



University of California Business and Finance Bulletin

Office of the Executive Vice President
Business Operations

April 9, 2008

**Number
G-28**

Policy and Regulations Governing Travel

<http://www.ucop.edu/ucophome/policies/bfb/g28.html>

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Business and Finance Bulletins Home Page: <http://www.ucop.edu/ucophome/policies/bfb/>

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I. REFERENCES

A. ACADEMIC PERSONNEL MANUAL

Section 190 - Appendix D: Policy Governing Travel to Scholarly Meetings and Field Research Travel

Section 230: Travel Expenses for Appointees to Visiting Titles

Section 540: Travel Expenses During Recruitment

Section 570: Travel Expenses for Short-term Appointees on Extramurally Funded Projects

Section 740: Leaves of Absence/Sabbatical

B. ACCOUNTING MANUAL

[D-371-12.1](#), Disbursements: Accounting for and Tax Reporting of Payments Made through the Vendor System

[E-821](#), Senior Management Automobile Policy and Procedures

[P-196-11](#), Payroll: Accounting for and Tax Reporting of Mandatory Deductions and Insurance Benefit Contributions

[R-212-2](#), Receivables Management

[T-182-75](#), Transient Occupancy Taxes

[T-182-27](#), Taxes: Federal Taxation of Aliens

[T-182-77](#), Taxes: Taxation of Scholarship and Fellowship Grants and Educational Assistance

C. BUSINESS AND FINANCE BULLETINS

[BUS-7](#), Use of State of California Pool Cars and Garage Facilities

[BUS-43](#), Materiel Management

[BUS-46](#), Use of University Vehicles

[BUS-63](#), Insurance Requirements/Certificates of Insurance

[BUS-69](#), University Vehicle Physical Damage Self-Insurance Program

[BUS-73](#), Workers' Compensation Self-Insurance

[BUS-74](#), Business Travel Accident Insurance

[BUS-75](#), University General and Automobile Liability Self-Insurance Program

[BUS-79](#), Entertainment

[G-13](#), Policy and Regulations Governing Moving and Relocation

D. POLICIES

President's letter to Vice President--Financial and Business Management delegating authority for establishing and publishing travel policies, December 1, 1982 (DA0755).

Senior Vice President--Administration's letter to University Controller delegating authority for establishing and publishing implementing procedures and regulations, May 23, 1991.

[Vice President Broome's letter to the Controllers prohibiting the purchase of memberships in airline and airport clubs dated December 16, 2008.](#)

Presidential Policy on Associate of the President/Chancellor, July 1, 1995.

Regental action specifying that travel expenses incurred by Regents for attending Board or Committee meetings or in the performance of other University business be reimbursed in conformance with the University Policy and Regulations Governing Travel, October 15, 1982.

E. PER DIEM RATES

[Maximum Travel Per Diem Allowances for Foreign Areas](#), Section 925, Supplement to the Standardized Regulations, (Government Civilians, Foreign Areas) U.S. State Department.

Prescribed Maximum Per Diem Rates for CONUS, GSA Office of Governmentwide Policy.

Official Department of Defense Overseas/OCONUS Per Diem Rates, Per Diem, Travel and Transportation Allowance Committee.

F. INTERNAL REVENUE SERVICE (IRS)

IRS Revenue Procedure 91-59, 1991-2 CB 841, Automatic Data Processing
Records

IRS Revenue Procedure 97-22, 1997-13IRB, Electronic Record Retention Rules

IRS Publication 463, Travel, Entertainment, Gift, and Car Expenses

G. OTHER

UC Travel Management Services (May 11, 2006)

II. DEFINITIONS

For the purposes of this Bulletin, the following definitions shall apply:

- **Business Purpose** – the business purpose of a University traveler may include activities that contribute to any one of the University’s major functions of teaching, research, patient care, or public service.
- **Campus** -- the campus, Laboratory, or other official University location under the jurisdiction of a Chancellor, as defined below.
- **Chancellor** -- the chief executive officer of the campus. For the purposes of this Bulletin, the authorities and responsibilities assigned to the Chancellor are also assigned to the Lawrence Berkeley National Laboratory (LBNL) Director, the Executive Vice President--Business Operations, the Vice President--Agriculture and Natural Resources, and the Principal Officers of The Regents, for employees under their respective jurisdictions. Authority delegated to the Chancellor also may be delegated to other individuals.
- **Headquarters** -- the place where the major portion of the traveler's working time is spent, or the place to which the employee returns during working hours upon completion of special outside assignments.
- **Lodging** -- expenses for overnight sleeping facilities. Does not include accommodations on airplanes, trains, buses, or ships, which are included in the cost of transportation.
- **M&IE Reimbursement Cap** -- the maximum amount authorized for daily meal and incidental expenses established by the University for all travel of less than 30 days in the continental United States (CONUS). The cap amount is based on the highest domestic per diem rate published by the General Services Administration (GSA) for travel within CONUS. Although the University’s cap amount is indexed to the maximum Federal per diem, travelers may seek reimbursement only for their actual expenses up to the cap amount (see Section VIII.B.1.a., Travel – Assignments of Less than 30 Days). For purposes of the reimbursement cap, incidental expenses include tips and fees for services, e.g., for waiters, baggage handlers, etc.
- **Per Diem** -- the daily subsistence allowance authorized under the federal per diem rates for a location of travel. The payment of a per diem does not require supporting receipts. Per diems are authorized for all foreign travel; travel within Alaska, Hawaii, and United States possessions (OCONUS); domestic travel assignments of 30 days or more; and domestic travel assignments that exceed one year (see Appendix B). The incidental expenses portion of the federal per diem rate includes fees and tips given to porters, baggage carriers, bellhops, hotel maids, stewards or stewardesses and others on ships, and hotel servants in foreign countries; transportation between places of lodging or business and places where meals are taken, if suitable meals cannot be

obtained at the temporary duty site; and mailing costs associated with filing travel vouchers and payment of University-sponsored charge card billings. Federal per diem rates do not include taxes on lodging, which may be reimbursed separately.

Refer to Section VIII, Subsistence Expenses, for more information on per diems.

- **Primary Agreement** - An agreement between the University of California and an awarded supplier for a specific service or commodity that is the result of a University competitive bid process. The primary agreement is established with the supplier considered to have the best combination of value and service and who obtains the most awarded quality points during the evaluation process. This supplier will be the recommended University supplier for the specific service or commodity type (at participating University locations) for the life of the agreement.
- **Reporting Period** -- the twenty-one day period within which a Travel Expense Voucher must be submitted after the end of a trip. Refer to Section XII.A, Reporting Period, for more information.
- **Residence** -- the primary residence where the traveler lives, regardless of other legal or mailing addresses. However, when an employee is required to reside temporarily away from his or her permanent residence because of official travel away from headquarters, such residence may still be considered permanent if it is unreasonable to expect the employee to move his or her permanent residence to the temporary job location.
- **Travel Expenses** -- expenses that are ordinary and necessary to accomplish the official business purpose of a trip. Refer to the following sections for a description of travel expenses eligible for reimbursement: Section VII, Transportation Expenses; Section VIII, Subsistence Expenses; and Section IX, Miscellaneous Travel Expenses.
- **Travel Status** – the period during which a traveler is traveling on official University business outside the vicinity of his or her headquarters or residence.

III. UNIVERSITY TRAVEL POLICY

A. SCOPE

The policy and regulations contained in this Bulletin shall apply to all official University travel, including travel funded under federal grants and contracts.¹ LBNL travel is also subject to the provisions of this Bulletin, except for the following areas that are governed by the Federal Travel Regulations: the maximum per diem rates; the definitions of lodging, meals, and incidental expenses; and the regulatory coverage addressing special or unusual situations.² This Bulletin includes special rules for non-employees, such as students, visiting scholars, independent contractors, etc.

The terms set forth in an extramural funding agreement govern only when such terms are more restrictive than University travel regulations. The campuses and LBNL may adopt more restrictive procedures, if desired. In addition, the terms of a collective bargaining agreement shall govern when such terms do not conform to the provisions of this Bulletin.

B. AUTHORITIES

Travel policy issued in this Bulletin is promulgated under Presidential delegation of authority to the Senior Vice President--Business and Finance; the implementing regulations are issued under redelegation of authority to the Vice President—Finance.

C. OVERVIEW

University business travelers are strongly encouraged to purchase travel services, when available, from Preferred Suppliers with whom the University has strategic and collaborative sourcing primary agreements. Preferred Suppliers deliver competitive value in the range of services required by University travelers. Such Suppliers include airlines, car rental agencies, hotels, travel agencies, and online booking providers. Although it might be possible to obtain a lower cost from nonparticipating suppliers, use of Preferred Suppliers should, on average and over time, reduce the University's overall travel costs and provide the best value to the traveler.

¹ Pursuant to Office of Management and Budget Circular A-21, costs incurred by employees and officers for travel shall be considered reasonable and allowable only to the extent that such costs do not exceed charges normally allowed by the institution in its regular operations as a result of an institutional policy and the amounts claimed under sponsored agreements represent reasonable and allocable costs.

² Energy and Water Development Appropriations Act, 2000 (P.L. 106-60).

For more information about Preferred Suppliers, including airlines, hotels, car rental agencies, and travel agencies, see the University's online travel portal at:

<http://www.ucop.edu/purchserv/travelconnexus.html>

D. TRAVEL MANAGEMENT SERVICES

Reporting to the Vice President—Finance, Travel Management Services is responsible for administering the Travel Management Program under the general direction of the UC Travel Council.

1. Travel Management Program

The Travel Management Program is a systemwide program intended to generate maximum benefit and value for University travelers and departments. The program encompasses all aspects of University travel, including policy development, processes, planning, data management, and Preferred Supplier services and contracts.

2. UC Travel Council

The UC Travel Council, which is sponsored by the Vice President-- Finance, provides general leadership, direction, and oversight in support of the systemwide Travel Management Program. At least one representative from each campus and the LBNL shall have membership on the Council. Campuses may appoint an additional Medical Center representative for their location, if desired.

E. REIMBURSEMENT STANDARDS

It is the policy of the University that all official travel shall be properly authorized, reported, and reimbursed in accordance with this Bulletin. Under no circumstances shall expenses for personal travel be charged to, or be temporarily funded by, the University, unless otherwise noted in this Bulletin. When a University employee travels under the sponsorship of a non-University entity, travel expenses, including advances, prepayments, or billings, shall not be charged to a University account or billed to the University; airline tickets must be obtained from the sponsor.

University employees traveling on official business shall observe normally accepted standards of propriety in the type and manner of expenses they incur. ***In addition, it is the traveler's responsibility to report his or her actual travel expenses in a responsible and ethical manner, in accordance with the regulations set forth in this Bulletin.***

The University's travel reimbursement procedures contained in this Bulletin are designed to conform to the "accountable plan" rules published by the Internal Revenue Service (IRS). Therefore, University reimbursement of an employee's travel expenses shall not result in additional taxable income to the employee. Travel expenses considered by the IRS to be taxable income to the traveler are not reimbursable except for the following:

- Expenses for travel in excess of one year or
- Certain travel expenses related to moving a new appointee or a current employee (refer to [BFB G-13](#), Policy and Regulations Governing Moving and Relocation, for more information).

F. EXCEPTIONS

Exceptions to this policy may be authorized in writing by the Chancellor or his or her designee. Any delegation of such authority by the Chancellor must be made in writing.

