





106. **Agency Paid Expenses.** Every state agency shall try to pre-arrange official state business meetings and have the costs paid directly by the agency when practical. *Travel related expenditures or accommodations paid by or provided by the agency shall not be paid or reimbursed to the employee.* Agencies are not allowed to direct-bill meals to lodging receipts.
107. **Insurance/State Insurance Coverage.** This policy does not necessarily ensure state employees have tort, liability and workers compensation coverage. Refer to Department of Administrative Services Risk Management for insurance and coverage issues related to state travel.  
<http://oregon.gov/DAS/EGS/Risk/pages/index.aspx>
108. **Employee Moving Expense.** Moving expenses and relocation are not included in the travel policy. Refer to the Department of Administrative Services, Human Resources Services Division Policy 40.055.10, *Current Employee Relocation*, and Policy 40.055.20, *New Employee Relocation*, at <http://www.oregon.gov/das/Policies/40-055-10.pdf> or <http://www.oregon.gov/das/Policies/40-055-20.pdf>.

### Compliance and Accountability

109. State agencies must comply with all provisions of this statewide policy. Periodically, the Department of Administrative Services may perform a review of the agency's travel records to ensure compliance with all aspects of this travel policy. The Department of Administrative Services may implement appropriate and progressive sanctions for misuse. All travel claims are subject to detailed audit by the Secretary of State Audits Division. All state employees must comply fully with requests for records and documentation supporting all travel expense reimbursement claims. Public employees may be liable under **ORS 291.990** and **ORS 294.100** for improper use of state funds. Public employees who order, authorize, or cause to be made any expenditure in violation of state statutes, rules, policies or procedures can be subject to fines and penalties and be held personally financially liable for inappropriate expenditures. Employees may be held financially accountable for their policy infractions in accordance with [OAM 10.40.00](#) (paragraphs 109 through 111).

When an agency head or the Director of the Department of Administrative Services determines that the employee or agency head obtained a payment of travel expenses for the employee or agency head by knowingly or intentionally falsifying or misrepresenting an expense item or per diem amount for personal gain, or purposely allowed another person to arrange travel in any manner that does not comply with this policy, the agency head or Director of the Department of Administrative Services may refer the matter to the Department of Justice to seek imposition of a fine under **ORS 291.990**.

### Travel Status

110. **Definition.** An individual is on travel status from the time they start from and return to their central workplace or alternate workplace. Refer to Appendix C for definitions of central workplace and alternate workplace. With the approval of the agency director or designee, the employee may leave from and/or return to the place of residence or other specified location.

Refer to paragraph 115 regarding the taxability of meal allowances paid in connection with overnight versus non-overnight travel and paragraphs 129 and 130 and Appendix A for private vehicle mileage reimbursement.

### Accountable Plan

111. **Definition.** The Statewide Travel Policy has been developed using the Internal Revenue Service (IRS) regulations (Publications 463 and 535) as its primary payment framework. The travel payment methodology used throughout this policy is defined as an accountable plan. By definition, an accountable plan assumes the following IRS criteria have been met:
- All expenses were incurred while on official state business
  - Expenses must be adequately accounted for in a reasonable timeframe
  - All excess payments or advances must be returned in a reasonable timeframe

**Per Diem.** The primary basis for payment of travel related expense is per diem. Per diem is the daily amount allowed for lodging (excluding taxes), meals, and incidental expenses. Incidental expenses include *all* gratuities; therefore, employees are not separately reimbursed for gratuities or tips of any kind including, but not limited to, meals and transportation. Payment to individuals on travel status to cover meals and commercial lodging is based on the rates published by the U.S. General Services Administration (GSA) for domestic travel in the continental U.S. For Alaska, Hawaii, and U.S. Territories and Possessions, the per diem is based on rates published by the U.S. Department of Defense. For international travel, the per diem is based on rates published by the U.S. Department of State. (Refer to Appendix A for current rates and paragraphs 134 and 135 for receipt requirements.)

## Meals

112. **Meal Per Diem.** The per diem meal allowance is a fixed amount of reimbursement for a meal. It is not reimbursement for the actual costs incurred. Receipts are not required for meals if claiming per diem.

Travel expenses must not be claimed prior to travel taking place and employees must be in travel status to receive a meal allowance.

Occasionally, employees may be reimbursed for actual costs. For example, when personnel attend an official state business meeting where the meal is an agenda item but not included in the fee and the selection and cost of the meal are beyond the control of the employee, the employee will be reimbursed for the actual cost of that meal. A receipt must be provided (refer to paragraphs 134 and 135 for receipt requirements). Official state business meetings are defined as two or more employees or persons assembled, for the benefit of the agency, to conduct official state business as authorized by law. Official state business meetings include conferences, training, workshops, testing, seminars and other gatherings to conduct official state business. *Meal per diem allowances for overnight travel are based on where the related lodging takes place.*

Even when a traveler is eligible for reimbursement of actual meal costs, any purchases of alcohol shall not be reimbursed.

