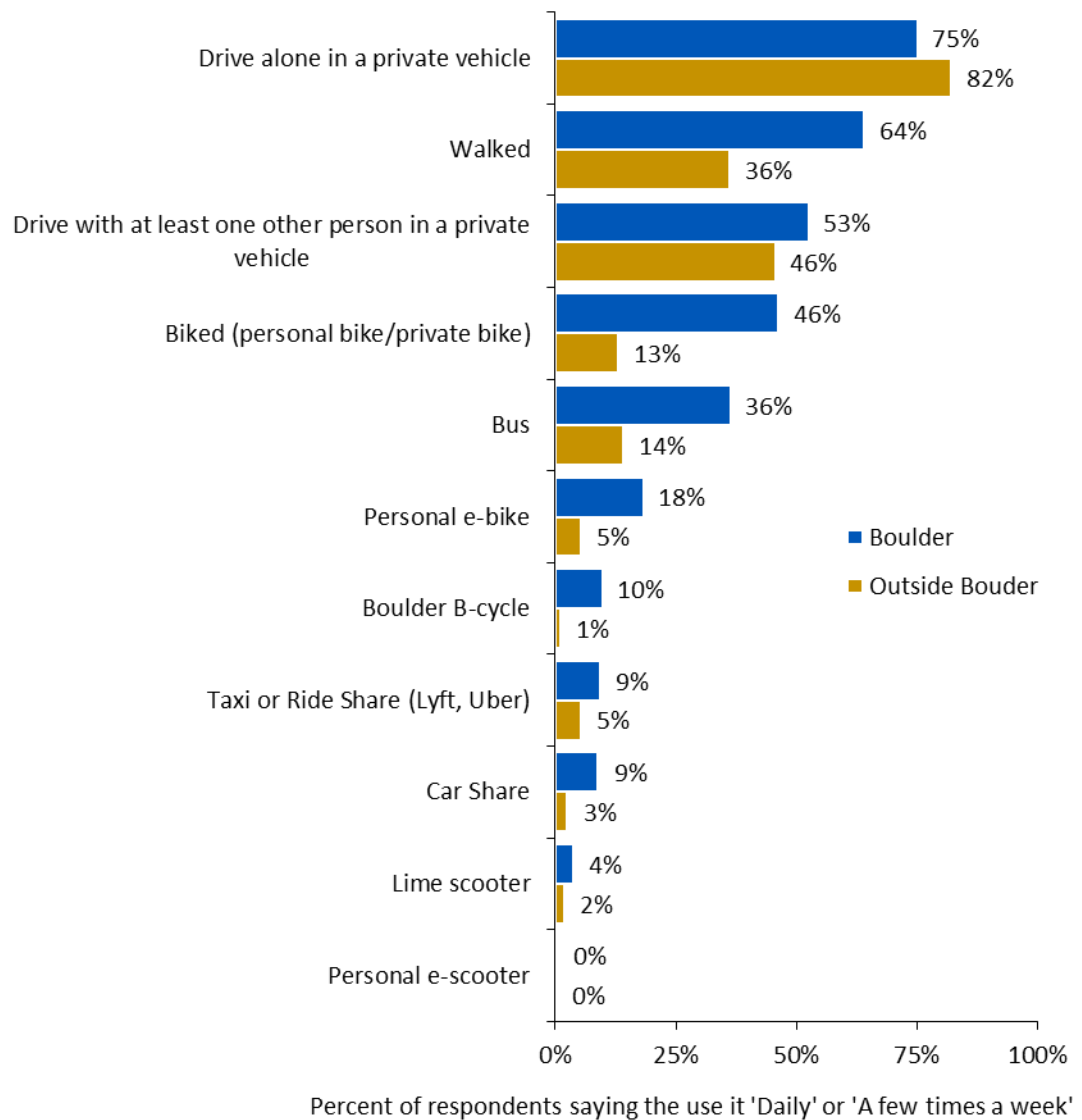
For non-commute trips, employees without an EcoPass tend to drive alone in private vehicles more frequently than EcoPass holders. On the other hand, EcoPass holders walked, biked, and used the bus at higher rates.

**Figure 39: Usage of modes of transportation for non-commute trips by EcoPass Status, 2025**



Boulder residents tended to walk, bike and use the bus in higher rates than non-Boulder residents for non-work commute trips, while those who lived outside Boulder tended to drive alone in slightly higher rates.

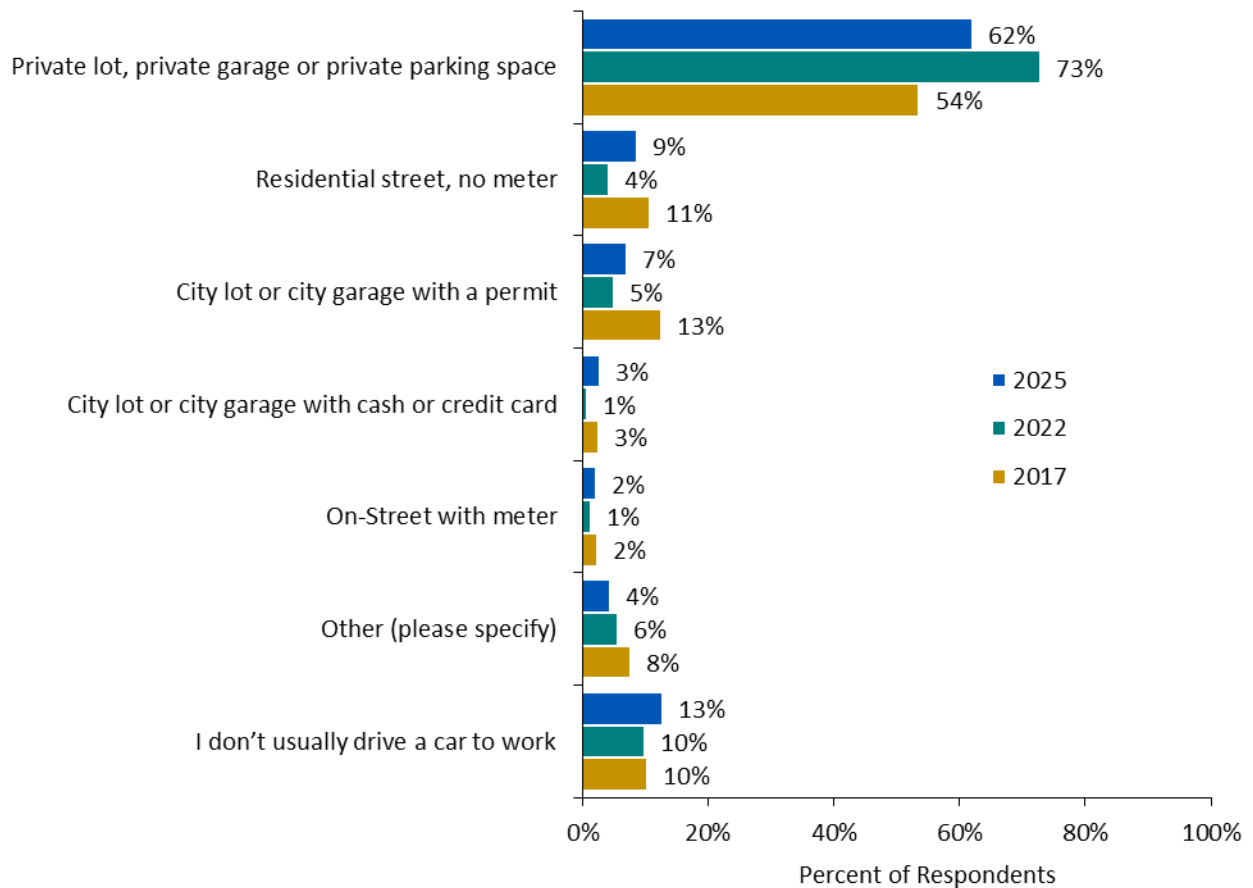
**Figure 40: Usage of modes of transportation for non-commute trips by City of Residence,2025**