Exceptions may be granted by the Chancellor or his or her designee when one is required due to extenuating circumstances. However, no exceptions shall be made to the daily M&IE reimbursement caps established for travel of less than 30 days within CONUS (see Appendix B).

Any request for an exception must document the circumstances and need for the exception. When an exception has been approved, expenses will only be reimbursed to the extent of actual costs incurred, provided such costs are deemed to be ordinary and necessary under the circumstances. See Section XII, Reporting Travel Expenses, for more information.

IV. APPROVAL OF TRAVEL EXPENSE VOUCHER

The Travel Expense Voucher or electronic equivalent must be approved for payment by the traveler's department head, by a person to whom the Chancellor has delegated such authority, or by someone to whom such authority has been officially redelegated. This authority must be documented by a signature authorization form on file with the campus accounting office or by an electronic signature authorization. **The Travel Expense Voucher should not be approved by a person who reports directly or indirectly to the traveler. Persons delegated the authority to approve travel shall not approve their own travel. In addition, travelers may not approve the travel of a near relative, e.g., spouse or equivalent, child, parent, etc.**

The travel expenses for each campus Chancellor, including a spouse, an equivalent individual, or an Associate of the Chancellor, will be approved by the Campus Controller.

Travel expenses incurred by Vice Chancellors, Deans, and Medical Center Directors will be approved by a Vice Chancellor (or other responsible administrator) designated by the Chancellor. The Chancellor may designate more than one approving Vice Chancellor, if desired, due to workload considerations.

In lieu of reviewing and approving each Travel Expense Voucher, the designated Vice Chancellor³ may:

- Appoint a high-level individual on his or her staff who is knowledgeable about the travel regulations to review and approve the Travel Expense Voucher for policy compliance, and
- Review and sign a periodic report (produced no less frequently than monthly), which details the business purpose for each trip taken.

Authority delegated to the designated Vice Chancellor may not be redelegated to another individual, except when the Vice Chancellor is not available due to business travel, vacation, illness, or other leave. Travel expenses of the designated Vice Chancellor will be approved by the Chancellor or his or her designee, provided that the individual does not report to the Vice Chancellor.

Similar procedures should be established for the approval of travel expenses incurred by the President, Principal Officers of The Regents, and other Officers within the Office of the President.

³ The "designated Vice Chancellor" also includes any other responsible administrator designated by the Chancellor.

V. PAYMENT OF TRAVEL

A. PREPAID EXPENSES AND DIRECT CHARGES

Prepaid expenses such as transportation tickets and conference fees may be billed directly to the University. However, except as provided in Sections VIII.D, Payment of Group Subsistence Expenses, XI.A.3, Students, and XI.B.2, Prospective Employees, travelers are prohibited from charging travel-related lodging, meals, or miscellaneous expenses directly to the University. These expenses must be paid by the traveler when they are incurred, and a claim for reimbursement submitted at the conclusion of the trip.

B. CORPORATE TRAVEL CARDS

Under guidelines established by campuses, corporate travel cards may be issued to employees who travel on official University business.⁴ Any traveler issued such a card *should* use the card to pay for all expenses related to official University business travel, including lodging and subsistence, except where the card is not accepted. The cardholder will be billed directly for all expenses charged to the corporate card. The cardholder is personally responsible for paying *all* charges on the corporate card and for keeping the card current. ***The University will not reimburse or pay late fee charges incurred in connection with the corporate card.*** Corporate travel card payment delinquencies may result in the cancellation of the traveler's card or other corrective action.

Travelers who have been issued a University corporate travel card are required to use the card for cash advances, except under the circumstances listed below in Section C.1, Eligibility.

The corporate travel card is valid only while an individual is employed by the University, may be cancelled at the discretion of the University, and must be relinquished to the employee's department upon termination of employment.

C. CASH/NON-CASH ADVANCES

Travelers are required to use their corporate travel card to obtain cash advances for expenses incurred in connection with official University business travel, if the card provides this feature. Reasonable fees charged for obtaining a cash advance using the corporate travel card are eligible for reimbursement.

⁴ Banking Service, Financial Management, is responsible for negotiating contracts for campus corporate card programs.

1. Eligibility

Travelers who cannot obtain a cash advance through a corporate card may request a cash advance from the University, in accordance with the procedures established by the campus, under the following circumstances:

- The traveler is not eligible to participate in the corporate travel card program or has not yet been issued a corporate travel card;
- The campus's card program does not provide such a feature;
- The traveler has incurred credit card expenses that must be paid before a trip is completed;
- The travel requires special handling, such as foreign travel, group travel for athletics, bowl games, student groups, etc.

2. Issuance of Cash Advances

Cash advances must be issued *within 30 days* of when an expense is to be paid or incurred in order to satisfy IRS regulations and to meet the University's cash management objectives. The amount requested on the Travel Advance Request form shall not exceed a reasonable estimate of the out-of-pocket expenses needed for the trip.

Cash advances should not be authorized under the following circumstances:

- The traveler is 30 days delinquent in submitting a Travel Expense Voucher for a prior trip,
- The corporate travel card cannot be used due to the traveler's failure to meet the payment terms of the card; or
- The corporate travel card has been lost. (Lost cards should be reported to the corporate credit card company immediately and arrangements made for issuance of a replacement card.)

Since a traveler should have only one outstanding cash advance at a time per trip, each advance should be accounted for before another advance is granted. ***The traveler must submit a Travel Expense Voucher even if he or she is not owed any additional reimbursement, in order to document the business purpose for which the advance was issued.***

Section XII, Reporting Travel Expenses, contains information on substantiation of cash/non-cash advance expenses. Subsections A.1, 2, and

4 of Section X, Intercampus Travel Expenses, provide information on advances issued for intercampus assignments. Section XI.A.1, Visiting Academic Appointees, details special requirements related to handling advances for such appointees.

3. Cancelled or Postponed Trips

A cash advance must be returned immediately if an authorized trip is cancelled or indefinitely postponed.

A nonrefundable ticket associated with a cancelled trip must be used for the employee's next trip.

4. Unrecovered Advances

Sixty days after a trip is completed, the Accounting Officer (or other official designated by the Chancellor) should initiate proceedings for the recovery of any outstanding cash advances. Any advances that cannot be recovered from the traveler shall be charged to the account indicated on the Travel Advance Request or Check Request forms or as designated by the accounting office.

Accounting Manual chapter [R-212-2](#), Receivables Management, addresses the legal limitations with respect to the collection of delinquent accounts or other indebtedness incurred by employees.

a. Recovery Procedures

An employee's written permission must be obtained before an outstanding cash advance can be deducted from wages or from any other amounts due the traveler. If the employee's consent cannot be obtained, the campus may recover the debt through a collection agency.

b. Tax Considerations

Cash Advances. If an employee fails to substantiate expenses and return any unused cash advance amounts within 120 days of the end of a trip, the University is obligated under IRS regulations to consider such amounts as income to the employee. As a result, the amount of unsubstantiated expenses and unrecovered advances will be reported through the payroll system as additional wages to the employee no later than the first payroll period following the end of the 120-day period. The income and applicable employment taxes on the additional wages are to be withheld from the employee's regular earnings. *No refund of such taxes or any adjustment to*

gross income shall be made with respect to any substantiation or reimbursement received from the employee after the 120-day period. (For more information on tax withholding, see Accounting Manual chapter [D-371-12.1](#), Disbursements: Accounting for and Tax Reporting of Payments Made through the Vendor System.)

Non-cash Advances. Travel payments, such as registration fees, airline tickets, etc., made to a vendor on behalf of an employee who has not submitted a Travel Expense Voucher within the 120-day period are not reportable as income to the employee, *provided the expenses are ordinary and necessary business expenses*. This requirement will be satisfied if the payment procedures (e.g., check request form) substantiate the time, place, and business purpose of the trip.

D. PAYMENT OF EXPENSES ON BEHALF OF OTHERS

University travelers normally shall not be reimbursed for expenses paid on behalf of other persons, except in the case of co-travelers who are sharing a room. Exceptions to this rule, such as supervised group trips, must be approved in advance. (See Section VIII.D, Payment of Group Subsistence Expenses, for more information.)

E. CANCELLATION OF RESERVATIONS

Travelers who are unable to honor a reservation shall be responsible for canceling the reservation in compliance with the cancellation terms established by the hotel, airline, etc. The traveler must return any refundable deposits to the University.

Charges or lost refunds resulting from failure to cancel reservations shall not be reimbursed unless the traveler can show that such failure was the result of circumstances beyond the traveler's control.

The traveler shall be responsible for promptly returning for a refund any unused or partially used transportation tickets.

VI. INSURANCE FOR TRAVELERS

A. EMPLOYEES

All University employees, including medical residents and fellows engaged by the University in connection with research grants and contracts, are routinely covered 24 hours a day, worldwide, against accidental death or dismemberment while on an official University business trip or while engaged in designated extra-hazardous activities on behalf of the University. In addition, all University employees are provided with Workers' Compensation coverage for work-related injury or illness that occurs during a University-approved and -funded business trip.

For insurance coverage purposes, an official University business trip begins when the traveler leaves his or her residence or headquarters, whichever occurs last, and ends when the traveler returns to his or her residence or headquarters, whichever occurs first.

B. VEHICLES

For information on insurance coverage requirements for employees who use their private vehicles on University business, see Section VII.C.1.d, Insurance Coverage. Sections VII.C.2.b, Insurance Coverage, VII.C.2.d, Damage to a Rental Vehicle, and VII.C.3.a, University Vehicles, contain information on insurance coverage in connection with rental cars and University vehicles.

Refer to the following web site for more information on automobile and liability insurance coverage for employees traveling on University business:

<http://www.ucop.edu/riskmgmt/autoliability.html>

Questions should be directed to the local Risk Management office.

VII. TRANSPORTATION EXPENSES

Transportation expenses shall be reimbursed based on the most economical mode of transportation and the most commonly traveled route consistent with the authorized purpose of the trip. Any exception must be approved by the Chancellor.

Travel by a group of employees in the same aircraft, automobile, or other mode of transportation is discouraged when the employees' responsibilities are such that an accident could seriously affect the functioning of the University. Key employees, such as the President, Chancellors, Vice Presidents, or a substantial number of employees from the same organizational unit or program, should consider this risk when making travel arrangements.

A. GENERAL

1. Definition

Transportation expenses include the following: charges for commercial carrier fares; travel agency service fees; car and aircraft rental charges; private car mileage allowances; emergency repair to University cars; overnight and day auto parking; bridge and road tolls; taxi and public transportation fares; and all other charges for transportation services necessary to accomplish the official business purpose of the trip.

2. Transportation Tickets

Transportation tickets should be procured in advance in order to obtain any discounts offered by the carrier or negotiated by the University. Such tickets should be purchased from the campus contract travel agency. Travelers will not be reimbursed for non-cash certificates used for the purchase of transportation tickets, e.g., frequent flyer miles.

3. Lost Tickets

Service charges for tickets lost by travelers may be reimbursed, provided such occurrences are infrequent. Charges for re-ticketing, schedule changes, etc. are reimbursable if incurred for a valid business reason. The reason for the charge must be specified on the Travel Expense Voucher.

4. Allowable Mileage Expense

Mileage shall ordinarily be computed between the traveler's headquarters and the common carrier or destination. Expenses for travel between the traveler's residence and headquarters (commuting expense) shall not be allowed. However, mileage expenses may be allowed between the traveler's residence and the common carrier or destination if University business travel originates or terminates before or after the traveler's

working hours, or if travel originates or terminates during a regularly scheduled day off.