113. **Meals Included in Registration Fees.** Meals included as part of the registration fee(s) for a conference, seminar, etc., must be subtracted from the employee's daily meal per diem. Use the following percentages to determine the appropriate amount to deduct:
- Breakfast equals 25% of the allowed daily meal per diem
  - Lunch equals 25% of the allowed daily meal per diem
  - Dinner equals 50% of the allowed daily meal per diem
114. **Complimentary Meals.** Complimentary meals provided by a hotel/motel do not affect the per diem meal allowance. No adjustment is required.
115. **Taxability of Meal Per Diem.** Meal allowances paid in connection with overnight travel status are *nontaxable* to the employee. Overnight travel status means (1) the employee's duties take him away from the general area of his tax home *substantially* longer than an ordinary day's work and (2) the employee needs sleep or rest to meet the demands of the work while away from home.

*Meal allowances that do not involve an overnight stay are taxable income to the traveler.*

116. **Meal Per Diem Non-overnight Travel:** A meal per diem is permitted under the following conditions during non-overnight travel:
- a. **Breakfast.** Personnel must be on travel status for two hours or more before the beginning of their scheduled work shift to receive a breakfast allowance (refer to percentages in paragraph 113).
  - b. **Lunch.** No allowance is provided for lunch during non-overnight travel unless the employee is attending an official business meeting and the meal is an agenda item, that was not included in the fee, and the cost and choice of having the meal were beyond the control of the employee. A receipt is required.

Other circumstances may warrant an exception to the provision that no allowance is provided for lunch. The agency director or designee, board member or commission member may authorize such an exception when such payment provides a clear and distinct economic advantage to the agency and is critical and essential to the mission of the agency.

- c. **Dinner.** Personnel must be on travel status for two hours or more beyond the end of their scheduled work shift to receive a dinner allowance (refer to percentages in paragraph 113).

- 117. **Application of Meal Per Diem Rates.** Meal per diems for the initial day of travel and final day of travel are determined on the following schedule based on departure and arrival times. Apply the percentage to the appropriate meal rate.

<u>Initial Day of Travel – Leave:</u>	Prior to <u>6:00 AM</u>	6:00 AM to <u>Noon</u>	12:01 PM to <u>6:00 PM</u>	After <u>6:00 PM</u>
Meal Allowance Percentage	100%	75%	50%	25%
 <u>Final Day of Travel – Return:</u>	 Prior to <u>6:00 AM</u>	 6:00 AM to <u>Noon</u>	 12:01 PM to <u>6:00 PM</u>	 After <u>6:00 PM</u>
Meal Allowance Percentage	25%	50%	75%	100%

- 118. **Multiple Locations During Overnight and Non-overnight Travel.** A single per diem rate is used for an entire day. During overnight travel, if the employee travels to more than one location in one day, the per diem rates for each day are the rates for the location in which the traveler will spend the night. *However, on the final day of travel, the per diem rates are the rates for the location in which the traveler last stayed the night, prior to returning to their central workplace, alternative workplace, and/or residence.* When travel in a single day (non-overnight travel) is to multiple locations (meaning, more than one work destination), the highest per diem of the multiple locations is used.

**Lodging**

- 119. **Commercial Lodging Expenses.** Lodging expenses are reimbursed at actual cost up to the specific daily maximum allowable lodging rate in effect at the time of travel for the specific area or locality.

Employees may “double up” in a room in order to save the state money or for efficiency. A single employee is allowed to be reimbursed under these circumstances but the transaction must be thoroughly documented for audit purposes and the separate expense claims must cross-reference. Agencies must ensure that the maximum reimbursed on a per employee basis does not exceed the allowable rate.

Lodging taxes are not included in the continental U.S. per diem rates. Therefore, lodging taxes paid by the employee are reimbursable as a miscellaneous travel expense. In addition, lodging taxes are not included in the U.S. Department of Defense per diem rates for lodging in Alaska, Hawaii, and the U.S. Territories and Possessions. However, lodging taxes are included in the U.S. Department of State per diem rates for lodging in foreign countries. Receipts are required for lodging and lodging taxes.

Credit card surcharges are not included in lodging per diem rates. Such fees are reimbursable as a miscellaneous travel expense. Receipts are required for credit card surcharges.

Certain lodging establishments may charge “hospitality fees” or “resort fees” that are beyond the control of the employee. These types of fees are reimbursable expenses.

Exceptions to the published lodging per diem rates are allowed. Exceptions to lodging rates must be accompanied by documentation and receipts. For example, if personnel attend a conference or meeting and stay at an official hotel/motel, as defined in the conference or meeting registration or agenda for that conference or meeting, and the lodging cost exceeds the per diem for that location, the reimbursement of actual lodging expenses is allowed. This reimbursement is conditioned upon the performance of an effort to find lower cost lodging as described below. Should the conference hotel rate be authorized, the Travel Expense Detail Sheet must include documentation of the official conference hotel designation and a copy of the hotel bill.

If the cost of an official conference or meeting hotel exceeds the lodging per diem rate for that location, agencies are obligated to make and document an effort to (1) lodge employees at the lowest conference hotel room rate available at the published conference/meeting facilities or (2) lodge employees at an alternative lowest cost hotel/motel within close proximity (1 to 2 block radius) to the primary conference/meeting facility. Traveler safety is a factor to be considered in the evaluation of an alternate lodging facility.

Agency heads or designees have the authority to approve lodging reimbursements higher than established per diem rates under other unusual conditions (for example, when an event, occurrence, emergency or other valid situation prevents a state employee from securing a room within reasonable proximity and within the per diem for that location).

Any approval to exceed lodging rates is to be made on a case-by-case basis, thoroughly documented for audit purposes, and signed by the agency head or designee.