## Employee Parking

Employees participating in the study were asked where they usually parked when they drove a car to work. Only 13% said they don't usually drive a car to work. Over 6 in 10 respondents said they parked in a private lot, private garage or a private parking space. About 1 in 10 parked on a residential street with no meter, while an additional 2% parked on street at a meter. About 10% parked in a city lot or city garage, either with a permit, with pre-payment or by paying cash.

**Figure 41: Type of Parking Space Usually Used, 2017-2025**

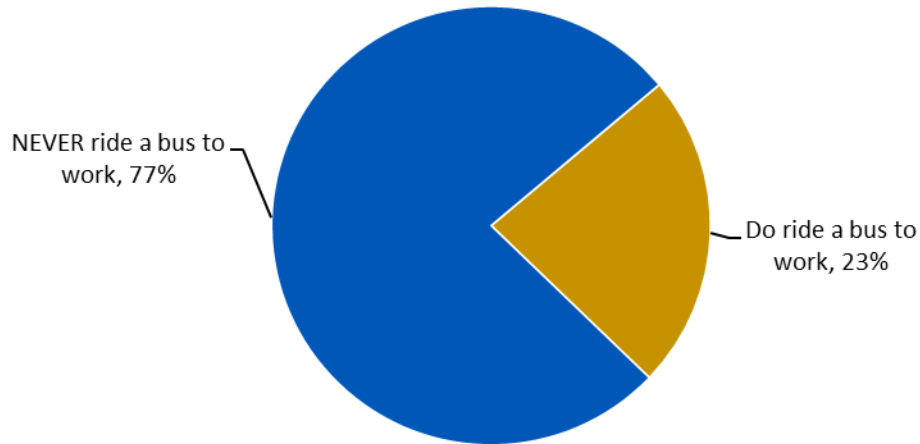


## Use of Transit

### Use of a Bus for Work Commute Trips

When asked if they ever rode a bus to work, about one-fourth of those completing the 2025 employee transportation survey said they did so. This was a substantial increase from 2022 although it is still below pre-Covid values (see Figure 42). Boulder residents were about twice as likely to ride the bus to work as those living outside the city limits (see Figure 43).

**Figure 42: Use of Transit for the Commute, 2025**



**Figure 43: Use of Transit for the Commute, 2005-2025**

Do you ever ride a bus to work?	2025	2022	2017	2014	2011	2008	2005
Yes	23.3%	15.5%	34.4%	32.0%	33.5%	27.8%	34.0%
No	76.7%	84.5%	65.6%	68.0%	66.5%	72.2%	66.0%
Total	100%	100%	100%	100%	100%	100%	100%

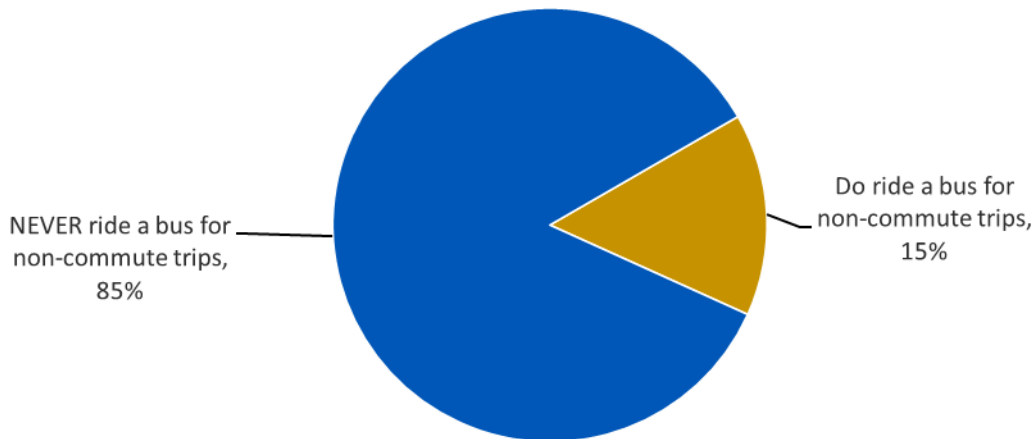
**Figure 44: Use of Transit for the Commute by Boulder and Non-Boulder Residents, 2025**

Do you ever ride a bus to work?	Boulder Residents	Non-Boulder residents
Yes	32.0%	16.8%
No	68.0%	83.2%
Total	100%	100%

**Use of Transit for Pleasure or Personal Business Trips**

About 1 in 7 respondents (15%) reported riding a bus for non-commute trips during a typical week. This represents a slight, but not statistically significant, increase from 2022 (11%) and still well below pre-Covid values (24%). The average number of trips per respondent made during a typical week for non-commute trips on the bus was 0.4 trips per week. Among those who typically made at least one trip, the average number of non-commute bus trips per week was 2.6.