When a traveler is authorized to drive a private vehicle to or from a common carrier terminal, mileage may be reimbursed as follows:

- One round trip, including parking for the duration of the trip; or
- Two round trips, including short-term parking expenses, when an employee is driven to a common carrier.

Also, if an employee who is not on travel status has a temporary assignment away from campus, reimbursement shall be made for mileage expenses incurred between the campus and the assignment location, or home and the assignment location, whichever is less.

5. Surface Transportation Used in Lieu of Air Travel

If advance approval has been obtained, a traveler may use surface transportation for personal reasons even though air travel is the appropriate mode of transportation. The cost of meals and lodging, parking, mileage, tolls, taxis, and ferries incurred while in transit by surface transportation may be reimbursed.⁵ However, such costs shall not exceed the cost of airfare, based on the lower of the regular coach fare available for the location of travel from a standard commercial air carrier or the campus travel program fare, plus transportation costs to and from the terminals.

6. Indirect or Interrupted Itineraries

Advance approval is required when a traveler takes an indirect route or interrupts travel by a direct route, for other than University business. Any resulting additional expenses shall be borne by the traveler. The reimbursement of expenses shall be limited to the actual costs incurred or the charges that would have been incurred via a usually traveled route, whichever is less. Any resulting excess travel time will not be considered work time, and will be charged to the appropriate type of leave. The employee shall be responsible for accurate reporting of such leave time.

7. Travel Extended to Save Costs

Additional expenses associated with travel extended to save costs, e.g., a Saturday night stay for domestic travel, may be reimbursed when the cost of airfare would be less than the cost of airfare had the traveler not extended the trip (provided the expenses were incurred in compliance with this Bulletin). Such expenses, which include lodging, car rental, and M&IE (subject to the

⁵ The reimbursement of M&IE is subject to the 300 mile-per-day rule specified in Section VII.C, Automobile.

reimbursement caps set forth in Appendix B) incurred within the vicinity of the business destination, shall not exceed the amount the University would have paid had the traveler not extended the trip.

B. AIR TRAVEL

1. Commercial Airlines

Coach Class. Coach class or any discounted class shall be used in the interest of economy. This policy applies to all travel (domestic or foreign, or any combination thereof) regardless of the purpose or fund source.

Business or First Class. Use of business or first-class or other higher-cost services may be authorized under the circumstances listed below. Documentation of such circumstances must be provided on the Travel Expense Voucher.

- Business or first-class is the only service offered between two points;
- The use of coach class would be more expensive or time consuming, e.g., when, because of scheduling difficulties, traveling by air coach would require an unnecessary hotel expense, circuitous routing, or an unduly long layover when making connections;
- An itinerary involves overnight travel without an opportunity for normal rest before the commencement of working hours; or
- The use of business or first-class travel is necessary to reasonably accommodate a disability or medical need of a traveler.

Documentation of such circumstances should be provided on the Travel Expense Voucher.

When a traveler prefers to use a higher class than the one authorized for reimbursement, the traveler must pay the incremental cost of the airfare.

In cases other than those described above, a written authorization to use business or first-class or other higher-cost service shall be obtained in advance from the Chancellor. The traveler shall submit such authorization with the Travel Expense Voucher.

U.S. Flag Air Carriers. Under the Fly America Act, only U.S. carriers⁶ shall be used for travel reimbursed from federal grants and contracts, unless one of the following exceptions applies:

- Use of U.S. carrier service would extend travel time, including delay at origin, by 24 hours or more;
- U.S. carriers do not offer nonstop or direct service between origin and destination. However, a U.S. carrier must be used on every portion of the route where it provides service unless, when compared to using a foreign air carrier, such use would:
 - Increase the number of aircraft changes outside the United States by two or more; or
 - Extend travel time by at least 6 hours or more; or
 - Require a connecting time of 4 hours or more at an overseas interchange point.
- When the costs of transportation are reimbursed in full by a third party, such as a foreign government or an international agency.

Reimbursement of travel on a foreign air carrier may be denied in the absence of such justification.

2. Private Aircraft

a. Approval

Before a private aircraft (including a rented aircraft) may be used for official travel, the pilot must register with and obtain written approval from the Chancellor. In addition, the following requirements must be met:

- The pilot must have a valid private license;
- The pilot must have logged at least 10 hours of flight time within the preceding 90 days as a pilot in command of an aircraft of the same make and model as the one to be used on the trip;

⁶ Code-sharing agreements with foreign air carriers, whereby American carriers purchase or have the right to sell a block of tickets on a foreign carrier, comply with the Fly America Act Regulations. The ticket, or documentation for an electronic ticket, must identify the U.S. carrier's designator code and flight number.

- To carry passengers, the pilot must either have logged a minimum of 500 hours of flight time as a licensed private pilot in command of an aircraft or possess a valid commercial (or higher type) pilot's license issued by the Federal Aviation Administration.
- A current pilot history form and a certificate of insurance must be on file with the campus risk management office; and
- Evidence must be provided of Aviation Liability Insurance coverage with a minimum combined single limit of \$1 million, with The Regents named as additional insured.

Transportation expenses for a flight carrying passengers shall not be reimbursed if the University pilot does not possess the above qualifications.

For purposes of the foregoing rule, anyone traveling in the aircraft other than the pilot is considered to be a passenger.

b. Reimbursement Options

When the pilot has obtained prior approval to use a private aircraft, reimbursement shall be made based on the *lesser* cost of one of the following two options:

- **Private Aircraft Option.** An amount for mileage using the private reimbursement rate per mile shown in Appendix A, plus the cost of meals and lodging while in transit. Mileage shall be computed on the basis of the shortest air route from origin to destination. The Travel Expense Voucher must show the aircraft registration number and shall be clearly marked "Air Miles." ***Only the pilot will be reimbursed for mileage expenses.*** Reimbursement shall be made for actual landing and parking fees. Reimbursement is not allowed for storage or parking fees at the location where the aircraft is *normally* stored. However, parking and transportation costs to and from the place of storage may be reimbursed.
- **Commercial Aircraft Option.** The cost of the lowest regular coach fare available for the location of travel from a standard commercial air carrier, plus the cost of transportation to and from the terminals and any meals and lodging that would have been allowed had the traveler used a commercial airline. The cost of meals and lodging while in transit also may be taken into account in determining the appropriate reimbursement amount.

3. Chartered Aircraft

The actual expenses of chartering an aircraft are allowable; however, prior approval must be obtained from the Chancellor.

C. AUTOMOBILE

Travelers may use their private vehicle for business purposes if it is less expensive than renting a car, taking a taxi, or using alternative transportation, or if it saves time.

Persons authorized to travel by automobile (e.g., when an automobile is the most economical mode of transportation) shall be reimbursed for actual M&IE incurred en route based on *a minimum* of 300 miles a day by the most direct route (i.e., reimbursement up to the daily M&IE limit for each 300 miles of travel), plus the cost of lodging, when appropriate. Under unusual circumstances such as field trips, actual time in transit may be used without reference to the minimum mileage requirement.

1. Private Vehicles

The following rules apply to all domestic travel.

a. Mileage Reimbursement Rates

When two or more persons on University business share a private vehicle, *only the driver may claim reimbursement for mileage.*

1) Standard Rate

The standard reimbursement rate per mile is set forth in Appendix A. This rate takes into account all actual automobile expenses such as fuel and lubrication, towing charges, repairs, replacements, tires, depreciation, insurance, etc. Thus, under IRS regulations, travelers who claim this rate are not required to substantiate the actual costs of operating the vehicle.

2) Rate for Travelers With Physical Disabilities

A traveler with a physical disability who must use a specially equipped or modified automobile may claim reimbursement at the standard rate per mile set forth in Appendix A. However, if the traveler incurred higher than standard operating costs, the traveler may seek reimbursement by submitting a statement with the Travel Expense Voucher certifying that he or she incurred higher operating costs. The actual fixed and variable costs must be specified in the statement.

The traveler should refer to IRS Form 2106, Employee Business Expenses, to obtain additional information on the calculation of actual vehicle operating costs. The form is available from the following IRS web site:

<http://www.irs.gov/pub/irs-pdf/f2106.pdf>

The departmental authority that approves the travel is responsible for documenting the traveler's need to use such a vehicle.

b. Private Vehicle Used in Lieu of Air Travel

When a traveler's private vehicle is used on University business in lieu of available air travel, the traveler shall be reimbursed in accordance with the procedures specified in Section VII.A.5, Surface Transportation Used in Lieu of Air Travel.

c. Fuel, Routine Repairs, and Associated Costs

Fuel, routine repairs, tires, gasoline, or other automobile expense items shall not be allowed when a private vehicle is used. Such expenses are included in the mileage reimbursement rates set forth in Appendix A.

d. Insurance Coverage

When private vehicles are used on University business, the appropriate campus officials are responsible for requiring that employees have adequate liability insurance coverage. The minimum prescribed liability insurance coverage is as follows:

- \$50,000 for personal injury to, or death of, one person;

- \$100,000 for injury to, or death of, two or more persons in one accident; and
- \$50,000 for property damage.

An employee who regularly uses a private vehicle on University business is required to have and provide upon request satisfactory evidence of liability insurance coverage. Such evidence must be provided to the appropriate office before the reimbursement of regular use mileage is allowed. Regular use is defined as more than four trips per calendar month totaling at least 300 miles.

When a private vehicle operated by an employee on official University business is damaged by collision or sustains other accidental damage, reimbursement for repairs borne by the employee may be authorized up to \$500 or the amount of the deductible (co-insurance), whichever is less. Expenses that can be recouped from insurance are not eligible for reimbursement. The amount reimbursed shall be based on receipts submitted by the employee to the individual who authorized the travel. ***The reimbursement may be charged to the department or to another appropriate account as designated by the Chancellor.***

2. Rental Cars

a. Authorization to Rent

A vehicle may be rented when renting would be more advantageous to the University than other means of commercial transportation, such as using a taxi. Advance reservations should be made whenever possible and a compact or economy model requested. This model should be used unless a no-cost upgrade is provided. Use of a higher cost upgrade requires exceptional approval.

The traveler is responsible for obtaining the best available rate commensurate with the requirements of the trip. ***The discount negotiated with car rental agencies by the University should be requested when available.*** The University's online travel portal listed below provides the rental agency's University identification number, which should be given to the agency at the time of rental in order to ensure that the vehicle is covered by physical damage insurance.

<http://www.ucop.edu/purchserv/travelconnexus.html>

b. Insurance Coverage

Travelers are expected to use rental agencies with which the University has systemwide contracts that include insurance coverage. The following rules apply to insurance coverage for rental cars:

- **The cost of full collision coverage for rental cars used in Alaska, Hawaii, U.S. possessions (OCONUS), and foreign countries, is allowable.**
- *On contract rental vehicles used in the continental United States (CONUS)*, charges for additional insurance are not allowable, including any charge for a collision damage waiver (CDW).
- Additional charges for insurance coverage will not be reimbursed if a non-contract agency is used, unless no car rental company in the area has such an agreement with the University.
- A vehicle rented from an agency with which the University has an agreement is not covered by insurance when it is being used for a personal day of travel.

