

REVISED PERSONNEL POLICY - PROPOSED

512 Conference Travel

Effective Date: 9/17/2008

Revision Date: July 11, 2012

MHLS will reimburse employees for reasonable business travel expenses incurred while attending conferences or MHLS-related activities away from the normal work location. All conference travel must be approved in advance by the Executive Director.

Employees should contact the Business Office to coordinate their travel arrangements and for guidance and assistance on conference travel procedures.

Reimbursable expenses include travel, meals, lodging, and other expenses directly related to accomplishing MHLS-related travel objectives. Entertainment and alcohol will not be reimbursed. Employees are expected to limit expenses to reasonable amounts.

Expenses that generally will be reimbursed include the following:

- Standard accommodation costs for hotels, motels, or similar lodgings. Non-profit or group rates should be requested whenever possible.
- Meals are reimbursed for travel outside of the Mid-Hudson service area at a per diem rate of \$45. Meal reimbursement for part days: breakfast-\$8.50; lunch-\$11.50; dinner \$25. Receipts will not be necessary. If a meal is included with conference registration, then reimbursement of meals not included will be reimbursed at the part days' rate. In high-cost areas, per diem rates reimbursement is at the discretion of the Director and receipts will be required.
- Air or train fare for travel in coach or economy class or the lowest available fare.
- Car rental fees, for subcompact, compact or mid-sized cars (if for self). Car rental should be used only when the cost is less expensive than that of other available transportation.
- Shuttle or airport bus service fees, where available; costs of public transportation for other ground travel if available and safe. Taxi fares, only when there is not a less expensive alternative or when it may ensure personal safety.
- Reasonable expenses incurred while traveling on business may be reimbursed, such as for fax and Internet charges for business use.
- When travel outside of the the Mid-Hudson Library System service area is completed, employees should submit a completed Conference Travel Expense Form within 30 days. The Form should be accompanied by receipts for all expenses other than meals.

Mileage for use of personal vehicles will be reimbursed only when less expensive transportation is not available. The distance reimbursed is based on the point of origin, the most efficient route available, and the actual distance driven. Reimbursement is at the current maximum rate allowed by the IRS, for the most efficient route, plus tolls and parking.

AMENDED PERSONNEL POLICY DRAFT

When using a personal vehicle, or vehicles owned, leased, or rented by MHLS, the employee must operate the vehicle in a safe manner and must abide by all traffic rules and regulations. Employees who are involved in an accident while traveling on business must promptly report the incident to the police and Business/Finance Manager and the rental company if applicable.

For travel or any other purchases, MHLS's Tax Exempt Certificate is to be used whenever feasible. Tax exempt forms may be obtained from the Business Office.

Abuse of this conference travel reimbursement policy, including falsifying expense reports to reflect costs not incurred by the employee, can be grounds for disciplinary action, up to and including termination of employment.