**Figure 45: Use of Transit for Non-Commute Trips, 2025**



**Figure 46: Average Number of Non-Commute Transit Trips in a Typical Week, 2005-2025**

During a typical week, how many one-way trips do you make on an RTD bus or Light Rail that are not for commuting but are for pleasure or personal business?	2025	2022	2017	2014	2011	2008	2005
Average number of one-way trips by ALL respondents	0.4	0.4	0.7	0.6	0.8	0.6	0.8
Average number of one-way trips by those reporting making at least one trip	2.6	2.8	2.9	3.0	3.5	3.3	4.0

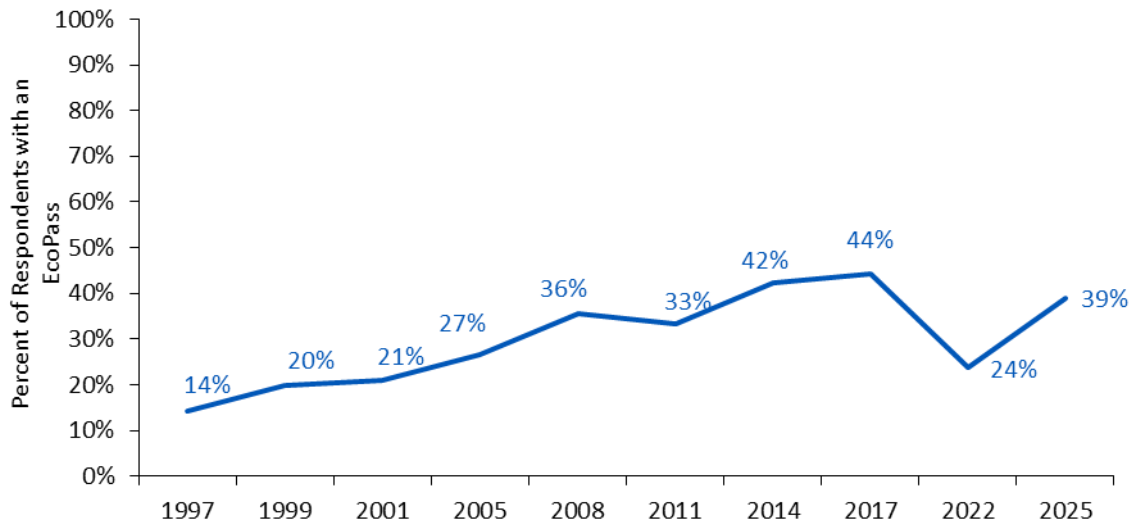
**Figure 47: Respondents Making Non-Commute Transit Trips in a Typical Week, 2005-2025**

During a typical week, how many one-way trips do you make on an RTD bus or Light Rail that are not for commuting but are for pleasure or personal business?	2025	2022	2017	2014	2011	2008	2005
Make no transit trips	84.9%	89.0%	75.8%	79.6%	76.8%	81.5%	80.0%
Make one or more transit trips	15.1%	11.0%	24.2%	20.4%	23.2%	18.5%	20.0%
Total	100%	100%	100%	100%	100%	100%	100%

### Employees’ EcoPass Status

EcoPass adoption has generally increased over the past three decades, though not without notable fluctuations. From 1997 to 2017, the share of respondents with an EcoPass rose steadily—from 14% to a peak of 44%—reflecting consistent growth in program participation. In 2022, however, the trend shifted sharply downward, with adoption falling to 24%. By 2025, the rate rebounded to 39%, indicating a partial recovery and renewed engagement with the program, though still below the 2017 high.

**Figure 48: EcoPass Status, 1997-2025**



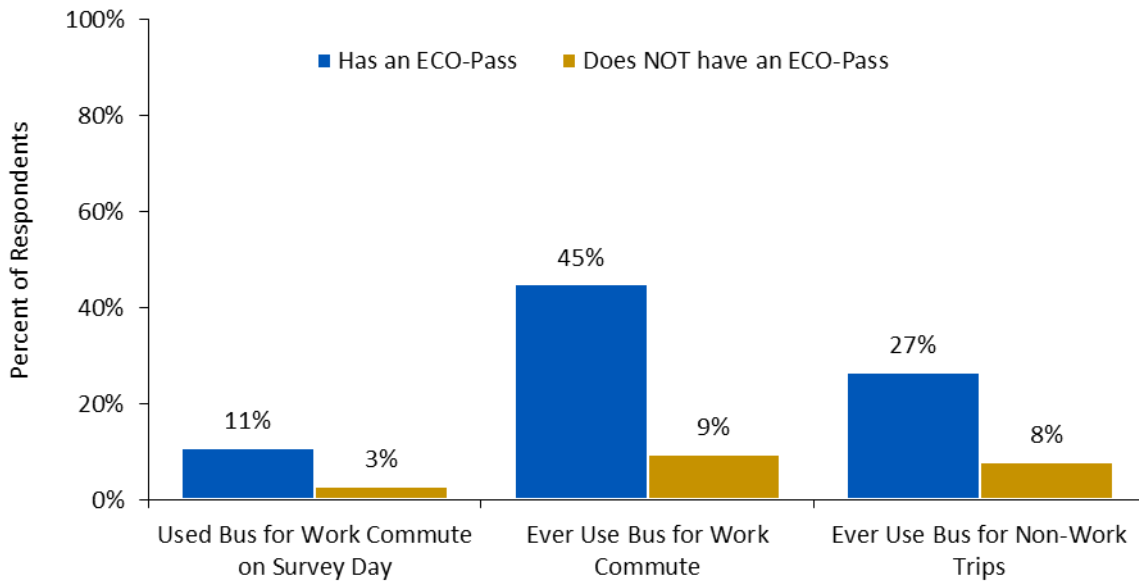
**Figure 49: Percent of Employees Who Have an EcoPass, 2005-2025**

Do you have an EcoPass?	2025	2022	2017	2014	2011	2008	2005
Yes, through my employer	25%	14%	30%	27%	19%	19%	11%
Yes, a downtown EcoPass**	4%	6%	7%	8%	6%	6%	7%
Yes, through my neighborhood (NECO Pass)	4%	2%	3%	3%	3%	2%	3%
Yes, a CU student College Pass	2%	1%	3%	3%	2%	4%	5%
Yes, a CU faculty/staff EcoPass	4%	2%	0%	2%	2%	5%	1%
No	61%	76%	56%	58%	67%	64%	73%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

\*\*This category was new in 2005; in previous implementations, these responses would have been included in the category “yes, through my employer.”

