

POLICY ID: HR-007	TITLE: <i>Business Mileage and Travel Policy</i>	
<input type="checkbox"/> ORIGINAL <i>Effective Date: 04/25/10</i> <input type="checkbox"/> REVISION #3 <i>Effective Date: 01/12/16</i> <input checked="" type="checkbox"/> REVISION #4 <i>Effective Date: 10/10/2022</i> <input checked="" type="checkbox"/> REVISION #5 <i>Effective Date: 01/22/2024</i>	APPROVED BY VILLAGE BOARD: Bobbi Birk-LaBarge Village Clerk <hr/> Attest:	DATE: 01/22/2024 <hr/>
APPLIES TO:	<input checked="" type="checkbox"/> FLSA EXEMPT <input checked="" type="checkbox"/> REPRESENTED EMPLOYEES	<input checked="" type="checkbox"/> FLSA NON-EXEMPT <input checked="" type="checkbox"/> Non-REPRESENTED EMPLOYEES
<p><i>This policy applies to all Village of Kronenwetter employees in the categories checked in this section. Provisions within individual personal contracts or a collective bargaining agreement may supersede certain parts of this policy.</i></p>		

The Village of Kronenwetter will reimburse employees for reasonable business travel expenses incurred while on assignments away from the normal work location. The employee's supervisor must approve all business travel in advance.

- When approved, the actual costs of travel, meals, lodging, and other expenses directly related to accomplishing business travel objectives are eligible for reimbursement by the Village.
- Employees are expected to limit expenses to reasonable amounts and as set forth below.
- When possible, all expenses should be paid for using your Village Credit Card (FIN-001).

Expenses that are typically eligible for reimbursement include the following:

- Car rental fees for compact or mid-sized cars if rental is required by the travel circumstances, see below for more details.
- Fares for shuttle or airport bus service; taxis or other costs of public transportation.
- Mileage at the current federal rate for use of personal vehicles *only* when less expensive transportation or a Village-owned vehicle is not available or practical, see below for more details. Motorcycles and scooters shall be reimbursed at 70 % of the current federal IRS rate.
 - The Village requires employees to carry liability insurance policy of \$100,000.00 per person and \$300,000.00 per occurrence on a vehicle if it is used for Village business. If there is an accident involving an employee's vehicle while on Village business, employee's insurance is primary.
 - Employees who are involved in an accident while traveling on business must promptly report the incident to their immediate supervisor.
- Standard accommodations in low to mid-priced hotels, motels, or similar lodgings.
- *Cost of meals to be reimbursed following the Current GSA rate daily allowance (scale found here: <https://www.gsa.gov/travel/plan-book/per-diem-rates>)*
- If you leave before 6:30am and arrive home at 8pm or later you can be reimbursed for the whole daily allowance.
- Telephone calls, fax, and similar services required for business purposes.
- Parking, tolls, or rental car gas for trips.
- Laundry on trips of five or more days.
- Reimbursement for meals at all events not requiring an overnight stay will be subject to personal withholding tax per IRS regulations.
- The Village does not reimburse employees for personal entertainment, alcoholic beverages, and personal care items.

Vehicles owned, leased, or rented by the Village may not be used for personal use without prior approval by the employee's supervisor. The Village requires that employees provide proof of a valid Wisconsin driver's license and insurability before driving any vehicle on Village business.

This policy is not intended and should not be construed, to limit or prevent an employee from exercising rights under the National Labor Relations Act. The Village of Kronenwetter retains the right to amend or change this policy at any time without prior notice.

When travel is completed, employees must submit a completed Village of Kronenwetter Reimbursement Request Form within ten (10) business days or when total reimbursable travel and/or mileage expenses have reached twenty (20) dollars. Reimbursement Requests shall be accompanied by receipts to substantiate all expenses claimed. Mileage to and from the location must be reported in order for reimbursement of mileage expenses to be calculated when employee uses a personal vehicle.

When travel to and from a location shall exceed two hundred (200) miles and shall be for a single day of travel without an overnight stay, employees may be required either to use a Village owned vehicle or to rent a vehicle. The Village Administrator will provide account numbers for usage with local rental car agencies. Rental vehicles shall not exceed intermediate (4-door vehicles) cars sizes, unless an employee has authorization from a supervisor to rent a larger vehicle due to the requirement to travel with equipment requiring a larger vehicle, or traveling with multiple employees to a location.