



# HOUSTON AIRPORT SYSTEM

## COH Employees Parking Benefit Program





## Proposed Budget Amendment Objective



To bolster the City of Houston's employee benefits package and as an added incentive to attract and retain top talent, the Human Resources Department, in partnership with the Houston Airport System, shall develop an incentive that offers full-time employees with **at least five years of service a 14 days per year of complementary parking** at the City-owned ecopark parking lots located at Hobby and Bush Airports



## Guiding principles for plan development



- The Federal Aviation Administration would view the use of COH free employee parking at our airport(s) as revenue diversion. Therefore, the airport must recover its costs.
- Providing a 5-Star passenger service.
- **The potential cost per year to COH is \$2.5MM for 14,769 employees meeting the criteria as of 8/31/2023**



## Only Bush has the capacity to support the program



### IAH has capacity, HOU does not

- **IAH: ecopark lot on JFK**
  - IAH ecopark JFK has 8,612 Spaces
  - 24/7 Operations
  - Capacity to accommodate this program
- **HOU: Hobby does not have sufficient economy lot parking capacity to support the program**
  - HOU ecopark has a small footprint and is at capacity on a regular basis
  - Not inline with 5-star passenger service experience





## Recommended implementation plan



- Use Q-cards system as model for employee parking card
  - Department based distribution
- Inter Department Fund Transfer for the annual budgeted cost
  - Estimated benefit per employee is \$168