As observed in previous years, EcoPass possession was associated with higher use of transit for work and non-work trips. About 11% of employees with an EcoPass rode a bus for the work commute on the survey day compared to just 3% of those without an EcoPass. Those with an EcoPass were much more likely to have said they had used a bus for the work commute or for non-work trips than were those without an EcoPass.

**Figure 50: Use of Transit by EcoPass Status, 2025**



**Figure 51: Used a Bus for the Work Commute on the Day of the Survey by EcoPass Status, 1997-2025**

Used a bus for any part of the work commute on the survey day	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997
Have an EcoPass	10.8%	9.5%	18.7%	18.6%	24.6%	23.3%	26.4%	13.1%	13.3%	13.2%
Do NOT have an EcoPass	2.8%	2.4%	3.7%	3.7%	2.0%	3.2%	3.0%	3.4%	2.0%	2.8%

**Figure 52: Ever Ride a Bus for Work Commute by EcoPass Status, 2005-2025**

Do you ever ride a bus to work?	2025	2022	2017	2014	2011	2008	2005
Have an EcoPass	44.8%	42.2%	59.3%	59.2%	68.8%	54.6%	62.5%
Do NOT have an EcoPass	9.4%	7.0%	14.2%	12.0%	15.9%	12.4%	10.3%

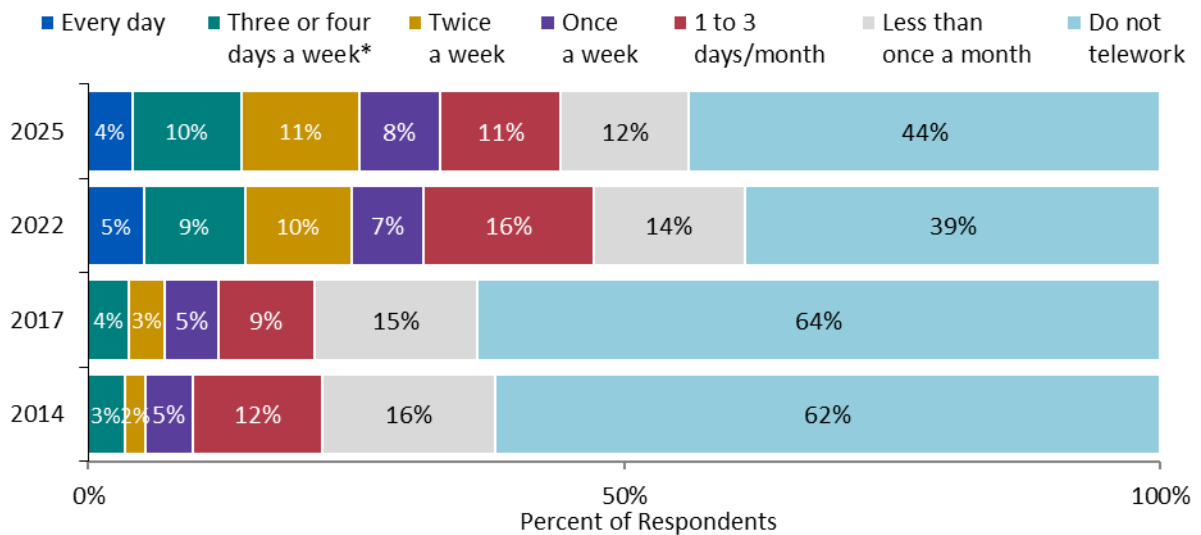
**Figure 53: Used Transit for Non-Work Commute Trips by EcoPass Status, 2005-2025**

Use of transit for non-work commute trips	2025	2022	2017	2014	2011	2008	2005
Have an EcoPass	26.5%	27.3%	40.7%	35.9%	38.2%	37.9%	38.2%
Do NOT have an EcoPass	7.8%	6.0%	9.7%	8.3%	6.1%	8.0%	6.1%

### Employer Encouraged Alternative Modes

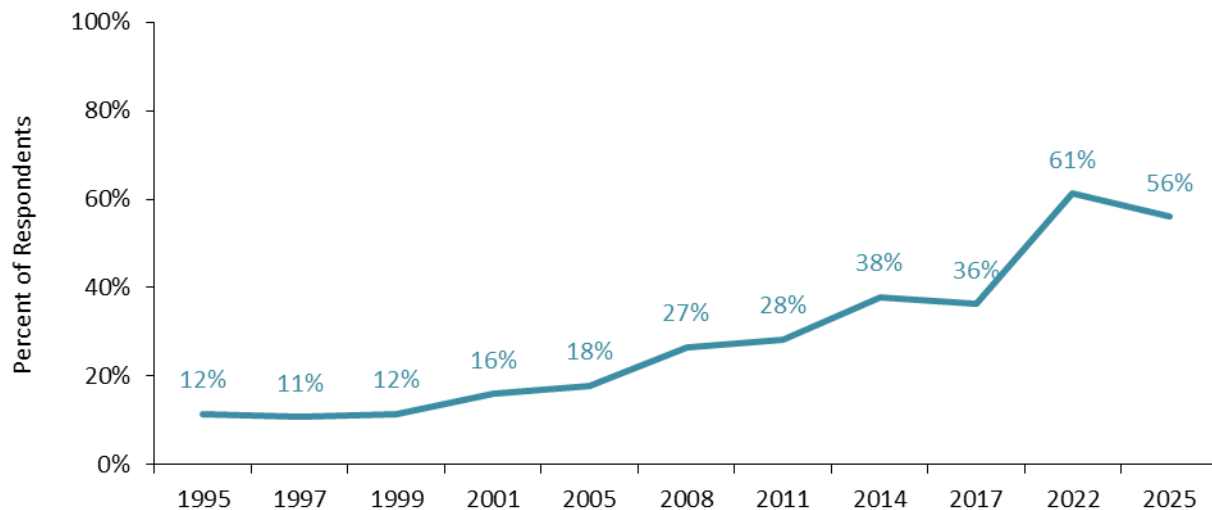
Respondents were asked how often, if ever, they teleworked (work at home instead of going into the office). About 56% of respondents reported that they teleworked at least occasionally, a slight reduction from 2022. About half of the respondents who did telework did so twice a week or more.