120. **Non-commercial Lodging Per Diem.** The intent of the non-commercial lodging per diem is to reimburse travelers using their personal travel trailer, motor home, tent, time-share, second home, or staying with friends or family members and should result in an economic benefit for the state. Whether for short or long-term travel, within or outside of Oregon, the daily per diem for all non-commercial lodging is \$25. It is intended that the non-commercial lodging per diem apply for any overnight stay away from home that does not take place in a commercial lodging establishment and which is provided by the employee. Even though an enterprise may have the appearance of a commercial lodging establishment (for example, a KOA campground), the facilities are still reimbursed at a daily rate of \$25.
121. **Personal Telephone Calls.** Personal telephone calls to immediate family members or significant others within the continental U.S. to confirm the traveler's well-being while on overnight travel status are allowed. As an example, employees may be reimbursed for one (1) phone call home on the first day of travel and every other day for a five (5) to ten (10) minute call or similar amount over the travel period. When authorized by the agency, employees will be provided access to state phone cards or state phone card numbers. When state phone cards are not available or the employee does not charge the call to their hotel room, employees shall provide receipts. Personal telephone bills reflecting the eligible calls made during travel status can serve as a receipt.

## Transportation Methods

122. **Selection of Modes of Transport.** Each agency must select the method of transportation most advantageous to state government, when cost and other factors are considered. The travel should be by the most expeditious means of transportation practicable and commensurate with the nature and purpose of the employee's duties. In addition, agencies should consider energy conservation, total cost to state government (including costs of per diem, overtime, lost work time, and actual transportation costs), total distance traveled, number of points visited, and number of travelers.
123. **Authorization of Transportation Method Required.** The method of transportation must be authorized either verbally or in writing (in writing, if authorizing the use a personal vehicle to conduct state business) in advance by the agency director or designee. This provision does not provide justification for using a private vehicle for state business rather than a state owned vehicle. Private vehicle usage is subject to the restrictions and uses contained in *Statewide Fleet Management Policy* [107-011-040](#) for state vehicles. The *Statewide Travel Policy* stipulates the reimbursement rate for private vehicle mileage (refer to Appendix A). Private specialty vehicles, including motorcycles and private off-road vehicles, shall not be used for state business except to the extent an agency determines that necessary state business cannot be reasonably accomplished without the use of the private specialty vehicle. Refer to [Oregon Administrative Rule \(OAR\) 125-155-0000](#).
124. **Airline Ticket Purchases.** Refer to appropriate price agreements. All personnel shall fly coach class regardless of funding source unless the difference is paid from the traveler's personal funds.
125. **Use of Rented Vehicle.** Vehicle rental fees are reimbursable. Drivers must have a valid current driver's license for the class of vehicle driven. State personnel will normally rent compact or compact-size economy vehicles. Refer to DAS Risk Management for insurance information on rented vehicles. Refer to appropriate price agreement.

126. **Use of the Most Direct Route.** Distances between points traveled will be as shown in standard highway mileage guides, in the Department of Transportation's official mileage table or by odometer readings. MapQuest and other mapping software are acceptable mileage guides. For any out-of-state trips between points where scheduled airline service is available and where personnel are combining official state travel with a holiday, weekend trip, vacation or other personal travel, payment will be based on the cost of round-trip coach airfare and the meal and lodging per diems to which personnel would have been entitled while traveling by air or by the least expensive reasonable means of travel. Mileage to and from the air terminal normal to the departure may also be allowed.

When combining personal travel and state business travel, baggage and luggage fees should be allocated accordingly and be reasonable under the circumstances.

Agencies must ensure that employees combining business and personal travel are well informed and cautioned that substituting non-refundable airfares for fully refundable city pair airfares may result in a liability to the employee, should the reason for the business travel be cancelled. Furthermore, agencies must always use the state's contracted airfare provider for all business-related air travel even when combining personal business with state business. If the contracted provider cannot meet the needs of the traveler or the agency, the agency must follow the appropriate contract-release procedures. Employees leaving on vacation prior to the business event will become responsible for all costs should the business event be canceled at a point that all reservations could have been canceled resulting in no cost to the agency.

#### **Provisions for Elected Officials and Members of Boards and Commissions**

127. Elected officials are encouraged to use per diems for meals and lodging, but may opt to claim reimbursement for actual and necessary travel expenses incurred in the performance of official state duties. Except as otherwise provided by law, members of state boards and commissions, including those individuals employed in full-time public service, are entitled to receive reimbursement for actual and necessary travel expenses incurred in the performance of official state duties. Gratuities are permissible if reasonable and not excessive and need to be documented on the receipt. If an official is reimbursed using the meal per diem allowance in lieu of actual expenses, gratuities are not separately reimbursed.

As noted in paragraph 112, purchases of alcohol shall not be reimbursed.

Refer to paragraphs 134 and 135 for receipt requirements.

#### **Provisions for Authorized Non-State Individuals Including Volunteers**

128. Agencies may authorize payment, either directly or indirectly, for costs of meals, lodging and transportation for authorized non-state individuals, including volunteers, even when there is no overnight stay. Payments for travel expenses must be authorized in advance in writing, unless the non-state individual has previously been approved to travel by virtue of an approved description of job duties that include travel. Examples of non-state individuals are a member of a state advisory committee, an intern, an agency volunteer, a job applicant, or a student traveling on official state business.

