## Description of the Instances

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The benchmark instances are based on demographic, spatial, and economic data of Vienna, Austria. First, a set of mode of transport classes K are defined consisting of the following types: Foot, Public transport, Bike, Battery electric vehicle (BEV) and subtypes corresponding to specific car models, Internal combustion engine vehicle (ICEV) and subtypes corresponding to the size of the vehicle and Taxi. For both BEV and ICEV several sub-categories are defined which correspond to car models, e.g., for BEVs we consider Smart ED, Nissan Leaf, and Mitsubishi iMiev. The properties of each  $k \in K$  are the following:

| Parameter  | Domain       | Unit            | Description   |
|--|--------------|-----------------|---|
| $\epsilon^k$                                     | $\mathbb{R}$ | g/km            | CO <sub>2</sub> emissions per distance unit         |
| $G^k$  | $\mathbb{R}$ | kWh             | battery capacity                                    |
| $g^k$  | $\mathbb{R}$ | kW              | recharging rate                                     |
| $r^k$  | $\mathbb{R}$ | Wh/km (?)       | energy consumption                                  |
| $v^k$  | $\mathbb{R}$ | m/s             | average speed                                       |
| $egin{array}{c} c_d^k \ c_t^k \ a^k \end{array}$ | $\mathbb{R}$ | $1/\mathrm{km}$ | cost in Euro per distance                           |
| $c_t^{ar{k}}$                                    | $\mathbb{R}$ | $1/\min$        | cost in Euro per time                               |
| $a^k$  | $\mathbb{R}$ | S               | additional time needed for setup                    |
|  |              |                 | (e.g., getting to the car, time needed for parking) |

Then, a company is constructed consisting of one or more depots  $\Delta \subset L$ , where each  $\delta \in \Delta$  is represented by its GPS coordinate and L is the set of all possible locations. The company has a set of employees P, and a number of available instances  $n_k$  of each transport class  $k \in K$ . Note that  $n_k = \infty$  for foot, public transport, and taxi.

Each employee  $p \in P$  has a gender  $\theta^p \in \{f, m\}$ , a hierarchy status  $h^p \in \{b, m, w\}$  (boss, middle management, worker), an associated office location  $\delta^p \in \Delta$ , a home location  $l^p \in L$ , a work start time  $\tau^s \in \mathbb{N}$ , and

a work end time  $\tau^e \in \mathbb{N}$  For all  $k \in K$  it is specified if employee p is willing to accept offers using transport mode k, denoted by  $\omega^{pk} \in \{0,1\}$ ,  $\forall k \in K, p \in P$ .

Then, for each employee  $p \in P$  on each day  $t \in T$  of the considered time horizon T an ordered list of events  $E^{pt} = (e_0^{pt}, \dots, e_n^{pt})$  is generated (representing a working day of this employee) consisting of the following attributes:

| Parameter          | Domain        | Unit   | Description  |
|--------------------|---------------|--------|--|
| $\alpha^e$         | N             | min    | latest arrival (in number of min-<br>utes from the start of the time<br>horizon) |
| $eta^e$            | N             | $\min$ | earliest departure   |
| $rac{eta^e}{s^e}$ | $\mathbb{N}$  | $\min$ | service duration   |
| $l^e$              | L             |        | location   |
| $t^e$              | $\{w,m,p,h\}$ |        | activity type: work, meeting, private, home                                      |

Furthermore, for each pair of locations  $l_1, l_2 \in L$  a distance  $d_{ij}^k$ , travel time  $t_{ij}^k$ , and cost matrix  $c_{ij}^k$  is computed for each  $k \in K$  based on the route from  $l_1$  to  $l_2$  in the road network.

#### Value Settings

This section describes how the independent values of the variables described above are set. Some of the variables are chosen randomly following the stated probability distribution. In these cases the actual instance is generated by drawing one sample of each of these distributions.