**Figure 54: Teleworking Status, 2014-2025**



The share of respondents who report ever teleworking shows a long-term upward trajectory. From 1995 through 2014, telework adoption increased steadily—from 12% to 38%—reflecting slow but consistent expansion as remote-work technologies became more common. After a slight dip in 2017 (36%), the trend accelerates dramatically, with telework prevalence jumping to 61% by 2022, a likely collateral effect of the Covid-19 pandemic. By 2025, the rate moderated slightly to 56%, indicating that while some respondents may have returned to traditional work settings, telework remains far more common than in any prior period.

**Figure 55: Percent of Respondents Who Ever Telework, 1995-2025**



**Figure 56: Teleworking Patterns of Respondents, 1995-2025**

On average, how often do you telework (work at home instead of going into the office)? (Include only full days at home when you did not travel to your work place.)	2025	2022*	2017	2014*	2011	2008	2005	2001*	1999	1997	1995
Never	44%	39%	64%	62%	72%	73%	82%	84%	89%	89%	89%
Less than once a month	12%	14%	15%	16%	10%	12%	6%	5%	6%	3%	4%
1 to 3 days a month	11%	16%	9%	12%	9%	8%	6%	5%	3%	3%	3%
Once a week	8%	7%	5%	5%	5%	2%	2%	2%	1%	1%	1%
Twice a week	11%	10%	3%	2%	2%	2%	1%	2%	1%	1%	1%
Three days a week or more	N/A	N/A	4%	3%	3%	2%	2%	2%	2%	2%	3%
Three or four days a week	10%	9%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Every day	4%	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

-In 2001, the question about telecommuting was limited to “teleworking” in the last 3 months. In previous years, and the current year, the surveys asked how often respondents ever telecommute.

-In 2014 questions about teleworking were only included on the web version of the survey and the 4-page version of the hard copy survey, so some respondents were not asked these questions.

-In 2022 “Telecommutes 3 days a week or more” was replaced by “Three or four days a week” and “Every day (I always work at home).”

**Figure 57: Percent of Respondents Who Worked at Home the Day They Completed the Survey, 1991-2025**

How did you get to work today?	2025	2022	2017	2014	2011	2008	2005	2001	1999	1997	1995	1993	1991
Worked at Home	11%	14%	5%	3%	2%	2%	4%	3%	4%	3%	2%	2%	2%
Other Mode	89%	86%	95%	97%	98%	98%	96%	97%	97%	97%	98%	98%	98%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

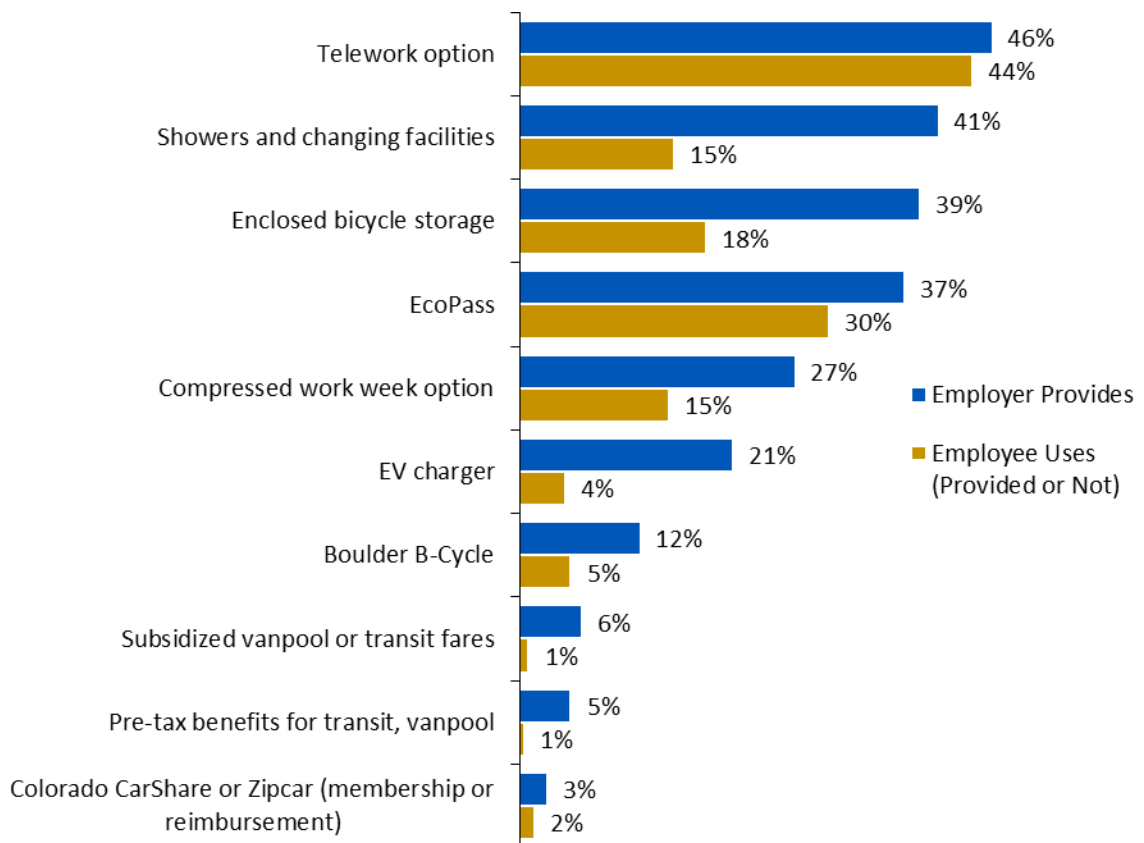
Note: Hard copy surveys were received at the workplace and so it is more likely to be completed at work. In early years of this survey, all surveys were completed hard copy.

The survey provided respondents with a list of incentives and resources their employer might provide to encourage alternative modes of transportation. Those completing the survey were asked to indicate if their employer provided the resource, and whether they used it.

About half of respondents, 46%, reported their employer provided a telework option and most of them had used it. Meanwhile, 41% of respondents reported their employer provided showers and changing facilities, although just 15% of all respondents have used them. A similar proportion of employees said their employer provided enclosed bicycle storage (39%), although just 18% of all respondents have used this storage. However, while a similar portion of employers (37%) provided an EcoPass option, most of those with that pass had used it.