Authorized non-state individuals are usually paid based on per diem rates, but in unusual circumstances, the agency may reimburse actual and necessary expenses. All reimbursements for actual and necessary expenses will require receipts. Refer to paragraphs 134 and 135 for receipt requirements.

In the case of volunteers, the cost of meals where there is no overnight stay and no official state business meeting (refer to paragraph 115) is reportable as income.

Volunteers are eligible to receive a mileage reimbursement of up to the GSA rate, as identified in Appendix A. As long as the reimbursement is handled through an accountable plan, there are no tax consequences related to the reimbursement. Refer to paragraph 111 for information on an accountable plan.

**Personal Service Contractors.** If an agency chooses to reimburse travel expenses as part of the compensation to a personal service contractor, there must be a provision in the personal service contract

establishing rates for travel reimbursement, provided the authorized travel occurs. Requirements of this policy, or more stringent agency requirements, must govern any travel reimbursements to personal service contractors. Refer to [OAR 125-246-0000](#).

### Private Vehicle Mileage Reimbursement

129. **Private Vehicle Mileage.** Private vehicle mileage reimbursement is allowed for travel on official state business based on the most direct route as follows, less an amount meeting the definition of commuting mileage as defined in paragraph 105:
- a. Between a traveler's central workplace and a temporary workplace
  - b. Between a traveler's alternative workplace and a temporary workplace;
  - c. Between a traveler's central workplace and an alternative workplace;
  - d. Between temporary workplaces.

If an agency determines that the deduction of commuting mileage interferes with the agency's stated mission or does not provide a cost-benefit to the agency, the agency head or designee may authorize an exception to the policy on a case-by-case basis as outlined in paragraph 104 above. The justification for the policy departure should be documented and kept on file for audit purposes.

Commuting mileage includes no more than one round trip to the applicable workplace per day.

Refer to Appendix A for private vehicle mileage reimbursement rates.

Refer to Appendices B and C for definitions and comprehensive examples.

130. **Insurance Requirements.** As outlined in [Oregon Administrative Rule 125-155](#), drivers (which include employees and volunteers) are responsible to provide their own proof of legally adequate insurance for all uses they make of private vehicles and vehicles they rent for any mixture of state and personal uses. If requested, DAS Risk Management Services provides certificates of self-insurance coverage for rental vehicles that are used exclusively for official state business. In addition, mileage reimbursement is the only amount that the state or its agencies shall pay to any driver for use of his or her private vehicle on state business. The state may not pay a driver for damage to his or her vehicle or for deductibles or increased insurance rates due to an accident occurring while on state business.

Additional information on insurance requirements, authorized drivers, and other related resources can be obtained from DAS Risk Management Services' website titled "Driving Overview":  
<http://www.oregon.gov/das/Risk/Pages/Ovdrvnq.aspx>

### Travel Expenses Paid or Reimbursed by Outside Entity

131. Agencies are charged with the responsibility of scrutinizing travel paid or reimbursed by outside sources to ensure that the travel is in line with the agency's mission, that the offer does not conflict with **ORS 244.040**, and that the travel does not constitute luxurious travel. Such travel must be approved by the agency head or designee. In the case of an agency head, travel being paid or reimbursed by outside sources must be approved by the agency head's immediate supervisor or by the agency deputy director or CFO. Outside sources are entities outside of state government. (Refer to paragraph 133 for Travel Involving Two State Agencies.)

Personnel are not allowed to receive travel expense reimbursement directly from outside sources for travel that occurs while on official state travel status. Payment must be made to the agency or to travel vendors.

Certain federal agencies reimburse travel exclusively via ACH transactions to the bank account of the traveler. If an employee receives an ACH deposit directly to their account, the employee is required to remit a check to the state for the amount of the deposit and provide documentation of the amount transferred to them. The employee is then reimbursed per state policies. State agencies are required to

make a proper accounting of these transactions on the state's accounting system to reflect appropriate expenditures, revenues, and to demonstrate budgetary compliance. Agencies may allow pay advances to employees who are waiting for reimbursement of any personal funds used for federally sponsored travel. The pay advance may be approved by the agency at any time during the process.

In addition to travel reimbursed by outside sources directly to the state or the employee, state travel may also be paid by outside sources directly to travel vendors. The federal government is presumed to be an outside source whose invitation and payment of travel to travel vendors does not conflict with **ORS 244.040**.

If an outside vendor, including the federal government, is making the travel arrangements and purchasing the airfare without the involvement of state funds, there is no violation of the state's airfare contract.

132. **Record of Expenses and Revenues.** Agencies are to record all travel expenses paid by the agency even when reimbursements are received from outside sources, including the federal government, against appropriate legislative appropriations/limitations. However, when travel expenses are paid directly to vendors by outside sources (not paid by the agency), such expenses are not recorded in the agency's accounting records.

Agencies are to record all travel reimbursements received from outside sources as revenues and deposit moneys received in miscellaneous receipts.

