



Construct Creative Commute Options



Looking to improve your staff’s commuting experience and increase employee retention? Learn how DAVIS Construction has made this happen! Headquartered in Rockville, Maryland, DAVIS is a 500+ person company with dozens of jobsites across several states including their main office in Rockville, Maryland.

COMMUNICATE AND RETAIN

Greg Munson, Senior Manager of Office Services and Facilities, makes sure DAVIS staff have easy access to commute information. He knows the more information that is available the more comfortable one is in exploring commute options. He ensures that route maps and schedules are posted in their lobby, a place both employees and visitors frequent, and that their employee intranet site is kept updated with relevant links, maps and details related to commute options.

Before the COVID-19 pandemic, few DAVIS employees worked from home. However, during the height of the pandemic, DAVIS restructured their policies to accommodate a flexible work schedule for employees who live in the DMV area. They continue offering this option to all employees, allowing many staff to work up to two days per week remotely after they have worked at the company for six months. **This policy alone has been credited by DAVIS for increasing their employee retention by five percent!**

THINK OUTSIDE THE BOX

Greg has learned how important it is to be creative while coordinating commute options for staff. Most DAVIS employees work across 60+ job sites, and many travel to the main office each week. One innovative way DAVIS helps in-office employees is by hosting an on-site market with easy access to snacks, beverages, sandwiches and more, reducing the need for employees to leave just to buy lunch.

Greg and DAVIS have encouraged employees to commute to work by bike. Employees are provided with secure indoor bike parking, showers and lockers. DAVIS Construction hosts [Washington Area Bicycle Association](#) bike classes in their parking lot, where members of the community are taught how to feel safe on a bike and are encouraged to bike commute.

GET STARTED

Greg recommends two pieces of advice for companies looking to introduce commute incentives: listen to your employees and leverage local assets. Determine what employees will use and appreciate most by encouraging participation in the yearly Commuter Choice Employee Partner survey. It helps discover what incentives and programs employees are most interested in.

Greg says that he “highly encourage[s] businesses to reach out to the groups available to them to help guide them on the creative ways they can participate in this process.” For instance, the idea for the bicycle class came out of a meeting with the North Bethesda Transportation Management District (NBTMD). They thought that DAVIS would be a perfect location for a class. NBTMD facilitated an introductory meeting with DAVIS and the Montgomery County Department of Transportation, who made the class a reality!

Businesses can also utilize local resources, including the [Washington Metropolitan Area Transit Authority](#) website, reaching out to their [local Rideshare Coordinator](#), or contacting the team at [Commuter Choice Maryland](#). These resources can all offer advice on how to best promote sustainable commute options, help employees keep more of their paycheck in their pocket, and assist employers in boosting retention.

Pictured to the Right:

DAVIS Construction’s Reston Row Hotel/Condo project team.

“I highly encourage businesses to reach out to the groups available to them to help guide them on creative ways they can participate in the process.”

-Greg Munson

Senior Manager of Office Services and Facilities, DAVIS Construction