Both the availability of EcoPasses and their usage increased compared to 2022 (see Figure 58).

**Figure 58: Employer Provided Incentives and Use of Incentives, 2025**



**Figure 59: Employer Provided Transportation Incentives, 2011-2025**

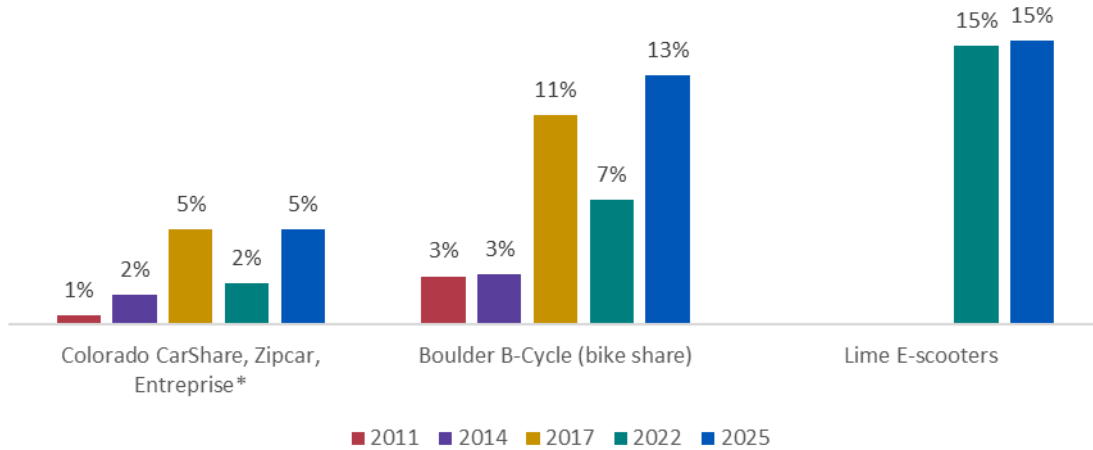
For each of the following, please indicate which your employer makes available to you and which you have used in the past 6 months.*	Provided	Provided	Provided	Provided	Provided	Uses (If Provided)	Uses (If Provided)	Uses (If Provided)	Uses (If Provided)	Uses (If Provided)	Uses	Uses	Uses	Uses	Uses
	2025	2022	2017	2014	2011	2025	2022	2017	2014	2011	2025	2022	2017	2014	2011
Telework option	46%	52%	34%	34%	24%	86%	95%	76%	77%	69%	44%	50%	26%	26%	16%
Showers and changing facilities	41%	41%	32%	36%	43%	36%	29%	32%	31%	41%	15%	12%	11%	11%	18%
Enclosed bicycle storage	39%	34%	21%	28%	20%	46%	41%	50%	37%	41%	18%	14%	11%	11%	8%
EcoPass	37%	30%	45%	32%	32%	69%	52%	65%	55%	73%	30%	15%	32%	20%	23%
Compressed work week option	27%	25%	30%	26%	22%	56%	53%	42%	75%	63%	15%	13%	14%	19%	14%
Level 2 EV charger	N/A	N/A	11%	N/A	N/A	N/A	N/A	4%	N/A	N/A	N/A	N/A	1%	N/A	N/A
Level 1 EV charger	21%	19%	9%	N/A	N/A	16%	17%	2%	N/A	N/A	4%	3%	0%	N/A	N/A
Boulder B-cycle (bike share) membership	12%	N/A	15%	7%	5%	27%	N/A	37%	10%	22%	5%	N/A	6%	3%	1%
Subsidized vanpool or transit fares	6%	3%	7%	7%	2%	9%	N/A	16%	7%	2%	1%	4%	2%	1%	0%
Pre-tax benefits for transit, vanpool	5%	5%	6%	2%	2%	10%	35%	20%	22%	2%	1%	2%	1%	0%	0%
Colorado CarShare or Zipcar (membership or reimbursement)	3%	3%	5%	2%	1%	21%	31%	15%	15%	1%	2%	1%	2%	1%	0%

\*In 2014 questions about employer-provided transportation incentives were only included on the web version of the survey and the 4-page version of the hard copy survey, so some respondents were not asked these questions. 'Boulder B-cycle (bike share) membership' was not asked in 2022. In 2017, 'Level 1 EV charger' and 'Level 2 EV charger' were included. In 2022 both categories were replaced by 'EV charger'.

### Shared mobility users

The proportion of respondents reporting having a membership for car-share or bike-share companies increased in 2025. About 15% of respondents said they were members of Lime E-scooters, while 13% said the same about Boulder B-Cycle, compared with 7% in 2022. Reported membership in Colorado CarShare, Zipcar, and Enterprise was 5% in 2025, up from 2% in 2022.

**Figure 60: Membership of shared mobility apps, 2011-2025**



\*Before 2022 the question asked about “eGo CarShare”.

## **Appendix: Survey Materials**

The following pages contain copies of the Downtown and Boulder Valley Employee Survey initial letters to employers, as well as the survey employees were asked to complete. The online survey was identical to the questionnaire.

# Boulder Valley Employee Survey 2025

The City of Boulder is conducting a survey of a select number of Boulder Valley employees regarding their transportation needs and behavior. **Information from this survey will help us improve the future transportation options available to employees who work in Boulder.**

If you have more than one job, please answer these questions **ONLY** for the job you do for the employer through which you received this survey. All of your responses are completely confidential, and will be reported in group form only.