Some rental car agreements contain special coverage provisions that differ from the general coverage rules detailed above. For additional information on rental car insurance coverage, see:

<http://www.uctrips-insurance.org/>

The campus risk management office should be contacted for information on campus-specific contracts or insurance coverage.

c. Direct Billing

Except for State of California pool cars (see below), vehicle rental charges billed directly to the University shall not be authorized. Rental car charges should be paid with the traveler's corporate travel card (see Section V.B, Corporate Travel Cards).

d. Damage to a Rental Vehicle

A University traveler may be reimbursed for property damage to a rental vehicle only if such expenses were incurred on days the vehicle was being used for University business purposes. (See Section VI.B, Vehicles, for more information on insurance coverage.) The amount reimbursed may be

charged to the traveler's department, the department sponsoring the traveler, or to an account designated by the Chancellor, as appropriate. The traveler shall submit with the Travel Expense Voucher a brief description of the damage to the vehicle, including an explanation of the cause of such damage, and either a police report or a report prepared by the rental company.

3. Official Vehicles

a. University Vehicles

University vehicles shall be used in accordance with the guidelines contained in [BFB BUS-46](#), Use of University Vehicles. For information regarding insurance coverage on University vehicles, refer to the following bulletins:

[BUS-75](#), University General and Automobile Liability Self-Insurance Program;

[BUS-69](#), University Vehicle Physical Damage Self-Insurance Program; and

[BUS-73](#), Workers' Compensation Self-Insurance.

b. State of California Pool Cars

University employees traveling on official business are authorized to use State pool cars. (For procedures related to such use, see [BFB BUS-7](#), Use of State of California Pool Cars and Garage Facilities.)

4. Miscellaneous Automobile-related Expenses

Charges for ferries, bridges, tunnels, or toll roads may be claimed by the vehicle operator. Reasonable charges for parking while an employee is on travel status or on University business away from regular duties also will be allowed for the following:

- Day parking on trips away from an employee's headquarters;
- Day and overnight parking on overnight trips away from an employee's headquarters or residence (a claim should not be made if free overnight parking is available); and
- Parking charges incurred when an employee without a location parking permit is occasionally required to drive to and from headquarters.

Valet parking charges in excess of normal parking charges shall be borne by the traveler, unless the traveler obtains an exception.

D. RAIL OR BUS

Rail or bus transportation may be used when required by the destination or by business necessity. If a traveler's destination is served by a regularly scheduled airline, however, the use of rail transportation shall be reimbursed in accordance with the procedures specified in Section VII.A.5, Surface Transportation Used in Lieu of Air Travel. This rule does not apply to inter-city rail travel that is equivalent to air transportation in total travel time. Reimbursement for the cost of Pullman roomette accommodations is allowed. If more expensive accommodations are used, the traveler must justify the expense in a written explanation submitted with the Travel Expense Voucher.

If accommodations are included in the rail fare, e.g., Pullman roomette accommodations, lodging expenses shall not be reimbursed for each night that such accommodations are used.

E. SHIP

When travel by passenger ship is authorized, transportation at the lowest first-class rate is allowed.

The reimbursement of subsistence expenses while on board a passenger ship shall not be allowed if the cost of subsistence is included in the fare for passage and stateroom. If the fare does not include subsistence, reimbursement shall be based on the traveler's actual daily expenses, subject to the limits set forth in Section VIII, Subsistence Expenses. A full explanation of the circumstances that necessitated such expenses must be submitted with the Travel Expense Voucher.

F. OTHER FORMS OF TRANSPORTATION

1. Local Public Transportation, Shuttle Service, and Taxis

Local public transportation fares (e.g., buses, subway, streetcars) shall be allowed. The cost of shuttle service (including airport limousine service, if appropriate) to and from an airport or railroad station, plus reasonable tips, is allowable to the extent such service is not included in air or rail fares. Taxi fares, including tips, shall be allowed only when the use of public transportation or airport shuttle service is impractical or not available. The cost must be reasonable in relation to personal car use costs, including parking, tolls, etc.

2. Motorcycles

Motorcycles, except those of University police department employees on motorcycle assignment, shall not be authorized for use on official University business, nor shall any reimbursement be made for the use of such vehicles.

3. Special Conveyances

Charges for using other types of conveyance (such as a helicopter or boat) shall be allowed when the use is beneficial to the University and when the fare for the conveyance is not included in the original cost of the common carrier fare. An explanation justifying such use must accompany the Travel Expense Voucher, unless the Chancellor has established a blanket authorization for the travel. A copy of the authorization shall be attached to the Travel Expense Voucher (unless a blanket authorization is published in the campus policy and procedures manual).

VIII. SUBSISTENCE EXPENSES

A. GENERAL

1. Definition

Subsistence expenses incurred while on travel status consist of charges for lodging and meals and incidental expenses (M&IE). For the definition of incidental expenses, see Section II., Definitions. Expenses reimbursed must be ordinary and necessary to accomplish the official business purpose of the trip. Subsistence expenses incurred within the vicinity of an employee's headquarters or residence shall not be reimbursed. To be eligible for reimbursement, actual expenses must be documented in accordance with Section XII.B.2, Documentation Requirements.

2. Entertainment Meals

Expenses for meals incurred by employees who entertain while on travel status are reimbursable in accordance with BFB [BUS-79](#), Entertainment.

B. TRAVEL IN EXCESS OF 24 HOURS

1. Domestic Travel - Travel Within the United States and Its Possessions

For purposes of determining the applicability of Sections a, b, and c below, an official University business trip begins when the traveler leaves his or her residence or headquarters, whichever occurs last, and ends when the traveler returns to his or her residence or headquarters, whichever occurs first.

a. Travel - Assignments of Less than 30 Days

CONUS Travel. For travel assignments of less than 30 days within the continental United States (CONUS), the reimbursement of daily subsistence expenses shall be based on the actual amounts incurred for lodging and meals and incidental expenses. ***The M&IE cap shall not be treated as a per diem.*** M&IE reimbursement shall be limited to the ***actual reasonable costs incurred***, subject to the daily maximum reimbursement cap set forth in Appendix B. Departments should remind their travelers that only expenses actually incurred are reimbursable. Travelers should be required to submit meal receipts if it appears that they are treating the cap as a per diem by routinely claiming the full M&IE amount. Lodging expenses must be supported by original itemized receipts, regardless of the amounts incurred, and must be reasonable for the locality of travel.

OCONUS Travel. Travel within Alaska, Hawaii and U. S. possessions (OCONUS) shall be reimbursed in accordance with the non-foreign locality per diem rates published by the Department of Defense (see Appendix B).

b. Long-Term Travel - Assignments of 30 Days or More

The long-term daily expense rate shall be authorized when a traveler can reasonably be expected to incur expenses in one location comparable to those arising from the use of establishments catering to long-term visitors, and when the traveler is expected to be in one location for 30 or more consecutive days *but not in excess of one year*.

CONUS Travel. For domestic travel assignments of 30 days or more within the continental United States, the **per diem** allowance authorized for subsistence expenses is based on an estimate of actual daily expenses (see below for information on estimating and computing a daily expense rate). Reimbursement of such expenses shall be limited to a daily amount of up to 55% of the applicable federal per diem rate (published by the General Services Administration) established for travel within CONUS (see Appendix B). *Actual costs paid for lodging taxes, which are not included in CONUS per diem rates, may be reimbursed as a miscellaneous expense.*

OCONUS Travel. Travel within Alaska, Hawaii and U. S. possessions shall be reimbursed up to 55% of the non-foreign locality per diem rates (see Appendix B).

Daily Expense Rate. The daily expense rate is computed by dividing the monthly lodging costs (determined by estimating actual expenses) plus an appropriate amount for M&IE (not to exceed the amounts specified in Appendix B), by the number of days of occupancy in the rental period. The following recurring expenses may be considered part of the lodging cost when a traveler rents a room, apartment, house, or other lodging on a long-term basis:

- Rental cost of a furnished dwelling;
- Utilities;
- Monthly base telephone charges.

c. Indefinite Travel - Assignments that Exceed One Year

Under the IRS one-year rule, travel away from home that lasts more than one year in a single work location is considered indefinite. Any travel expenses reimbursed during that period must be treated as taxable income subject to withholding for income and employment taxes (i.e., social security and Medicare).

Accordingly, for an employee whose indefinite assignment requires a change of residence in order to undertake an assignment, who plans to return at the end of the assignment, and who expects to remain in a single location for *more than one year*, subsistence expense reimbursement shall be treated as follows:

- The entire reimbursement, effective as of the first day of the traveler's assignment, shall be included in the employee's gross income subject to withholding for income and applicable employment taxes;
- The subsistence reimbursement must be paid through the payroll system as additional income subject to withholding;
- The reimbursement for such assignments shall be limited to 2 years. An exception may be granted by the Chancellor to extend the reimbursement for a longer period of time; and
- The cost of moving the employee to and from the location of the indefinite assignment shall be reimbursed in accordance with University moving policies (refer to [BFB G-13](#), Policy and Regulations Governing Moving and Relocation.)

To compensate for additional federal and state income taxes and employment taxes owed by the employee, the reimbursement rate for subsistence expenses may be increased *up to 150%* of the per diem rates authorized for domestic travel of 30 days or more (see Section 1.b. above).

A separate calculation of the amount of the increase must be made for each employee, taking into account each employee's additional federal and state income tax liability and liability for employment taxes. The formula provided by the IRS for grossing up payments to cover an employee's tax liability should be used to calculate the increase (see Appendix G for examples based on the IRS Tax Gross Up Formula).

Under IRS regulations, the following situations also are considered indefinite assignments:

1) Indefinite Assignment Ends Prematurely

An indefinite assignment that is *realistically expected* to last more than one year shall be considered indefinite regardless of whether it actually exceeds one year. Thus, any amounts withheld in connection with the employee's travel expense reimbursements would not be refundable if the assignment ends prematurely.

2) Temporary Assignment Extended

If a temporary assignment is *realistically expected* to last for one year or less, but at some later date is extended to exceed one year, then the assignment shall be treated as temporary until the date the employee's *realistic expectations* change. Thus, travel expense reimbursements would not be taxable for the period of the assignment that was *expected* to be temporary. Travel expenses reimbursed thereafter must be included in the employee's income subject to withholding.

3) Indefinite Assignment Interrupted by Trips to Former Residence or to Headquarters

An indefinite assignment that is interrupted by occasional trips to the employee's former residence or headquarters shall be subject to the one-year rule. *Such return trips do not change the tax status of an indefinite assignment.*

2. Foreign Travel

a. Travel - Assignments of Less Than 30 Days

Foreign travel shall be reimbursed in accordance with the Federal Maximum Travel Per Diem Allowances for Foreign Areas published by the Department of State (see Appendix B). (Refer to Section 3, Adjustment of Per Diem Rates, below, for information on prorating per diems.) An official University business trip begins when the traveler leaves his or her residence or headquarters, whichever occurs last, and ends when the traveler returns to his or her residence or headquarters, whichever occurs first.

If actual expenses are claimed due to special or unusual circumstances, the traveler must document such circumstances by

submitting a written explanation with the Travel Expense Voucher. The amount reimbursed, however, may not exceed 300% of the applicable federal rate established for the location of travel. The reimbursement of actual expenses must be supported by receipts, as specified in Section XII.B.2, Documentation Requirements.

