

# Senior Management Group Automobile Allowance

*Approved February 9, 2009*

*Amended September 16, 2010 and September 18, 2013*

*Amended March 15, 2018*



**Responsible Officer:** Vice President–Human Resources

**Responsible Office:** Human Resources

**Effective Date:** March 15, 2018

**Next Review Date:** The Responsible Officer will review the policy annually for update purposes, and will conduct a full review at least every three years.

**Who Is Covered:** The following designated Senior Management Group members:<sup>1</sup>

- President
- Executive Vice Presidents
- Senior Vice Presidents
- Principal Officers of The Regents
- Chancellors
- Laboratory Director
- Executive Vice Chancellor or Chief Academic Officer
- Vice Chancellors for Development (or equivalent Vice Chancellor position)
- Medical Center Directors
- Individuals in an Acting Role for the President, Chancellors, or Laboratory Director positions

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<sup>1</sup> Includes all incumbent employees who currently receive an automobile allowance but whose title is not designated for an allowance under this policy.

## **I. POLICY SUMMARY**

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This policy provides direction and authority for granting automobile benefits to designated Senior Management Group (SMG) members.

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## **II. POLICY DEFINITIONS**

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**Acting Role:** An individual assuming 100% of the role and responsibilities of one of the covered positions under this policy.

**Exception to Policy:** An action that exceeds what is allowable under current policy or that is not expressly provided for under any policy. Any such action must be treated as an exception and must be reviewed and approved by the Regents.

**Executive Officer:** The University President, Chancellor, Laboratory Director, or Vice President – Agriculture and Natural Resources.

**Top Business Officer:** Executive Vice President–Chief Operating Officer for the Office of the President, Vice Chancellor for Administration, or the position responsible for the location's financial reporting and payroll as designated by the Executive Officer.

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## **III. POLICY TEXT**

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### ***A. Eligibility***

The University no longer offers automobile allowances to new SMG hires or new SMG appointees. Subject to the limitations under policy, designated SMG members who currently receive automobile allowances may continue to receive these allowances until they separate from their current positions or change positions within the University. To be eligible for an automobile allowance, a designated SMG member must currently hold an SMG appointment that was approved as required by policy before March 1, 2017.

### ***B. Automobile Allowance***

Any changes in the amount of the monthly cash allowance will be announced by the Vice President – Systemwide Human Resources. The cash allowance is paid to the SMG member as additional taxable wages.

### ***C. Reimbursement for Use of Privately-Owned Vehicle***

Designated SMG members who receive an automobile allowance will not receive additional reimbursement for the first 12,000 business miles traveled in a calendar year. Only business miles in excess of 12,000 miles a year will be reimbursed. The SMG member must provide mileage log documentation that the maximum yearly mileage has been exceeded.

Bridge and road tolls, parking fees, and other expenses set forth in [Business and Finance Bulletin G-28, Policy and Regulations Governing Travel](#) may be reimbursed.

Procedures for reimbursement of University business travel and mileage reimbursement rates, as well as procedures required for insurance coverage and the reimbursement of collision damage costs related to the use of a privately-owned vehicle for official University business, are set forth in [Business and Finance Bulletin G-28, Policy and Regulations Governing Travel](#), Section VII.C. and [Appendix A](#).

**D. Funding**

Each location is responsible for funding its SMG automobile program. Laboratory SMG automobile allowances are provided by the office of the UC National Laboratories. General Funds (19900) may not be used to support the SMG automobile program.

**E. Treatment for Benefit Purposes**

Amounts that are treated as wages under this policy are not considered to be compensation for University benefit purposes, such as the University of California Retirement Plan, Retirement Savings Program, or employee life insurance programs. A Description of Service (DOS) code of “EAA” has been established for paying automobile allowances approved in accordance with this policy.

**F. Tax Treatment and Reporting**

Under Internal Revenue Service (IRS) Regulations, payment of an automobile allowance must be included in the employee’s income as wages subject to withholding for federal and state income taxes and applicable FICA taxes. The payment is reportable on the employee’s Form W-2 in the year paid.

Any payments to SMG members under this policy will be reported to the President and the Regents in the *Annual Report on Executive Compensation*.