Thank you very much for completing this survey! Please fold the survey, staple or tape it and return it to your organization's contact person for pick-up by a staff member from National Research Center, or mail it directly to:

National Research Center: PO Box 14050. Houston, TX 77221-9904

Today's Date: \_\_\_\_ / \_\_\_\_ / 2025    The organization for which you work: \_\_\_\_\_

### Work Commute

1. How did you get to work today? (Please check all that apply)
 

<input type="checkbox"/> Drove alone <input type="checkbox"/> Drove with at least one other person  <input type="checkbox"/> Walked <input type="checkbox"/> Biked → <input type="checkbox"/> Private bike <input type="checkbox"/> Company bike <input type="checkbox"/> Private E-bike <input type="checkbox"/> B-Cycle <input type="checkbox"/> Used e-scooter or another lightweight electric device → <input type="checkbox"/> Private <input type="checkbox"/> Shared <input type="checkbox"/> Rode a bus or buses <input type="checkbox"/> Carried a bike on a bus or buses <input type="checkbox"/> Used a Park-n-Ride <input type="checkbox"/> Taxi / Ride share (Uber / Lyft) <input type="checkbox"/> Worked at home <input type="checkbox"/> Other _____	What type of vehicle? <input type="checkbox"/> Private vehicle <input type="checkbox"/> Company/fleet vehicle <input type="checkbox"/> Car share <input type="checkbox"/> Vanpool <input type="checkbox"/> Taxi / Ride share (Uber / Lyft)
---	---

  
 → How many others total? .....  
 → How many under 16 years old? ....
2. About how far do you live from work? ..... miles
3. About what time did you **leave** home for work today (or the last day you commuted to work)? ..... AM or PM
4. Did you come straight to work from home today (or the last day you commuted to work)?
  - Yes → About how many minutes did it take? ..... min
  - No → How many stops did you make on your way to work? ..... stops
5. Yesterday, or on the last day you commuted to work, how many stops did you make on your way home? ..... stops
6. How do you typically get to work?
 

<input type="checkbox"/> Drive alone	<input type="checkbox"/> E-scooter	<input type="checkbox"/> Vanpool
<input type="checkbox"/> Drive with other	<input type="checkbox"/> Bus	<input type="checkbox"/> I work at home
<input type="checkbox"/> Walk	<input type="checkbox"/> Park-n-Ride	
<input type="checkbox"/> Bike	<input type="checkbox"/> Taxi / Ride share	

7. About what time do you **usually arrive** at work? ..... AM or PM
8. About what time do you **usually leave** work? ..... AM or PM

### Parking

9. When you drive a car to work, where do you usually park?
  - City lot or city garage with a permit
  - City lot or city garage with cash or credit card
  - Private lot, private garage or private parking space
  - On-street with meter
  - Residential street, no meter
  - Other \_\_\_\_\_
  - I don't usually drive a car to work

### Teleworking and Compressed Work Week

10. On average, how often do you telework (work at home instead of going into the office)? (Include only full days at home when you did not travel to your work place.)
  - Never
  - Less than once a month
  - 1 to 3 days per month
  - Once a week
  - Twice a week
  - Three or four days a week
  - Every day (I always work at home)
11. Do you work a compressed week? (For example, four 10-hour days per week, or nine 9-hour days every two weeks)
  - No
  - Yes → What type of schedule?
    - Four 10-hour days in a week
    - Nine 9-hour days in two weeks
    - Other: \_\_\_\_\_

### Non-Work Trips

12. In a typical week, how many one-way trips do you make during the workday that are not part of your commute? (For example, like lunch or errands)  
 (Each time you go to a different location is one trip. A round trip counts as two one-way trips).  
 \_\_\_\_\_ one-way trips (not for work)

**13. In a typical week, how often do you use these methods of transportation for non-commute trips during your workday?**

	Daily	A few times	Never
Drive alone in a private vehicle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drive with at least one other person in a private vehicle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Car share	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taxi or ride share (Lyft, Uber)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Biked (personal bike/private bike)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Boulder B-Cycle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lime e-scooter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal e-bike	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal e-scooter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Walked	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Transit**

**14. Do you have an EcoPass, the annual transit pass which allows you to ride RTD buses and the Community Transit Network buses (e.g., SKIP, HOP, JUMP, etc.) for no additional charge?**

- Yes, a CU student College Pass
- Yes, a CU faculty/staff EcoPass
- Yes, a downtown EcoPass (University Hill / Boulder Junction)
- Yes, through my employer
- Yes, through my neighborhood (NECO Pass)
- No

**15. Do you ever ride a bus to work?**

- Yes
- No

**16. During a typical week, how many one-way trips do you make on an RTD bus or Light Rail that are not for commuting to work but are for pleasure or personal business?**

(Each time you go to a different location is one trip. A transfer to another bus is part of the same trip and does not count as another trip. A round trip counts as two one-way trips).  
**Record zero if no non-work bus trips are taken during a typical week.**

\_\_\_\_\_ *one-way bus trips (not for work)*

**About Your Job**

**17. Are you a full-time or part-time employee?**

- Full-time
- Part-time

**18. What category best describes your typical work schedule?**

- Monday through Friday, daytime
- Monday through Friday, evenings
- Weekends
- Rotating/variable schedule
- Other \_\_\_\_\_

**19. What category best describes your job?**

- Retail/sales
- Service/restaurant/delivery
- Manufacturing/production/"high-tech"
- Office (professional, business, administrative)
- Medical/dental
- Construction/trades/laborer
- Other

**20. What is your hourly pay rate at this job?**  
 (Please include the value of any tips or commissions you receive. If you are paid an annual salary, estimate your hourly rate by dividing by 2,080 work hours per year.)

- \$7.00 per hour or less
- \$7.01 to \$10.00 per hour
- \$10.01 to \$12.00 per hour
- \$12.01 to \$15.00 per hour
- \$15.01 to \$20.00 per hour
- \$20.01 to \$25.00 per hour
- \$25.01 to \$50.00 per hour
- \$50.01 or more per hour

**21. For each of the following options, please indicate which your employer provides to you and which you have used in the past six months.**

	Employer Provides?		Used in last six months?	
	Yes	No	Yes	No
EcoPass .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subsidized vanpool or transit fares.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pre-tax benefits for transit, vanpool.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enclosed bicycle storage.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Showers and changing facilities.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Telework option.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compressed work week option ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EV charger.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Colorado CarShare or Zipcar (membership or reimbursement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Boulder B-Cycle.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Page 2