Transport classes:

| Parameter    | Variability | Scope    | Value   |
|--------------|-------------|----------|---|
| $\epsilon^k$ | fixed       | all      | average values of the respec-<br>tive car category (Joanneum Re-<br>search 2010, source: ask Bern-<br>hard) |
| $G^k$        | fixed       | only BEV | taken from the official car speci-<br>fications   |
| $g^k$        | fixed       | only BEV | taken from the official car specifications  |
| $r^k$        | fixed       | only BEV | taken from the official car specifications  |
| $v^k$        | fixed       | all      | foot: 5, bike: 16, car: 30, public transport: 20 [km/h]   |
| $c_d^k$      | fixed       | all      | total cost of ownership divided<br>by total km (Joanneum Research<br>2010)                                  |
| $c_t^k$      | fixed       | all      | average gross salary in Austria including additional costs for employer                                     |
| $a^k$        | fixed       | all      | foot: 0, bike: 120, car: 600, public transport: 300, taxi: 300  |

### Company:

| Parameter | Variability | Value  |
|-----------|-------------|--|
| L         | fixed       | geometric centers of all 250 registration districts  |
| T         | fixed       | of Vienna<br>one week  |
| Δ         | fixed       | two locations chosen randomly following the probability distribution $\mathcal{P}^o$ of $L$ , where $\mathcal{P}^o$ is |
|           |             | based on statistical data of office locations in Vienna (see Appendix for the definition of $\mathcal{P}^o$ )          |
| P         | variable    | integer value  |
| $\nu$     | variable    | real value in the interval [0,1] determining $n_k$ , $\forall k \in K$   |
| $n_k$     | fixed       | for bikes, BEVs, and ICEVs: between 0 and $\lfloor \nu \vert P \vert \rfloor$  |

# Employee:

| Parameter     | Variability | Value  |
|---------------|-------------|--|
| $	heta^p$     | fixed       | based on demographic data of female and male employees (f: 46.78%, m: 53.22%)  |
| $h^p$         | fixed       | $P(h^p = b) = 0.01, P(h^p = m) = 0.1,$<br>$P(h^p = w) = 0.89$  |
| $\delta^p$    | fixed       | chosen uniformly at random out of $\Delta$   |
| $l^p$         | fixed       | chosen randomly following the probability distribution $\mathcal{P}^h$ of $L$ , where $\mathcal{P}^h$ is based on statistical data of residential locations in Vienna (see Appendix for the definition of $\mathcal{P}^h$ )  |
| $	au^s$       | fixed       | chosen randomly following a probability distribution $\mathcal{P}^{\tau^s}$ between 5 and 11 a.m.  |
| $	au^e$       | fixed       | $\tau^s$ + amount of daily working hours, which are chosen randomly following a probability distribution $\mathcal{P}^{\tau^e}$ which depends on $\theta^p$ and $h^p$  |
| $\omega^{pk}$ | fixed       | we defined 7 combinations of accepted mode of transports, e.g., car only, public transport only, mixed. For each combination at most different acceptance scenarios are defined. The combinations are chosen randomly based on a probability distribution $\mathcal{P}^{\omega}$ considering gender and the probability that $p$ has a driving license which itself is based on statistical data. The acceptance scenario of the chosen category is taken uniformly at random. |

Events:

| Parameter  | Variability | Value   |
|------------|-------------|---|
| $\alpha^e$ | fixed       | private activity: at any time outside working hours. Work meeting: at any time within the working hours.  |
| $eta^e$    | fixed       | $\alpha^e + s^e$  |
| $s^e$      | fixed       | private meetings in the morning 60 minutes, in the evening 120 minutes. Work meetings between 30 and 180 minutes based on probability distribution $\mathcal{P}^{s^e}$ .  |
| $l^e$      | fixed       | based on $\mathcal{P}^h$ for private activities, on $\mathcal{P}^o$ for work meetings   |
| $t^e$      | fixed       | for each day: private activity in the morning with 20% probability, in the evening with 65% probability. The number of work meetings is based on $h^p$ which results in a average amount of time spent in meetings. A meeting is inserted into the daily schedule of the employee until this time is spent or it does not fit in anymore. |

Distance, travel time, and cost:

| Parameter              | Variability | Value  |
|------------------------|-------------|--|
| $d_{ij}^k$             | fixed       | Aerial distance between $i$ and $j$ multiplied by a constant sloping factor of the respective mode   |
| $c^k_{ij} \\ c^k_{ij}$ | fixed fixed | of transport $k$ $\frac{d_{ij}^k}{v^k}$ $c_d^k d_{ij}^k + c_t^k t_{ij}^k + \epsilon^k c_e, \text{ where } c_e \text{ are the CO}_2 \text{ costs}$ which are set to 5 Euro per ton. |