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## **IV. APPROVAL AUTHORITY**

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**A. Implementation of the Policy**

The Vice President–Human Resources is the Responsible Officer for this policy and has the authority to implement the policy. The Responsible Officer may apply appropriate interpretations to clarify policy provided that the interpretations do not result in substantive changes to the underlying policy. The Office of the President Human Resources will work with the Responsible Officer of each policy to implement each policy.

**B. Revisions to the Policy**

The Regents is the Policy Approver for this policy and has the authority to approve any policy revisions upon recommendation by the President.

The Vice President–Human Resources has the authority to initiate revisions to the policy, consistent with approval authorities and applicable *Bylaws* and *Standing Orders* of the Regents.

The Executive Vice President–Chief Operating Officer has the authority to ensure that policies are regularly reviewed and updated, and are consistent with the

[Principles for Review of Executive Compensation \(Regents Policy 7201\)](#) and other governance policies.

### **C. Approval of Actions**

All actions within this policy or that exceed this policy must be approved in accordance with Section IV.C. of the policy on [SMG Appointment and Compensation \(Regents Policy 7701\)](#). All actions that are exceptions to policy or not expressly provided for under any policy must be approved by the Regents.

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## **V. COMPLIANCE**

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### **A. Compliance with the Policy**

The following roles are designated at each location to implement compliance monitoring responsibility for this policy:

The Top Business Officer and/or the Executive Officer at each location will designate the local management office to be responsible for the ongoing reporting of policy compliance, including collecting all relevant compensation package activity, and creating specified regular compliance reports (such as a monthly compensation compliance report) for review by the location's Top Business Officer.

The Top Business Officer establishes procedures to collect and report information, reviews the specified regular compliance reports (such as a monthly compensation compliance report) for accuracy and completeness, reviews policy exceptions and/or anomalies to ensure appropriate approval has been obtained, and submits a copy of the compliance report to the Executive Officer for signature.

The Executive Officer is accountable for monitoring and enforcing compliance mechanisms, ensuring monitoring procedures are in place, approving the specified regular compliance reports (such as a monthly compensation compliance report), and sending notice of final approval for the reports to the Senior Management Compensation Office, Top Business Officer, and local resources.

The Vice President–Human Resources is accountable for reviewing the administration of this policy. The Senior Vice President–Chief Compliance and Audit Officer will periodically monitor compliance to this policy, and the process and results will be reported annually to senior management and the Regents through the Committee on Compensation.

### **B. Noncompliance with the Policy**

Noncompliance with the policy is handled in accordance with The Regents' [Guidelines for Corrective Actions Related to Compensation Practices](#) and [Guidelines for Resolution of Compensation and Personnel Issues Resulting from the Findings of Audits and Management Reviews](#).

Noncompliance is reported in the monthly compliance report from each location as approved by the Executive Officer and reviewed by the Senior Vice President–Chief Compliance and Audit Officer and the Regents at least three times per fiscal year.

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## REVISION HISTORY

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As a result of the issuance of this policy, the following document is rescinded as of the effective date of this policy and is no longer applicable:

- *Senior Management Group Automobile Allowance* (Regents Policy 7709), dated August 1, 2009

The following document was rescinded as of August 1, 2009, the original effective date of this policy, and is no longer applicable:

- *Revised University Policy Concerning Senior Management Automobiles*, issued by President Dynes on January 29, 2007

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## IMPLEMENTATION PROCEDURES

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The Responsible Officer may develop procedures or other supplementary information to support the implementation of this policy. Such supporting documentation does not require approval by the Regents.

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## RELATED DOCUMENTS

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- [\*Business and Finance Bulletin G-28, Policy and Regulations Governing Travel, and Appendix A\*](#) (referenced in Section III.C. of this policy)
- [\*Principles for Review of Executive Compensation \(Regents Policy 7201\)\*](#) (referenced in Section IV.B. of this policy)
- [\*Senior Management Group Appointment and Compensation \(Regents Policy 7701\)\*](#) (referenced in Section IV.C. of this policy)
- [\*Guidelines for Corrective Actions Related to Compensation Practices\*](#) (referenced in Section V.B. of this policy)
- [\*Guidelines for Resolution of Compensation and Personnel Issues Resulting from the Findings of Audits and Management Reviews\*](#) (referenced in Section V.B. of this policy)