Following are some examples of special or unusual circumstances that warrant reimbursement of actual expenses:

- A traveler is required to attend a meeting or conference where meals and lodging must be obtained at a prearranged place, and lodging consumes all or most of the applicable maximum per diem allowance;
- The travel is to an area where the per diem is normally adequate, but subsistence costs have temporarily increased because of a special event or function, e.g., a national or international sports event; or
- Due to the situation described above, affordable lodging is not available within a reasonable commuting distance of the employee's meeting or conference and transportation costs to commute to and from the less expensive lodging facility consume most or all of the savings achieved from occupying less expensive lodging.

b. Long-Term Travel - Assignments of 30 Days or More

The per diem allowance authorized for long-term travel is up to 55% of the applicable federal per diem rate (see Appendix B). The traveler is expected to seek long-term accommodations when staying in one location for 30 or more consecutive days *but less than one year*. See Section VIII.B.1.b, Long-Term Travel – Assignments of 30 Days or More, above, for information on estimating and computing a daily lodging rate.

c. Indefinite Travel - Assignments that Exceed One Year

The rules for domestic indefinite travel set forth in Section VIII.B.1.c, Indefinite Travel - Assignments that Exceed One Year, above, also apply to the reimbursement of travel expenses incurred in connection with indefinite foreign assignments of *one year or more, with the following exceptions:*

- To compensate for additional federal and state income taxes and employment taxes owed by the employee, the reimbursement rate for subsistence expenses may be increased by ***up to 150%*** of the applicable federal per diem rate authorized for long-term travel (see Section b, Long Term Travel, above).
- The amount of the increase, if any, calculated for each employee must take into account the effect of the annual foreign earned income exclusion that may be available to the employee.

3. Adjustment of Per Diem Rates

Travelers may not request reimbursement of actual expenses for one portion of a trip and per diem for the remainder. The method selected must be used for the entire trip. However, a per diem may be used for M&IE and actual costs used for lodging. The request for reimbursement of such lodging expenses must be supported by receipts. See Section VIII.B.2.a., Travel – Assignments of Less Than 30 Days, above, if the traveler is claiming actual expenses due to special or unusual circumstances.

a. Adjustment for Multiple Locations

The method provided in Appendix E may be used to determine travel expenses when a trip is reimbursable under more than one per diem rate. This method may not be used if an alternative method is contractually mandated by the funding source.

b. Adjustment for Partial Days

The reimbursement of subsistence expenses shall be calculated in multiples of the applicable federal per diem rate based on the total number of hours between the time of arrival at the foreign or OCONUS location and the time of departure for the return trip to the traveler's headquarters or residence. (See Section VIII.B.2.a, Travel – Assignments of Less than 30 Days, above, for the definition of the beginning and end of a travel assignment.)

For partial days, hours should be rounded to the nearest quarter hour as follows: 3 hours up to 9 hours equals 1/4 day; 9 hours up to 15 hours equals 1/2 day; 15 hours up to 21 hours equals 3/4 day; and 21 hours up to 24 hours equals 1 day.

An alternative method of prorating partial days may be used provided the method is reasonable and consistently applied.

c. Adjustment for Subsistence or Lodging Provided Without Charge

When subsistence or lodging expenses are paid directly by the University, are reimbursed as entertainment expenses, or are otherwise furnished to the traveler without charge, the per diem rate authorized for foreign (or for OCONUS) travel must be reduced correspondingly by the amounts specified in Appendix D. When lodging is provided without charge, only the M&IE portion of the per diem will be reimbursed. An alternative method may be used to reduce the M&IE rate provided the method is reasonable and consistently applied.

Situations that may require an adjustment include the following:

- Meals are furnished as part of official University entertainment,
- Meal or lodging expenses are included in the registration fees,
- Group expenses are billed directly to the University, or
- Complimentary accommodations are extended (generally to a conference leader/coordinator and assistants) by a hotel or motel complex for block patronage of guest rooms.

Refer to Section D, Payment of Group Subsistence Expenses, below, for more information on claiming group expenses.

4. Use of Non-Commercial Facilities

When non-commercial facilities such as cabins, house trailers, vans, field camping equipment, or other such facilities are used, the traveler shall be reimbursed a daily amount based on an estimate of actual expenses up to 55% of the applicable federal per diem rate for the appropriate geographic area (see Appendix B). (See Section VIII.1.b, Long-Term Travel - Assignments of 30 Days or More, above, for information on computing the daily expense rate.)

5. Lodging With a Friend or Relative

When a traveler lodges with a friend or relative while on official business for the University, a non-cash gift, such as flowers, groceries, or a restaurant meal, may be provided to the host. The actual cost of such a gift may be reimbursed up to \$75. Under IRS regulations, a receipt must be provided for gifts costing \$25 or more. ***Only one gift per stay may be provided to a host.***

C. TRAVEL OF LESS THAN 24 HOURS

When the entire length of a trip is *less than 24 hours*, M&IE shall not be reimbursed unless the travel includes an “overnight stay” as supported by a lodging receipt.⁷ If the traveler is unable to provide a receipt, he or she must include a statement with the Travel Expense Voucher explaining why a receipt is not available (e.g., the traveler lodged with a friend or relative, stayed overnight at the airport, or took alternative transportation that required the traveler to be away overnight).

An exception to the overnight-stay requirement may be allowed when a traveler incurs a meal expense in connection with a business meeting (e.g., a working lunch scheduled as an integral part of a meeting or conference). The business purpose of the meal must be explained on the Travel Expense Voucher or substantiated by other documentation (e.g., an agenda), which should be attached to the Voucher. Reimbursement for the cost of the traveler’s meal is allowed up to the maximum amounts set forth in BUS-79.

For a trip of *less than 24 hours* that includes an overnight stay, reimbursement shall be authorized as follows:

1. CONUS Travel

Actual cost of lodging and M&IE, subject to the daily maximum amount set forth in Appendix B for M&IE incurred on travel of less than 30 days. The maximum amount for a single day shall be authorized for the entire trip, even if the trip takes place over two consecutive days.

2. Foreign and OCONUS Travel

Actual cost of lodging, not to exceed the applicable federal per diem rate (see Appendix B). For continuous travel of 21 hours or more, one full per diem should be authorized for M&IE. The per diem must be prorated for travel of less than 21 hours, in accordance with Section VIII.B.3.b.; however, reimbursement may be authorized only if the travel involves an overnight stay. A lodging receipt must be provided or a statement explaining why a receipt is not available, even if the traveler claims the per diem method of reimbursement.

Appendix C provides additional information on the reimbursement of M&IE expenses for travel of less than 24 hours.

⁷ The overnight-stay requirement does not apply to meal reimbursements authorized under BUS-79, Expenditures for Business Meetings, Entertainment, and Other Occasions.

D. PAYMENT OF GROUP SUBSISTENCE EXPENSES

The University may negotiate agreements with restaurants, hotels, and similar establishments to furnish subsistence to a group or groups of University employees when it is to the University's advantage. Under such an agreement, the vendor may be paid either by the group leader or by billing the University.

Reimbursement of such expenses may be claimed by group travelers as follows:

- Group leaders who pay all or part of the group's expenses may be reimbursed by submitting a claim for the actual expenses incurred. The claim must be accompanied by the vendor's invoice/receipt showing payment in full.
- Members of a group who have some portion of their subsistence expenses paid by the group leader may claim reimbursement for the remainder of their subsistence expenses.

E. CALIFORNIA CITY AND COUNTY TRANSIENT OCCUPANCY TAXES EXEMPTION

In a limited number of California cities and counties, University employees traveling on official business are granted an exemption from the payment of occupancy taxes imposed by these cities or counties on the transient rental of rooms. Travelers should identify themselves as University employees and claim exemption from the tax when checking in. The traveler may be required to complete an exemption certificate. For additional information regarding the exemption and a list of cities and counties that grant an exemption, see Accounting Manual chapter [T-182-75](#), Taxes: Transient Occupancy Taxes.

IX. MISCELLANEOUS TRAVEL EXPENSES

Miscellaneous expenses are reimbursable when they are ordinary and necessary to accomplish the official business purpose of a trip. The Travel Expense Voucher must include an explanation of why such expenditures are being claimed.

Allowable miscellaneous expenses include the following:

- Business office expenses such as word processing services; equipment rentals; fax and computer expenses; copy services; overnight delivery/postage; purchase of materials and supplies, when normal purchasing procedures cannot be followed; rental of a room or other facility for the transaction of official business; local and long-distance telephone calls (including one reasonably brief, non-emergency, personal call home per day); and laundering, cleaning, or pressing of clothing (if a trip exceeds six days).
- Special fees for foreign travel, including the actual cost of obtaining a passport, visa, tourist card, and necessary photographs; cost of certificates of birth, health, identity, and related affidavits; charges for required inoculations and medical evacuation insurance; currency conversion and check cashing fees; the cost of traveler's checks; costs related to hiring guides, translators, and local labor; and the cost of full collision insurance on automobiles rented in foreign countries (see Section VII.C.2.b. for more information on insurance coverage).
- Registration fees for attendance at conferences, conventions, or meetings of professional or learned societies.
- Actual costs for lodging taxes (not included in CONUS per diem rates). (See Section VIII.B.1.b, Long-Term Travel - Assignment of 30 Days or More.)
- Charges for checking and storing baggage necessary for the business purpose of a trip. Excess baggage charges are also allowable; however, justification for carrying excess baggage must be provided on the Travel Expense Voucher.
- [The occasional use of a one-day airline or airport membership may be approved, provided there is a significant business purpose of the use of the membership such as a planned meeting or conference call. The cost of the membership is reimbursable as a miscellaneous travel expense.⁸](#)
- Other ordinary and necessary expenses not included in the above categories.

⁸ Effective February 1, 2009.

X. INTERCAMPUS TRAVEL EXPENSES

The following procedures shall apply to the administration of travel for intercampus travelers and for visitors from outside the University when the cost of the travel will be paid by the funding campus (i.e., the host campus):

A. FUNDING CAMPUS RESPONSIBILITIES

1. Travel Funded by a Single Campus

a. Funding Campus

The funding campus (i.e., the host campus) shall be responsible for issuing cash/non-cash advances if applicable, accepting and approving the Travel Expense Voucher, and reimbursing amounts due the traveler.

b. Home Campus

Intercampus travelers may use their home campus staff and travel agencies to make reservations and ticket purchases. Such travelers also may use their corporate cards to make ticket purchases.

2. Travel Funded by Two or More Campuses

a. Designated Funding Campus

Travel funded by two or more campuses shall be handled by only one location, which shall be mutually agreed to by the campus departments involved. The designated funding campus shall be responsible for administering all aspects of the travel, which includes issuing cash/non-cash advances, if applicable, and approval and reimbursement of travel expenses on behalf of the other campus(es). The procedures outlined above in Section X.A.1.b, Home Campus, also are applicable here.

The agreement to fund travel in this manner shall be initiated by the designated funding campus and shall be in writing with a copy provided to each campus accounting office stating either the maximum dollar amount or the percentage of the total cost to be charged to each campus. (The form in Appendix D may be used for this purpose.)

b. Final Settlement

After final settlement of multi-campus funded travel been made, the designated funding campus accounting office shall prepare the appropriate journals to distribute the travel expenses between the campuses. A copy of the Travel Expense Voucher should be attached to the journals and forwarded to the other funding campuses as documentation of the expense reimbursement.

The copy of the Travel Expense Voucher shall include the date and check number (or transaction identification number) of the reimbursement. This information will be used by the other campus accounting office(s) to prepare a journal to charge the appropriate account/fund and credit the designated funding campus control account.