### Travel Involving Two State Agencies

133. When an employee of one agency (Agency A) travels on official state business for another agency (Agency B), the employee's travel claim shall be approved by both agencies, but the reimbursement to the employee will be processed by the employing agency (Agency A). This process will allow the employing agency to properly handle any taxability issues, will result in only one agency initially recording the travel expenses, and will reduce the possibility that the travel claim could be erroneously processed in duplicate. Agency A may seek reimbursement from Agency B for the travel expenses. This reimbursement must be recorded as a reduction of expense. Agencies should coordinate for accurate processing of the reimbursement transaction. This provision does not apply to situations involving federal grants where federal funds are moving between two agencies, which must be accounted for in accordance with [OAM 15.42.00](#), Federal Grants (refer to paragraph 113).

### Receipt Requirements

134. **Meals and Lodging.** Receipts for lodging, lodging taxes, and surcharges on lodging are required.

Receipts for meals are not required if the traveler is claiming the meal per diem.

Receipts for meals are required under the following conditions: conference exceptions as described in paragraph 112, elected officials and members of boards and commissions as described in paragraph 127, non-state individuals including volunteers as described in paragraph 128.

A credit/debit card payment slip does not constitute a receipt. A receipt should include the vendor, amount, date and itemized description of the item or items purchased.

135. **Other Receipt Requirements.** Receipts are required for other travel expenses that individually exceed \$25. Credit card receipts are valid provided they contain complete details of the purchase. When any receipt is unavailable or lost, a written statement is required, signed by the claimant providing the reason(s).

**Supplies** - Any expenses claimed by the employee for the purchase of business supplies and miscellaneous items must be accompanied by a receipt, regardless of the amount. Agencies should encourage employees to become familiar with price agreements and not purchase supplies that are available on price agreement.

**Credit card surcharges** - Credit card surcharges added to purchases of business supplies and miscellaneous items are reimbursable expenses. Receipts are required.

**Phone** - Receipts are required for all phone reimbursements. Official local or long distance business phone calls are a reimbursable expense. Any associated hotel access charges are also reimbursable. Receipts should show the date of the phone call, minutes used, and cost.

**Personal cell phone** - Reimbursement for personal cell phones for official business use while on travel status is permitted with documentation showing date and minutes of business call and appropriate computation of the cost per minute calculated by any method that results in the lowest cost per minute to the state.

**Baggage and luggage fees** - Baggage and luggage fees are a reimbursable expense. Agencies and travelers should consider the extra fees charged by the airlines prior to making their travel arrangements and plan accordingly. When combining personal travel and state business travel, baggage and luggage fees should be allocated accordingly and be reasonable under the circumstances.

### Overpayments

136. When any employee receives a payment of any travel expense that exceeds any amount authorized by this policy, or arranges for travel for another person in any manner that does not comply with this policy, the head of the employee's agency shall collect or recover from the employee the amount of payment for travel that exceeds the amount authorized by this policy.
137. When any agency head receives a payment of any travel expense that exceeds any amount authorized by this policy, or arranges for travel for another person in any manner that does not comply with this policy, the Director of the Department of Administrative Services may collect or recover from the employee the amount of payment for travel that exceeds the amount authorized by this policy.

### Travel Forms

138. An employee uses the *Travel Expense Detail Sheet* to itemize travel expenses. The employee must indicate their official workplace, the specific reason for travel, and the travel dates and attach the supporting receipts. The form must be signed by the employee and approved by the authorizing supervisor or manager.

Except for the situation described in paragraph 119 in which an agency reimburses a single employee for "shared lodging," an employee may not report travel expenses incurred by someone else.

For travel claims involving private vehicle mileage, the employee completes the *Authorization to Use Private Vehicle* form, regardless of work type (remote, mobile, or only works in the office). This form must be signed by the employee, approved by the authorizing supervisor or manager, and attached to the *Travel Expense Detail Sheet*.

Examples of both forms can be found in [OAM Chapter 75 – Forms](#). Agencies may modify the forms, however all the information within the *Authorization to Use Private Vehicle* form must be included.

139. **Timely Submission of Travel Expense Reimbursement Requests.** Travel reimbursements should be submitted for approval on a timely basis in accordance with [OAM 20.30.00.PO](#) to accommodate proper biennial expenditure recognition. Agencies are encouraged to set their own internal deadlines to accommodate other periodic reporting (fiscal year end, federal fiscal year end, etc.).

### Travel Advances

140. For information about travel advances, refer to [OAM 40.20.00](#), *Travel Advances*.

### Travel Awards

141. Any travel award earned during official state business travel ~~may be retained by the employee. becomes the property of the state of Oregon and may only be used to reduce the cost of future state travel. Except as provided below, 'Travel award' means~~ may be any object of value awarded by a business providing commercial transportation or lodging which can be used to reduce travel costs ~~and~~ Travel awards

include, but are not limited to airline frequent flyer miles and hotel or car rental customer award bonuses, points, or credit or debit card rewards, free rental days or hotel stays. Travel awards also include airline flight segment certificates or dollar bonuses that are offered to a traveler who is voluntarily or involuntarily bumped from an oversold flight. Similar inconvenienced customer rewards offered by hotel or car rental agencies shall also become property of the state. Such rewards, if any, earned during official state business travel are part of the employee's official compensation package for purposes of OAR 199-008-0005(3).

Consistent with paragraphs 101 and 122 of this policy, the payment of travel expenses and the selection of the method of travel must be the most advantageous to state government when cost and other factors are considered, including the subsistence, comfort, or health of an employee. Agencies may not consider the availability or traveler preference of certain travel awards when selecting travel-related services, such as airlines, hotels, rental cars, or related items.