Generation of the Mobility Offers Based on the data described above we extract mobility demands and offers which form the actual instance of our optimization problem. First, we generate the set of mobility demands D by considering the events  $E^p = \bigcup_{t \in T} E^{pt}$  of each employee  $p \in P$ . Since we assume that the company fleet is located at the depots  $\Delta$ , each mobility demand  $d \in D$  consists of a tour starting and ending at the office location  $\delta^p$  of the corresponding employee p. Therefore we construct the set of demands  $D^p = \{d_0^p, \ldots, d_m^p\}$  with  $d_i^p = (e_j^p, e_{j+1}^p, \ldots, e_q^p) \subseteq E^p$  with q > j for all  $j = 0, \ldots, n$  with  $t^{e_j^p} = t^{e_q^p} = w$ ,  $\forall i \in 0, \ldots, m$  for each employee  $p \in P$ .

For each  $p \in P$  and each  $d^p \in D^p$  a set of mobility offers  $O^{d^p}$  is created. There is one offer for each transport class  $k \in K$  which is accepted by the employee, i.e., for which  $\omega^{pk} = 1$ , denoted by  $k^o \in K$ . Each offer  $o^{d^p} \in O^{d^p}$  has an absence period  $[a_{o^{d^p}}, b_{o^{d^p}}]$  with  $a_{o^{d^p}}, b_{o^{d^p}} \in \mathbb{R}$  defining its start time  $a_{o^{d^p}}$  and end time  $b_{o^{d^p}}$ . The start time  $a_{o^{d^p}}$  is given by the latest arrival  $\alpha^{e^p_{j+1}}$  of the first event of the associated demand subtracted by half the setup time  $\frac{1}{2}a^{k^{d^{o^p}}}$  and the travel time  $t^k_{l_1,l_2}$  with  $l_1 = l^{e^p_j} = \delta^p$  and  $l_2 = l^{e^p_{j+1}}$ . The end time is given by  $b_{o^{d^p}} = \beta^{e^p_q} + t^{k^o}_{l_3,l_4} + \frac{1}{2}a^{k^{d^{o^p}}}$  with  $l_3 = l^{e^p_q}$  and  $l_4 = \delta^p$  resulting in a duration  $\pi_{o^{d^p}} = b_{o^{d^p}} - a_{o^{d^p}}$ .

Finally, the cost  $c_{o^{d^p}}$  of each offer  $o^{d^p} \in O^{d^p}$ ,  $\forall d^p \in D^p, p \in P$  is generated based on the cost matrix of the relevant events and the corresponding transport class  $k^{o^{d^p}}$ . The salary costs which depend on the duration of the offer are, however, only considered for work events, i.e., the journeys from work to the meetings and from the meetings back to work. More specifically, the cost of an offer  $o^{d^p}$  with  $d^p = (e^p_j, e^p_{j+1}, \dots, e^p_q)$  contains the setup costs  $C_S$  and the travel costs  $C_T$  is  $C^o = C_S + C_T$  with:

$$C_S = a^{k^o}{}^{d^p} c_t^{k^o}{}^{d^p}$$

$$C_T = \sum_{i=i}^{q-1} c_{l^e}^{k^o}{}^{d^p}_{i+1} - 0.8t_{l^e}{}^{p}{}_{i}l^e{}_{i+1}^p c_t^{k^o}{}^{d^p} (1 - \Gamma_{e_i^p}{}^{p}{}_{e_{i+1}^p}), \text{ with }$$

$$\Gamma_{e_i^p e_{i+1}^p} = \left\{ \begin{array}{ll} 1 & \text{if } (t^{e_i^p} = \mathbf{w} \wedge t^{e_i^p} = \mathbf{m}) \vee (t^{e_i^p} = \mathbf{m} \wedge t^{e_i^p} = \mathbf{w}) \\ 0 & \text{else} \end{array} \right.$$