About You and Your Household			
<b>22. Which of the following are usually available to you for commuting to work, if any?</b>			
	Private	App/membership	Neither
Bike	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E-bike	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E-Scooter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>23. Do you have a membership or the app for either of the below services?</b>			
		Yes	No
Boulder B-Cycle		<input type="checkbox"/>	<input type="checkbox"/>
Lime E-scooters		<input type="checkbox"/>	<input type="checkbox"/>
<b>24. Do you usually have a car or other motor vehicle available to you for commuting to work?</b>			
<input type="checkbox"/> Yes <input type="checkbox"/> No → go to question #28			
<b>25. What year was the vehicle made?</b> _____			
<b>26. What kind of vehicle is it?</b>			
<input type="checkbox"/> Car		<input type="checkbox"/> SUV/van/minivan	
<input type="checkbox"/> Pickup truck		<input type="checkbox"/> Motorcycle/motor scooter	
<b>27. What kind of fuel does the vehicle use?</b>			
<input type="checkbox"/> Diesel			
<input type="checkbox"/> Gas			
<input type="checkbox"/> Hybrid or plug-in hybrid			
<input type="checkbox"/> Plug-in Electric			
<b>28. Are you a member of Colorado CarShare, Zipcar, Enterprise or any other car share program?</b>			
<input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>29. What is your five-digit home ZIP code?</b> _____			
<b>30. Which city do you live in?</b>			
<input type="checkbox"/> Boulder	<input type="checkbox"/> Longmont	<input type="checkbox"/> Nederland	
<input type="checkbox"/> Erie	<input type="checkbox"/> Louisville	<input type="checkbox"/> Superior	
<input type="checkbox"/> Jamestown	<input type="checkbox"/> Lyons	<input type="checkbox"/> Ward	
<input type="checkbox"/> Lafayette	<input type="checkbox"/> Other _____		
<b>31. Are you a student at CU Boulder or any other college or university?</b>			
<input type="checkbox"/> Yes, an undergraduate student			
<input type="checkbox"/> Yes, a graduate student			
<input type="checkbox"/> No			
<b>32. How much do you anticipate your household's total income before taxes will be for 2025?</b>			
<b>(Please include income from all sources for all persons living in your household.)</b>			
<input type="checkbox"/> Less than \$29,999			
<input type="checkbox"/> \$30,000 to \$49,999			
<input type="checkbox"/> \$50,000 to \$74,999			
<input type="checkbox"/> \$75,000 to \$99,999			
<input type="checkbox"/> \$100,000 to \$149,999			
<input type="checkbox"/> \$150,000 or more			
<input type="checkbox"/> Prefer not to answer			
<b>33. What is your age range?</b>			
<input type="checkbox"/> Under 18			
<input type="checkbox"/> 18-24 years			
<input type="checkbox"/> 25-34 years			
<input type="checkbox"/> 35-44 years			
<input type="checkbox"/> 45-54 years			
<input type="checkbox"/> 55-64 years			
<input type="checkbox"/> 65 years or older			
<b>34. Which race(s) and/or ethnic group(s) do you most identify with? Select all that apply.</b>			
<input type="checkbox"/> American Indian or Alaska Native			
<input type="checkbox"/> Asian			
<input type="checkbox"/> Black or African-American			
<input type="checkbox"/> Latine/Latinx/Hispanic			
<input type="checkbox"/> Middle Eastern or North African			
<input type="checkbox"/> Native Hawaiian or Pacific Islander			
<input type="checkbox"/> White			
<input type="checkbox"/> Other (specify) _____			
<b>35. You may have multiple gender identities. What is your primary gender identity?</b>			
<input type="checkbox"/> Woman			
<input type="checkbox"/> Man			
<input type="checkbox"/> Non-binary/Genderqueer			
<input type="checkbox"/> Prefer not to say			
<input type="checkbox"/> Prefer to self-describe (specify)			
_____			



**CITY OF BOULDER  
OFFICE OF THE CITY MANAGER**



October, 2025

Dear Boulder Valley Employer,

Your company has been randomly chosen to participate in a City of Boulder survey of travel patterns of employees working in the Boulder region. This survey is being conducted by Polco on the City's behalf.

The Boulder Chamber and its Transportation Connections staff are partnering with the City of Boulder in this outreach effort because efficient local and regional transportation networks are key for our community's economic, social and environmental health.

The views of employees who work in Boulder, whether living here or elsewhere, are vital to transportation planning. **Information from this survey will help us improve the transportation options available to your employees and track our progress in meeting the city's transportation, mobility and climate goals.**

We are asking you to ask your employees to participate. This survey will only take about 10 minutes for an employee to complete (online or on paper). Someone from Polco will be contacting you regarding the survey procedures, but if your employees are mostly computer-based – **don't delay, please ask your employees to complete the online survey at [www.polco.us/xxplaceholder](http://www.polco.us/xxplaceholder) (there's also a QR code on the back of this letter to scan and access the survey, feel free to post it).**

If you have any questions or comments about the survey, please contact Polco either by email at [travel1@polco.us](mailto:travel1@polco.us) or phone at (608) 709-8683, extension 201.

We hope that your business and employees will participate in this survey. We really appreciate your help on this important project.

Thank you,

Nuria Rivera-Vandermyde  
Boulder City Manager  
City of Boulder

1777 Broadway, Boulder, Colorado 80302

John Tayer  
President and CEO  
Boulder Chamber

bouldercolorado.gov

(303) 441-3090



October 2025

Dear Downtown Employer,

Your business has been randomly selected to participate in a City of Boulder survey of travel experiences of Boulder employees. Downtown Boulder Partnership (DBP) is partnering with the City of Boulder in this effort because efficient local and regional transportation networks are key to our community's economic, social and environmental health.

Information from the survey shows us trends in transportation habits and helps guide planning for transportation improvements within Boulder and between Boulder and other communities, and gathers important information about the free City of Boulder downtown EcoPass program.

The views of all employees, both those who live in Boulder and those who live in other communities, are vital to transportation planning. **Information from this survey will help us improve the future transportation options available to your employees and track progress towards meeting the city's transportation and climate goals.**

We are asking you to ask your employees to participate. This survey will only take about 10 minutes for an employee to complete (online or on paper). Someone from Polco will be contacting you regarding the survey procedures, but if your employees are mostly computer-based- **don't delay, please ask your employees to complete the survey at [www.polco.us/xxplaceholder](http://www.polco.us/xxplaceholder) (there's also a QR code on the back of this letter to scan to complete the survey, feel free to post it).**

If you have any questions or comments about the survey, please contact Brian Holihan from the City's Department of Community Vitality at 303.441.3128/[holihanb@bouldercolorado.gov](mailto:holihanb@bouldercolorado.gov)

We hope that your business and employees will participate in this survey. We really appreciate your help on this important project.

Thank you,

A handwritten signature in black ink, appearing to read "NPR", followed by a horizontal line.

Nuria Rivera-Vandermyde  
*City Manager, City of Boulder*

A handwritten signature in blue ink, appearing to read "Bettina Swigger", followed by a horizontal line.

Bettina Swigger  
*CEO, Downtown Boulder Partnership*