3. Missing Original Receipts

Reimbursement of travel expenses for which the original receipts have been lost or are not available must be treated in accordance with the procedures set forth in Section XII.B.2, Documentation Requirements. ***If such expenses are to be reimbursed, the funding campus department must verify with the traveler's home campus department that no expense reimbursement has been authorized that duplicates the expenses to be charged to the funding campus.***

4. Outstanding Cash Advances

If an intercampus traveler does not return an outstanding cash advance within 120 days (see Section V.C.4, Unrecovered Advances), the following procedures shall apply:

- The funding campus accounting office shall charge the funding campus department for the amount of the advance plus the employer's share of employment taxes. The accounting office shall notify the funding department of the amount of the expenses.
- The funding campus accounting office shall send a written authorization to the home campus accounting office with instructions to report the advance as additional income to the traveler, and to schedule the appropriate federal and state income tax and employment tax withholding.

For travel funded by more than one campus, the amount of the charge plus the employer's share of employment taxes shall be prorated and distributed to each campus in accordance with the original agreement.

- The home campus payroll office shall add the amount of the advance to the employee's Form W-2 as income and schedule the appropriate amount of federal and state income tax and employment tax withholding.

B. HOME CAMPUS RESPONSIBILITIES

Home campus departments and the home campus accounting office must inform their personnel of the following rules:

- Tickets purchased for intercampus travelers shall not be reimbursed by the home campus if another campus is paying for the travel.
- Cash advances must not be issued to intercampus travelers if the expenses are to be reimbursed by another campus.
- The traveler must refund an advance to the home campus if the campus issues a travel advance for travel to be funded by another campus.

Campuses may use a modified version of the foregoing procedures provided the method used is based on sound internal controls, eliminates duplicative efforts, and results in improved cost effectiveness.

XI. SPECIAL TRAVEL SITUATIONS

A. UNIVERSITY TRAVELERS

Travelers in this category include visiting academic appointees, faculty members on sabbatical leave, students, and post-docs and other non-degree candidates. Travel expenses for these travelers must be paid, reimbursed, and reported in accordance with the provisions of this Bulletin.

1. Visiting Academic Appointees

a. General

An academic appointee with a Visiting title who is employed full-time for at least one quarter may be reimbursed for travel and related expenses incurred by reason of his or her appointment. Academic Personnel Manual Section 230, Visiting Appointments, contains information concerning allowable expenses, limitations, funding, and approval authority.

b. Authorized Advances

The amount of any authorized advance may not exceed the actual cost of transportation (which may be prepaid) plus 75% of the anticipated allowable subsistence and miscellaneous expenses.

c. Return Travel

After completion of the term of appointment, reimbursement may be made for return travel to the point of origin or another destination, whichever is shorter.

2. Faculty Member on Sabbatical Leave

Travel expenses incurred by faculty members on sabbatical leave are reimbursable if the travel is undertaken to perform study or research that cannot be done elsewhere. At the discretion of the department, a faculty member may be reimbursed for additional lodging expenses incurred at the sabbatical location, less any income received by the individual for renting out his or her primary residence.

Sabbatical travel expenses are **not** reimbursable if the travel is for a personal, recreational, or educational purpose that has no direct relationship to the individual's area of study.

A faculty member who is on sabbatical leave of less than one year is considered to be temporarily away from home and therefore may be reimbursed for reasonable travel expenses incurred at the temporary location, including meals and lodging. (See Section VIII.B.1.b, Long-term Travel - Assignments of 30 Days or More, for more information on temporary travel.)

Any sabbatical travel expenses allocable to a spouse or dependent(s) are considered taxable; accordingly, such expenses may not be reimbursed (see Section XI.B.6, Spousal Travel).

3. Students

A student may be reimbursed for travel expenses when there is a direct connection between the expense and the business purposes of the University.⁹

Departments may also reimburse students for degree-related educational travel expenses, i.e., to attend a conference or visit a field site or laboratory facility.

The business purpose of the travel must be substantiated on the Travel Expense Voucher, or other substantiating documentation must be provided, such as a copy of the meeting/conference program. Travel will be considered to have a University business purpose if the travel:

- Directly supports a faculty member's project or research program, or
- Is an integral part of the student's degree work, or
- Is required for attendance at student-oriented meetings, student government events, University athletic events by student athletes, and the like, or
- Enables the student to attend a conference to present research findings for the University or to act in some other capacity on behalf of the University.

Transportation expenses for group travelers may be billed directly to the University, in accordance with Section VIII.D. Payment of Group Subsistence Expenses. Travel arrangements should be made through the campus-designated travel agency.

⁹ Travel funded under a scholarship or fellowship is subject to the reporting rules set forth in Accounting Manual chapter [T-182-77](#), Taxes: Taxation of Scholarship and Fellowship Grants and Educational Assistance.

Student athletes who participate in off-site athletic events are also subject to NCAA rules and regulations governing travel.

4. Post-Docs and Other Non-degree Candidates

Post-Doctoral fellows may be reimbursed for travel expenses if there is a University business-related reason for the travel, e.g., the individual is required to present a paper, deliver a speech or lecture, serve on a panel, etc. as an official representative of the University. The department should substantiate the University business purpose on the Travel Expense Voucher or provide other documentation, such as a copy of the meeting/conference program.¹⁰

Such individuals may also be reimbursed for travel related to their training, e.g., to visit a field site or an off-campus laboratory. The department must certify that the travel directly supports faculty research or other scholarly programs.

B. NON-UNIVERSITY TRAVELERS

Travelers in this category include prospective employees, independent contractors and consultants, inbound travelers hired by the University for a temporary assignment at a campus or the LBNL, foreign visiting scholars, and spouses.

1. General Regulations

Allowable travel expenses for non-University travelers are subject to the provisions of this Bulletin. A Travel Expense Voucher must be submitted in accordance with the requirements set forth in Section XII, Reporting Travel Expenses. Such reimbursements shall be tax-coded as specified in Accounting Manual chapter [D-371-12.1](#), Disbursements: Accounting For and Tax Reporting of Payments Made through the Vendor System.

Travel expenses incurred by non-University travelers shall not be reimbursed from a University fund source unless the travel has been approved in advance by the inviting department.

2. Prospective Employees

a. Authorization

The University may reimburse the actual travel expenses related to interviewing prospective employees, when such expenses are necessary to acquire key personnel for employment at the University. Authorization shall be obtained before any commitment to reimburse

¹⁰ See Footnote 10.

travel expenses is made to the prospective employee. Reimbursement of allowable expenses is not taxable if the expenses are properly substantiated. In addition, at the Chancellor's discretion, actual travel expenses may be reimbursed for spouses who accompany candidates for faculty or high-level administrative positions (including Manager and Senior Professional positions) on final interviews.

b. Allowable Expenses

Actual transportation expenses shall not exceed one round-trip coach airfare between the prospective employee's current residence and the interview location for each round of interviews.

Subsistence and *non-personal* miscellaneous expenses also may be reimbursed. Transportation and lodging expenses for such individuals may be paid directly by the University. Such travel arrangements should be made by the department through the campus' designated travel agency.

3. Independent Contractors and Consultants

Reasonable travel expenses incurred by University-retained independent contractors or consultants are reimbursable in accordance with this Bulletin. Such reimbursements are not taxable, provided the amounts claimed are properly substantiated. Unsubstantiated amounts must be reported as income to the contractor, on a Form 1099 (see Accounting Manual chapter [D-371-12.1](#), Disbursements: Accounting for and Tax Reporting of Payments Made through the Vendor System).

4. Inbound Travel - Temporary Assignments

Individuals (including employees, independent contractors, and consultants) hired by the University for temporary assignments that do not last more than one year may be reimbursed for travel expenses, including meals and lodging. Such individuals must incur lodging expenses that *duplicate the expenses of a permanent residence in another location and satisfy one of the following criteria:*

- The traveler has a member or members of his or her family currently residing at the permanent home; or
- The traveler intends to return to the vicinity in which his or her claimed residence is located.

The reimbursement for lodging shall be reduced by any amount received by the traveler for renting out his or her primary residence.

Inbound travel is subject to the provisions for outbound travelers outlined in Section VIII.B, Travel in Excess of 24 Hours. Inbound travel in excess of one year is subject to the provisions contained in Section VIII.B.1.c, Indefinite Travel - Assignments That Exceed One Year.

5. Foreign Visiting Scholars

A foreign visiting scholar who is an *employee of another entity* (e.g., a foreign university) may be reimbursed for substantiated travel expenses. Such amounts are excludable from the individual's income, are not reported as compensation, and are exempt from withholding and payment of employment taxes.

A foreign visiting scholar who is an *independent contractor* may be reimbursed for travel expenses provided the expenses are properly substantiated and the amount of the reimbursement does not exceed the substantiated expenses. If these requirements are met, such payments are not subject to withholding or reporting.

Payments to foreign visitors, including advances for airfare, cash advances, and reimbursements for travel expenses, may be restricted by the visitor's visa status or other requirements established by the Department of Homeland Security. In most cases, additional documentation must be provided by the visitor *in advance of reimbursement*. Refer to Accounting Manual chapter, [T-182-27](#), Taxes: Federal Taxation of Aliens, for more information.

6. Spousal Travel

The travel expenses of a spouse (or equivalent) who accompanies a University business traveler (e.g., the President, Provost, Senior Vice President, Vice Presidents, Chancellors, Laboratory Directors, Principal Officers of The Regents, or other employees as approved by the Chancellor) are reimbursable under this Bulletin, provided it can be established that the spouse's presence serves a bona fide University business purpose.

Under IRS regulations, the travel expenses of a spouse are not taxable, provided it can be established that his or her presence serves a bona fide business purpose. A spouse who attends a function is considered to have a business purpose if he or she has a *significant* role in the proceedings or makes an important contribution to the success of an event. Generally, protocol or tradition dictates when the participation of a high-level official's spouse is required at official University functions, such as alumni gatherings, fund-raising or ceremonial activities, certain athletic events (see below), and community events. Documentation should be provided with

the Travel Expense Voucher to show that the spouse's attendance at the function meets the above conditions (e.g., an event or meeting agenda, or a letter of invitation requesting that the spouse attend the meeting or event).

If a spouse has no significant role in the proceedings, or performs only incidental duties of a social or clerical nature, attendance does not constitute a bona fide business purpose. Such expenses are taxable to the employee and therefore may not be reimbursed under this policy.

In accordance with the Policy on Associate of the President/Chancellor, an Associate may be reimbursed for expenses related to the use of a personal automobile for University business purposes at the basic mileage rate specified in Appendix A.

Funding. Spousal travel expenses may not be charged to state funds. Contract and grant funds may only be used to reimburse spousal travel if the special provisions of the contract or grant are satisfied. Various non-state funds controlled by the University may be used to fund spousal travel, but only within the restrictions, if any, governing the use of the fund and within the policy set forth in this Bulletin.

7. Athletic Travel - Spouse and Other Family Members

Travel by a spouse (or equivalent) who accompanies an athletic director (or assistant director or head coach) to sporting events such as bowl games and tournaments is presumed to have a bona fide University business purpose (see Section 6, Spousal Travel, above) in situations where the NCAA or potential donors expect that certain high-ranking members of the athletic department, *and their spouses*, will participate in events associated with these athletic activities. The travel expenses of a spouse incurred in the pursuit of such activities may be reimbursed, provided documentation, such as an NCAA event agenda, is provided to substantiate the business purpose of the travel. Such amounts are not taxable or subject to reporting.