144. The definition provided above of 'travel award' excludes airline travel vouchers or dollar bonuses that are offered to a traveler who is voluntarily bumped from an oversold flight or similar inconvenienced customer rewards offered by hotel or car rental agencies; these become property of the state.

~~The Oregon Government Ethics Commission **Advisory Opinion 01A-1006** states that the personal use of travel awards earned on official state business constitutes a violation of ORS 244.040. The personal use of state-owned airline frequent flyer miles or other travel awards for personal use constitutes fraud and will result in the state recovering the fair value of the fraudulent use of state resources and the employee may be subject to disciplinary actions up to and including dismissal. If an agency becomes aware of an instance of the personal use of travel awards earned on official state business, it should notify its human resource office, consistent with any other violation of policy or statute.~~

~~If a traveler earned but did not personally use a travel award earned on official state business that should not be considered a violation.~~

~~The policy does not require agencies to actively monitor whether travelers personally used travel awards earned on official state business.~~

~~Form 75.40.02.FO may be used to track travel awards earned on official state business as a way to reduce the cost of future state travel, but its use or any other mechanism for tracking travel awards, is not required by this policy.~~

~~The official Travel Expense Detail Sheet can be found at Form 75.40.01.FO. Agencies must use either the Travel Expense Detail Sheet or create own version.~~

### **Travel by Out-of-State Remote Workers**

142. For state employees that perform their official work duties outside of Oregon and receive approval to travel to a temporary workplace for official state purposes, agencies shall reimburse amounts related to mileage in a manner consistent with this policy. Additional travel costs associated with temporary workplace travel (cost of flight, lodging, per diem, etc.) are reimbursable if not already paid for by the state agency.

Refer to paragraph 105 for the policy direction when a state employee that performs their official work duties outside of Oregon and travels to their central workplace, alternate workplace, or mobile workplace.

Refer to Appendix C for comprehensive examples.

## Appendix A Per Diem Rates and Mileage Rates

### Lodging and Meal Per Diem Rates

Payments to individuals in overnight travel status to cover meals and commercial lodging will be based on the per diem rates published by the United States General Services Administration (GSA). **Effective October 1, 2023, the standard rate is \$107 for lodging and \$59 for meals.**

The non-commercial lodging per diem is discussed in paragraph 120 above. The current non-commercial lodging per diem is \$25.

Standard rate for the continental United States (CONUS) and rates for locations that are paid above the CONUS rate.	<a href="http://www.gsa.gov/portal/category/100120">http://www.gsa.gov/portal/category/100120</a>
Per diem rates for Alaska, Hawaii, and U.S. Territories and Possessions (US Department of Defense website). Lodging taxes are <i>not included</i> in these rates.	<a href="http://www.defensetravel.dod.mil/">http://www.defensetravel.dod.mil/</a> <ul style="list-style-type: none"> <li>• Click on <i>Per Diem</i> under Travel Regulations and Allowances</li> <li>• Click on <i>Per Diem Rates Query</i></li> <li>• Enter state or territory under OUTSIDE CONUS</li> <li>• Click <i>EXCLUDE</i> Military Installations</li> <li>• Click <i>CALCULATE</i></li> <li>• Ignore <i>Proportional Meals</i> column</li> </ul>
International per diem rates (US Department of State website). Lodging taxes are <i>included</i> in these rates.	<a href="https://aoprals.state.gov/web920/per_diem.asp">https://aoprals.state.gov/web920/per_diem.asp</a>

### Complimentary Meals

Refer to the questions and answers in the Federal Travel Regulation, Chapter 301–Temporary Duty Travel Allowances, Subchapter B–Allowable Travel Expenses, Part 301-11–Per Diem Expenses, Sec. 301-11.17 at <https://www.gsa.gov/policy-regulations/regulations/federal-travel-regulation-fttr?asset=107381#i1204163>

**Question:** If my agency authorizes per diem reimbursement, will it reduce my allowance for a meal(s) provided by a common carrier or for a complimentary meal(s) provided by a hotel/motel?

**Answer:** No. A meal provided by a common carrier or a complimentary meal provided by a hotel/motel does not affect your per diem.

### Private Vehicle Reimbursement Rates

**Effective January 1, 2012**, the state adopted a two-tiered reimbursement schedule for personal vehicle mileage based on the GSA model: <http://www.gsa.gov/portal/content/100715>

- If no state owned/operated vehicle is available, the employee will be reimbursed the full GSA rate in effect at the time of travel.
- If an agency determines through application of *Statewide Fleet Management Policy 107-011-040* that the most cost-effective means of transportation is for the employee to use his or her own vehicle for state business-related travel, the employee will be reimbursed the full GSA rate in effect at the time of travel.
- If an individual requires a medical accommodation that has been documented and cannot be met with a state owned/operated vehicle, the employee will be reimbursed the full GSA rate in effect at the time of travel. (For

## Appendix A Per Diem Rates and Mileage Rates

long-term accommodations, the agency should contact DAS Fleet Administration to determine if purchase of a state vehicle that will meet the employee's medical accommodation is more cost effective than reimbursement of private vehicle mileage.)

- If a state owned/operated vehicle is available and is determined to be the most cost-effective means of transportation but the employee's manager authorizes the employee to use his or her own vehicle, the employee will be reimbursed at the reduced GSA rate in effect at the time of travel.

State reimbursement rates for private vehicle mileage will be updated when the GSA updates its reimbursement rates.