Travel expenses incurred by other family members generally do not satisfy the bona fide University business purpose test and therefore are not reimbursable.

Refer to Section 6 above for information on funding sources for spousal travel.

XII. REPORTING TRAVEL EXPENSES

A Travel Expense Voucher (Form U85 or an equivalent, or an electronic version) shall be used to account for all travel advances and expenses incurred in connection with official University travel.¹¹ When properly completed and approved, this form is used to reimburse the traveler for any additional amounts due. ***Except for direct billing arrangements that have been approved in advance, a Voucher must be processed even if no reimbursement is due the traveler.***

A. REPORTING PERIOD

The Travel Expense Voucher must be submitted to the campus accounting office within 21 days of the end of a trip unless there is recurrent local travel, in which case vouchers may be aggregated and submitted monthly. When a trip lasts more than 90 days, the traveler must submit a quarterly report of expenditures to the campus accounting office.

B. COMPLETION OF A TRAVEL EXPENSE VOUCHER

The total amount of all expenses and advances pertaining to a particular trip must be accounted for when submitting a Travel Expense Voucher. Except for trips that require quarterly reporting, all expenditures for a trip should be reported on one Travel Expense Voucher. Supplemental vouchers may be submitted if necessary, but must be clearly marked "Supplemental" and must identify the main voucher submitted in connection with the travel.

1. Substantiation of Expenses

Substantiation must include the following:

- The date and time of departure from and return to the traveler's headquarters or residence. When any personal leave is taken while on official travel status, the number of personal days must be specified on the Voucher.
- The origin and destination of the trip and the route taken. Travel within a local area also should be indicated; continuous travel between major points, such as from city to city, should be shown separately. Any substantial deviation from the distance shown in a standard highway mileage guide must be explained.
- The purpose for the travel or the nature of the business benefit derived as a result of the travel.

¹¹ Some locations may use an electronic Expense Report that is equivalent to the Travel Expense Voucher.

- The amount of each expenditure, listed by date and location.

Claims for reimbursement of expenses paid for others shall be submitted by the group leader and must include the names of persons on whose behalf expenses were incurred, an itemization of the expenses, and other pertinent supporting documentation. (For additional information on group expenses, see Sections VIII.B.3.c, Adjustment for Subsistence Provided Without Charge, and VIII.D, Payment of Group Subsistence Expenses.)

2. Documentation Requirements

a. Receipts

The original of the following receipts must be submitted with the Travel Expense Voucher:

- Receipts for all airline expenses.
- Receipts for all lodging expenses incurred for domestic travel, except where per diems are authorized for lodging expenses (i.e., long-term travel, use of non-commercial facilities, etc.). Since hotel receipts may include charges that are not reimbursable, the traveler shall not be reimbursed for lodging expenses unless the receipt presented by the traveler contains *itemized charges for the room*, e.g., taxes, telephone, etc.
- Receipts for all rental car expenses.
- Receipts for exceptional meal expenses of \$75 or more.
- Receipts for local transportation costing \$75 or more.
- Receipts for each miscellaneous expense of \$75 or more.
- Receipts for all private aircraft landing and parking expenses.
- Receipts for all extraordinary items, such as repair of accidental car damage, supported by appropriate justification.
- Receipts for gifts provided to a host **costing \$25 or more**.
- An agenda, itemized receipt, or other supporting documentation for all registration fees.
- Any reimbursable item not specified above costing \$75 or more.

Electronic Receipts. Electronic receipts are acceptable provided that the detail contained in an *electronic receipt* is equivalent to the level of detail contained in an acceptable paper record. For example, an electronic receipt must show the name of the payee, the amount of the charge, the transaction date, and the form or payment. When required to ensure adequate documentation of the costs incurred, the traveler is responsible for providing additional detail, e.g., a receipt with itemized hotel charges.

E-mailed or faxed documentation provided by an airline or travel agency for electronic ticketing expenses for airfare is acceptable for substantiating such expenses. A copy of the faxed itinerary and receipt or a copy of the e-mail itinerary and receipt printed locally should be attached to the Travel Expense Voucher.

Travel Packages Purchased from Internet Vendors.

Travel "packages" from Internet vendors typically do not itemize expenses. Therefore, no business-related travel should be booked through such vendors unless the traveler has confirmed that each aspect of the package will be separately itemized (e.g., itemized hotel charges, airfare) to assure appropriate documentation for reimbursement.

b. Missing Original Receipts

When original receipts are required but cannot be obtained or have been lost and all measures to obtain a duplicate receipt have been exhausted, a statement should be provided explaining why such receipts are not being submitted with the Travel Expense Voucher. The statement must include a certification that the amount shown is the amount actually paid and that the traveler has not and will not seek reimbursement from any other source.

3. Certification of Travel Expense

The traveler **must** sign the Travel Expense Voucher certifying that the amounts claimed are a true statement of the expenses incurred on official University business and that the original of all required receipts has been submitted.

Submission of the Travel Expense Voucher under a traveler's electronic authorization will be considered certification that the traveler incurred the expenses being claimed. In accordance with IRS regulations, an electronic signature must:

- Identify the traveler who is submitting the electronic form;

- Authenticate and verify the submission; and
- Be the final entry in the submission.

C. RETURN OF EXCESS ADVANCE AMOUNTS

If the amount of an advance exceeds the reimbursable expenses, payment for the amount due shall be submitted with the Travel Expense Voucher. The check must be made payable to "UC Regents."

**MILEAGE REIMBURSEMENT RATES FOR PRIVATE
VEHICLES AND AIRCRAFT**

The following mileage reimbursement rates shall be used to reimburse travelers who use a private automobile or aircraft on official University business:

	<u>Per Mile</u>
A. Automobiles--employee-owned/procured (including vans)	
Standard Rate	55.0¢*
B. Automobiles Loaned to the University for assignment to University employees (including vans)***	23.5¢**
C. Aircraft	99.5¢**

Note: The above rates may not apply to represented University employees.

*Effective January 1, 2009

**Effective March 1, 2005

***Refer to Accounting Manual chapter [E-821](#), Section V, Loaned Automobiles Provided by a Third Party.

LODGING AND M&IE REIMBURSEMENT CAPS

The following chart summarizes the applicable reimbursement methods and the maximum rates authorized for lodging and meal and incidental expenses (M&IE) incurred while on travel status:

	Less Than 30 Days	30 Days or More	In Excess of One Year
<u>CONUS</u> : ¹ Daily M&IE and Lodging ²	Up to \$64 plus actual lodging (effective 10/1/06)	Per Diem (up to 55%)	Per Diem (up to 150% of 30-day per diem)
<u>OCONUS</u> ³ Daily M&IE and Lodging	Per Diem	Per Diem (up to 55%)	Per Diem (up to 150% of 30-day per diem)
<u>Foreign</u> Daily M&IE and Lodging	Per Diem	Per Diem (up to 55%)	Per Diem (up to 150% of 30-day per diem)
Non-Commercial Facility Daily Expenses ⁴	Per Diem (up to 55%)	Per Diem (up to 55%)	Per Diem (up to 150% of 30-day per diem)

¹ Travel within the continental United States.

² Reasonable lodging expenses supported by a receipt are reimbursable.

³ Travel within Alaska, Hawaii, Puerto Rico, the Northern Mariana Islands, and possessions of the United States.

⁴ Use per diem rate for appropriate geographic area (applies to CONUS, OCONUS, and foreign areas).

TRAVEL OF LESS THAN 24 HOURS
M&IE REIMBURSEMENTS

The IRS Taxable Fringe Benefit Guide (“IRS Guide”) states that in order for the reimbursement of meals and incidental expenses (M&IE) to be excludable from a traveler’s income, the individual must be “away from home” in the pursuit of business on a temporary basis. Merely working overtime or at a great distance from an employee’s residence does not create excludable reimbursements for travel expenses if the employee returns home without spending the night or stopping for substantial “sleep or rest.”

Section VIII.C. prohibits the reimbursement of meal expenses for travel of less than 24 hours unless the traveler is away from his or her home overnight *as supported by a lodging receipt* or other evidence explaining why the traveler was unable to obtain a receipt.

The following examples from the IRS Guide illustrate the application of the “overnight rule”:

Example 1: A consulting engineer works with clients in a three-state area by making one-day trips to each client. She frequently leaves home at 6:30 a.m. and does not return until midnight. During the day, she stops in a rest area and closes her eyes for 20 minutes to refresh herself for the drive. She cannot deduct the cost of her meals on these trips because she is not away from home long enough to obtain substantial sleep or rest.

Example 2: An employee is required to travel from Milwaukee to Madison to work on a project. She leaves home at 11:00 a.m. on Monday, with plans to return home the same day. She is unable to complete the project on Monday, so she spends the night in Madison. After completing the project the next day, she returns to Milwaukee by 10:30 a.m. Even though the employee had not planned to spend the night and is gone for less than 24 hours she has met the “away from home” rule because she spent the night away from her tax home on business.

Example 3: An employee is required to travel from Dallas to Houston to work for the day. The employee leaves home at 6:30 A.M. and returns that night at 10:00 P.M. On the trip home the employee stops for dinner and rests in the car for two hours. Even though the employee has been away from home for substantially longer than his/her normal work day, the employee is not considered to be in travel status. Courts have ruled that stopping for a meal or a rest in a car does not meet the substantial "sleep or rest" rule.

Example 4: A government agency supplies office equipment to all agencies within the state. An employee drives a tractor-trailer with equipment from the warehouse in Sacramento to an agency in San Diego. After 10 hours the driver stops and rents a room at a rest stop for a four hour nap before completing the round trip. Since the driver rented a room in order to sleep, he/she is considered to have met the "sleep and rest" rule. Reimbursements for meals and lodging are not taxable to the employee.

**REDUCTION IN M&IE PER DIEM RATE FOR MEALS
FURNISHED WITHOUT CHARGE**

The meal and incidental expense (M&IE) portion of a per diem for foreign or OCONUS travel must be reduced by the amount listed on the chart below for any meal furnished to the traveler without charge, as specified in Section VIII.B.3.c, Adjustment for Subsistence or Lodging Provided Without Charge. Note that the amount deducted for meals should not decrease the allocation percentage listed for incidental expenses.