Private Vehicle Mileage Reimbursement	Effective Date	GSA Rate
No state owned/operated vehicle is available.	<b>January 1, 2024</b>	<b>\$0.67</b>
A privately-owned vehicle is determined to be the most cost-effective form of transportation.		
An individual requires a medical accommodation that has been documented and cannot be met with a state owned/operated vehicle.		
A state owned/operated vehicle is available and is determined to be the most cost-effective form of transportation; however, the employee's manager authorizes the employee to use a privately owned vehicle.	<b>January 1, 2024</b>	<b>\$0.21</b>
No state owned/operated vehicle is available.	<b>January 1, 2023 – December 31, 2023</b>	<b>\$0.655</b>
A privately-owned vehicle is determined to be the most cost-effective form of transportation.		
An individual requires a medical accommodation that has been documented and cannot be met with a state owned/operated vehicle.		
A state owned/operated vehicle is available and is determined to be the most cost-effective form of transportation; however, the employee's manager authorizes the employee to use a privately owned vehicle.	<b>January 1, 2023 – December 31, 2023</b>	<b>\$0.22</b>

Refer to Appendix B for examples of how to apply the GSA's two-tiered reimbursement rates.

### Privately Owned Aircraft Reimbursement Rate

**Effective January 1, 2024, the GSA reimbursement rate for privately owned aircraft is \$1.76 per nautical mile.** At the discretion of the agency's authorized official, use of a privately owned aircraft may be authorized for the benefit of the agency or for the benefit of personnel. Agencies must comply with DAS Risk Management Policy [125-7-301](#) before authorizing the use of a private aircraft.

## Appendix B Using the GSA Rates to Reimburse Private Vehicle Mileage

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### Comprehensive Examples

The goal of the following examples is to find the right course of action that meets the business travel needs of the agency at the lowest possible cost. Whenever an employee uses their private vehicle for state business, an Authorization to Use a Private Vehicle form or the agency equivalent must be completed and kept on file. [Form 75.40.05.FO](#)

#### Travel Combined with Personal Time Off

1. An employee who works in Salem is attending a three-day conference in Bend. The agency's assigned vehicle is available. However, the employee asks to use their private vehicle because the employee plans to go hiking each day after the conference has adjourned.

The agency may approve this request but must reimburse the employee at the lower GSA rate.

2. Same situation as in No. 1, except the agency's assigned vehicle is not available.

The agency must use the DAS Fleet [Daily Rental Cost Calculator](#) (under Tools and resources) to determine whether it is more cost effective to rent a car from the Motor Pool or other state rental vendor than it is to reimburse private vehicle mileage. If reimbursement of private vehicle mileage is the cheaper option, the agency may authorize the use of a private vehicle and reimburse the employee at the full GSA rate.

#### Medical Accommodation

3. An employee drives over 1,500 miles per month to conduct agency business. The employee suffers chronic back pain and obtains a signed letter from their doctor requesting a medical accommodation. The letter asks agency management to allow the employee to use their private vehicle because adjustments to the driver's seat in the employee's own vehicle can be customized to more effectively reduce pain and avoid additional back injury. The agency's assigned car is available for the employee's use; however, it does not meet the employee's physical needs.

The agency may authorize the employee to use their private vehicle. The agency must maintain a copy of the doctor's letter to document the medical accommodation and request a status update at least annually. The agency should also ask DAS Fleet to do an analysis to determine if purchasing a vehicle that meets the employee's medical needs would be more cost effective for the long term.

#### Attending Meetings/Conferences Away from the Central Workplace

4. The employee's residence is in Woodburn and their central workplace is in Portland. Each Wednesday, the employee attends a meeting in Salem at 9:00 am. The employee's Portland office is 30 miles from their residence. The Salem office is 47 miles from the Portland office. To save time, the employee asks permission to drive their private vehicle directly from their residence in Woodburn to the Salem meeting.

If the agency determines that driving directly to Salem from Woodburn is the most cost effective option, the agency may reimburse the employee at the full GSA rate. However, because the employee normally commutes 30 miles to the central workplace, the employee's mileage reimbursement is limited to the additional 17 miles, or 34 miles round trip.

5. Similar situation as in No. 4, except the meeting destination is 10 miles beyond the Portland office location.

If the agency determines that driving directly to the meeting destination from Woodburn is the most cost effective option, the agency may reimburse the employee at the full GSA rate. However, the reimbursement is limited to the additional 10 miles, or 20 miles round trip.

**Appendix B**  
**Using the GSA Rates to Reimburse**  
**Private Vehicle Mileage**

6. An employee with a central workplace in Brookings must travel to Newport and then return to Brookings the same day. The agency's assigned car is not available and the trip cannot be rescheduled. There are no car rental options available in this area.

The employee may use their private vehicle for the trip and receive reimbursement for private vehicle mileage at the full GSA rate.

7. A state car is available at the worksite of an employee who is flying out of Eugene for a week-long conference. The employee's residence is 15 miles from the Eugene airport and requests approval to use their own vehicle to drive directly to the airport from their residence.

The agency should allow the employee to use their private vehicle to avoid having a state owned/operated vehicle sitting at the airport for a week. In this situation, the employee is entitled to reimbursement at the full GSA rate.

8. Similar situation as No. 7, except the employee's alternate workplace is their residence and the employee has been assigned a state car.