M&IE Rate	B	L	D	I	M&IE Rate	B	L	D	I	M&IE Rate	B	L	D	I
1.....	\$0	\$0	\$0	\$1	51.....	8	13	20	10	101.....	15	25	41	20
2.....	0	0	1	1	52.....	8	13	21	10	102.....	15	26	41	20
3.....	0	1	1	1	53.....	8	13	21	11	103.....	15	26	41	21
4.....	1	1	1	1	54.....	8	14	21	11	104.....	16	26	41	21
5.....	1	1	2	1	55.....	8	14	22	11	105.....	16	26	42	21
6.....	1	2	2	1	56.....	8	14	23	11	106.....	16	27	42	21
7.....	1	2	3	1	57.....	9	14	23	11	107.....	16	27	43	21
8.....	1	2	3	2	58.....	9	15	23	11	108.....	16	27	43	22
9.....	1	2	4	2	59.....	9	15	24	11	109.....	16	27	44	22
10.....	2	2	4	2	60.....	9	15	24	12	110.....	17	27	44	22
11.....	2	3	4	2	61.....	9	15	25	12	111.....	17	28	44	22
12.....	2	3	5	2	62.....	9	16	25	12	112.....	17	28	45	22
13.....	2	3	5	3	63.....	9	16	25	13	113.....	17	28	45	23
14.....	2	4	5	3	64.....	10	16	25	13	114.....	17	29	45	23
15.....	2	4	6	3	65.....	10	16	26	13	115.....	17	29	46	23
16.....	2	4	7	3	66.....	10	17	26	13	116.....	17	29	47	23
17.....	3	4	7	3	67.....	10	17	27	13	117.....	18	29	47	23
18.....	3	5	7	3	68.....	10	17	27	14	118.....	18	30	47	23
19.....	3	5	8	3	69.....	10	17	28	14	119.....	18	30	48	23
20.....	3	5	8	4	70.....	11	17	28	14	120.....	18	30	48	24
21.....	3	5	9	4	71.....	11	18	28	14	121.....	18	30	49	24
22.....	3	6	9	4	72.....	11	18	29	14	122.....	18	31	49	24
23.....	3	6	9	5	73.....	11	18	29	15	123.....	18	31	49	25
24.....	4	6	9	5	74.....	11	19	29	15	124.....	19	31	49	25
25.....	4	6	10	5	75.....	11	19	30	15	125.....	19	31	50	25
26.....	4	7	10	5	76.....	11	19	31	15	126.....	19	32	50	25
27.....	4	7	11	5	77.....	12	19	31	15	127.....	19	32	51	25
28.....	4	7	11	6	78.....	12	20	31	15	128.....	19	32	51	26
29.....	4	7	12	6	79.....	12	20	32	15	129.....	19	32	52	26
30.....	5	7	12	6	80.....	12	20	32	16	130.....	20	32	52	26
31.....	5	8	12	6	81.....	12	20	33	16	131.....	20	33	52	26
32.....	5	8	13	6	82.....	12	21	33	16	132.....	20	33	53	26
33.....	5	8	13	7	83.....	12	21	33	17	133.....	20	33	53	27
34.....	5	9	13	7	84.....	13	21	33	17	134.....	20	34	53	27
35.....	5	9	14	7	85.....	13	21	34	17	135.....	20	34	54	27
36.....	5	9	15	7	86.....	13	22	34	17	136.....	20	34	55	27
37.....	6	9	15	7	87.....	13	22	35	17	137.....	21	34	55	27
38.....	6	10	15	7	88.....	13	22	35	18	138.....	21	35	55	27
39.....	6	10	16	7	89.....	13	22	36	18	139.....	21	35	56	27
40.....	6	10	16	8	90.....	14	22	36	18	140.....	21	35	56	28
41.....	6	10	17	8	91.....	14	23	36	18	141.....	21	35	57	28
42.....	6	11	17	8	92.....	14	23	37	18	142.....	21	36	57	28
43.....	6	11	17	9	93.....	14	23	37	19	143.....	21	36	57	29
44.....	7	11	17	9	94.....	14	24	37	19	144.....	22	36	57	29
45.....	7	11	18	9	95.....	14	24	38	19	145.....	22	36	58	29
46.....	7	12	18	9	96.....	14	24	39	19	146.....	22	37	58	29
47.....	7	12	19	9	97.....	15	24	39	19	147.....	22	37	59	29
48.....	7	12	19	10	98.....	15	25	39	19	148.....	22	37	59	30
49.....	7	12	20	10	99.....	15	25	40	19	149.....	22	37	60	30
50.....	8	12	20	10	100.....	15	25	40	20	150.....	23	37	60	30

APPENDIX D

(Cont.)

M&IE Rate	B	L	D	I	M&IE Rate	B	L	D	I	M&IE Rate	B	L	D	I
151.....	23	38	60	30	201.....	30	50	81	40	251.....	38	63	100	50
152.....	23	38	61	30	202.....	30	51	81	40	252.....	38	63	101	50
153.....	23	38	61	31	203.....	30	51	81	41	253.....	38	63	101	51
154.....	23	39	61	31	204.....	31	51	81	41	254.....	38	64	101	51
155.....	23	39	62	31	205.....	31	51	82	41	255.....	38	64	102	51
156.....	23	39	63	31	206.....	31	52	82	41	256.....	38	64	103	51
157.....	24	39	63	31	207.....	31	52	83	41	257.....	39	64	103	51
158.....	24	40	63	31	208.....	31	52	83	42	258.....	39	65	103	51
159.....	24	40	64	31	209.....	31	52	84	42	259.....	39	65	104	51
160.....	24	40	64	32	210.....	32	52	84	42	260.....	39	65	104	52
161.....	24	40	65	32	211.....	32	53	84	42	261.....	39	65	105	52
162.....	24	41	65	32	212.....	32	53	85	42	262.....	39	66	105	52
163.....	24	41	65	33	213.....	32	53	85	43	263.....	39	66	105	53
164.....	25	41	65	33	214.....	32	54	85	43	264.....	40	66	105	53
165.....	25	41	66	33	215.....	32	54	86	43	265.....	40	66	106	53
166.....	25	42	66	33	216.....	32	54	87	43					
167.....	25	42	67	33	217.....	33	54	87	43					
168.....	25	42	67	34	218.....	33	55	87	43					
169.....	25	42	68	34	219.....	33	55	88	43					
170.....	26	42	68	34	220.....	33	55	88	44					
171.....	26	43	68	34	221.....	33	55	89	44					
172.....	26	43	69	34	222.....	33	56	89	44					
173.....	26	43	69	35	223.....	33	56	89	45					
174.....	26	44	69	35	224.....	34	56	89	45					
175.....	26	44	70	35	225.....	34	56	90	45					
176.....	26	44	71	35	226.....	34	57	90	45					
177.....	27	44	71	35	227.....	34	57	91	45					
178.....	27	45	71	35	228.....	34	57	91	46					
179.....	27	45	72	35	229.....	34	57	92	46					
180.....	27	45	72	36	230.....	35	57	92	46					
181.....	27	45	73	36	231.....	35	58	92	46					
182.....	27	46	73	36	232.....	35	58	93	46					
183.....	27	46	73	37	233.....	35	58	93	47					
184.....	28	46	73	37	234.....	35	59	93	47					
185.....	28	46	74	37	235.....	35	59	94	47					
186.....	28	47	74	37	236.....	35	59	95	47					
187.....	28	47	75	37	237.....	36	59	95	47					
188.....	28	47	75	38	238.....	36	60	95	47					
189.....	28	47	76	38	239.....	36	60	96	47					
190.....	29	47	76	38	240.....	36	60	96	48					
191.....	29	48	76	38	241.....	36	60	97	48					
192.....	29	48	77	38	242.....	36	61	97	48					
193.....	29	48	77	39	243.....	36	61	97	49					
194.....	29	49	77	39	244.....	37	61	97	49					
195.....	29	49	78	39	245.....	37	61	98	49					
196.....	29	49	79	39	246.....	37	62	98	49					
197.....	30	49	79	39	247.....	37	62	99	49					
198.....	30	50	79	39	248.....	37	62	99	50					
199.....	30	50	80	39	249.....	37	62	100	50					
200.....	30	50	80	40	250.....	38	62	100	50					

M&IE rates in excess of \$265 should be allocated as follows: 15% (breakfast), 25% (lunch), and 40% (dinner). The remaining 20% is allocable to incidental expenses.

Adapted from the Federal Travel Regulations, 41 CFR Part 301, Appendix B.

Key: B - Breakfast, L - Lunch, D - Dinner, I - Incidentals.

APPENDIX E

**PRORATING PER DIEMS FOR TRAVEL INVOLVING
MULTIPLE LOCATIONS**

The following method may be used to prorate a per diem(s) when a trip is reimbursable under more than one per diem rate.

The time element charged to each per diem location is prorated based on the number of hours spent at each travel location. For partial days, hours should be rounded to the nearest quarter day.

Example: A trip that involved three locations with three different per diem rates took a total of 237 hours, excluding air travel time from headquarters to the first business location and the traveler's return from the last travel location to headquarters. The time spent at each location was as follows: 53 hours, 145 hours, and 39 hours. The reimbursable amount of the per diem for each location is calculated as follows:

	Hours Per Location	Quarter Days	Location Per Diem Rate	Reimbursable Amount
Location 1	53	2 ¼	\$ 140	\$ 315.00
Location 2	145	6	152	912.00
Location 3	<u>39</u>	1 ¾	168	<u>294.00</u>
TOTAL	<u>237</u>			<u>\$1,521.00</u>

INTERCAMPUS TRAVEL EXPENSE TRANSFER APPROVAL
UFIN XXX (R 7/89)

DATE _____

TO: _____ ACCOUNTING OFFICE
(Campus)

FR: SCHOOL/DEPARTMENT OF _____
CAMPUS _____

You are hereby authorized to transfer the travel expenses indicated below to this School/Department, via the _____ campus accounting office:

1. **Traveler Information**

Traveler's Name _____ Travel Dates _____
Traveler's Department _____ Employee ID No. _____
Purpose of Trip or Trip Number _____

2. **Travel Expense Amount To Be Transferred**

Check One

_____ % of the total travel expense for this trip
_____ % of the total travel expense for this trip \$ _____
or limited to an amount not to exceed \$ _____

_____ Set amount of \$ _____

_____ Only those categories of expense checked below:

_____ Airfare or equivalent _____ Lodging
_____ Meals and incidentals _____ Rental Car
_____ Other _____
(Describe)

3. **School/Department Approval**

APPROVED BY _____ DATE _____
(Signature)

Name _____ Title _____
(Type or Print)

4. **Check Reimbursement Data**

CK Number _____ CK Date _____ CK Amount _____

IRS TAX GROSS UP FORMULA

Under the IRS one-year rule, travel expense reimbursements for assignments that exceed one year must be treated as taxable income. Thus, to compensate for additional federal and state income and applicable employment taxes owed by an employee, the reimbursement rate may be increased up to 150% of the applicable federal per diem rate authorized for the location of travel (see Section VIII.A).

Following are two examples of the gross up procedure for a trip of more than one year to X. In both examples, the \$91 daily reimbursement rate is based on 55% of the CONUS Maximum Per Diem rate of \$166 for the X area.

Example #1: Salary Subject to Social Security Tax

This example is based on the following assumptions:

- 15% Federal income tax rate plus 5.1% California income tax rate [6% less 15% Federal tax benefit]
- 1.45% Medicare rate
- 6.2% Social Security rate

The Gross Up Formula is applied to the \$91 daily reimbursement rate as follows:

W = Gross Up Amount

$$W = \frac{\text{daily reimbursement rate}}{1 - \text{applicable tax rates}}$$

$$W = \frac{\$91}{1 - .15 - .0510 - .0765}$$

$$W = \frac{\$91}{.7225}$$

W = \$ 125.96 or 138% of the daily reimbursement rate

Example #2: Salary Exceeds Social Security Wage Base

This example is based on the following assumptions:

- 28% Federal income tax rate plus 6.7% California income tax rate [9.3% less 28% Federal tax benefit]
- 1.45% Medicare rate

The Gross Up Formula is applied to the \$91 daily reimbursement rate as follows:

W = Gross Up Amount

$$W = \frac{\text{daily reimbursement rate}}{1 - \text{applicable tax rates}}$$

$$W = \frac{\$91}{1 - .28 - .0670 - .0145}$$

$$W = \frac{\$91}{.6385}$$

W = \$ 142.53 or 157% of the daily reimbursement rate¹

¹ The maximum amount reimbursable in this situation would be \$136.50 (150%), unless the Chancellor grants an exception to the policy.