The employee should drive the assigned state car to the airport and leave it parked at the airport for the length of the trip. No reimbursement is applicable.

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## Appendix C Personal Commuting Examples

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**Definitions** – For each of the terms below, refer to [DAS CHRO Policy 50.050.01](#) *Working Remotely*

- Central workplace
- Alternate workplace
- Temporary workplace
- Mobile workplace
- Residence
- Remote work (full time remote or hybrid remote, are collectively referred to as “remote” in this policy)
- Mobile work

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### Quick Examples

Private vehicle mileage reimbursable as state business expense:

- An employee with an remote work type, or only works in the office, with one or more central workplaces drives from their residence to a temporary workplace and returns to their residence. [Note: The agency must deduct from the total business miles for that day an amount equal to the commuting miles (roundtrip) between the residence and the central workplace].
- An employee drives from their central workplace or alternate workplace to a temporary workplace. This would apply regardless of work type (remote work or mobile work).
- An employee drives between temporary workplaces.

Non-reimbursable personal commuting:

- An employee working under a remote work type, or only works in the office, drives from their residence to their central workplace or to an alternate workplace, even if occurring on the weekend.

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### Comprehensive Examples

1. An employee with a remote work type, or only works in the office, has a residence in Salem but the employee’s central workplace is in Portland. The employee’s normal commute mileage is 90 miles roundtrip. The employee leaves in the morning from their residence to attend a meeting in Woodburn and then returns to Salem. The total distance travelled is 40 miles roundtrip.

Because the normal commute miles from Salem to Portland are longer than the distance from Salem to Woodburn, the employee is not reimbursed for the mileage. Under the same scenario, if the meeting is in Albany and the employee travels a total of 50 miles roundtrip, he/she would still not be entitled to a reimbursement. The *direction* of the temporary workplace from the central or alternate workplace is not factored into the reimbursement. For employees with a remote work type or only work in the office, the normal commute miles must always be subtracted when an employee travels from their residence to an alternate workplace or temporary workplace.

2. An employee with a remote work type, or only works in the office, drives from their residence in Portland to their central workplace in Salem. In the afternoon the employee drives to McMinnville to deliver papers at a satellite office and then returns to their residence.

## Appendix C Personal Commuting Examples

The trip between the employee's residence and central workplace in Salem is personal commuting and not reimbursed. Reimbursement for the travel from the central workplace to the temporary workplace in McMinnville and the return trip to the residence is reimbursed, less an amount equal to the commute miles (one way) between the residence and central workplace in Salem.

3. An employee with a remote work type, or only works in the office, travels from their residence to a temporary workplace for the day, driving past their central or alternate workplace on the way. Is the reimbursement for the mileage from the residence to the temporary workplace reimbursable, or is it limited to the distance from the central workplace if it is less?

Reimbursements for transportation for the mileage between the residence and the temporary workplace may be reimbursed, less an amount equal to the commute miles (round trip) between the residence and central workplace or alternate workplace.

4. An employee with a remote work type option begins working from home, during the middle of their shift, they drive to the central workplace or alternate workplace to attend a meeting. Would this mileage be reimbursable? Would the answer change if the travel time is compensable (i.e., count as time worked)?

The mileage to and from an employee's residence to their central workplace or alternate workplace that is not their residence is considered personal commuting mileage and is not reimbursable, even if it occurs during the middle of a work shift. Whether travel time is compensable does not affect when mileage is reimbursed; those determinations are made independent of one another.

5. An employee with a remote work type option drives to their central or alternate workplace and incurs costs to park their vehicle. Would this cost be reimbursable?

The mileage to and from an employee's residence to their central or alternate workplace is considered personal commuting mileage and any related parking costs are considered personal expenses and not eligible for reimbursement, regardless of work type option.

6. An employee with a remote work type option that lives in a state other than Oregon is required to return to their central workplace in Salem to attend a meeting. The employee has an alternate workplace of their residence in the other state. The employee takes a commercial airline flight, rents a car, and stays at a hotel in order to attend. Would any or all of these costs be reimbursable?

As these costs were incurred by the employee to travel from their residence to their central workplace, they are considered personal expenses and none of the costs are eligible for reimbursement. This would be true for any travel-related costs, including but not limited to, mileage to the airport, airport parking, meals, lodging, and parking at their central workplace.

7. An employee with a remote work type option that lives in Boston, Massachusetts has a central workplace in Salem, Oregon, and their alternate workplace is their Boston residence. The employee obtains approval to travel via airplane to Washington, D.C. for a work conference. Would the employee deduct the mileage from Boston, Massachusetts to Salem, Oregon when determining their mileage reimbursement? Would the cost of the flight be affected?

When determining the mileage reimbursement from their residence to the airport, the employee would deduct the cost from their residence to their central workplace (they do not have an alternate workplace other than their home). However, all other travel and travel-related costs are eligible for reimbursement or state agency payment, including airfare, airport parking, lodging, per diem, etc.

8. Same employee from No. 7 above, however now the employee obtains approval to travel via airplane to Medford, Oregon for a work conference. Would the answer to No. 7 change?

~~8.~~

No. Medford is neither the central workplace or the alternate workplace, instead it is a temporary workplace, therefore the treatment would be the same as when the employee traveled to Washington D.C. in No. 7.

Appendix C  
Personal Commuting Examples

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