

RELOCATION EXPENSE FOR NEW HIRES (separated out of HIRING)

The College of Southern Nevada shall provide funding on an annual basis ~~not to exceed~~ of twenty-five thousand dollars (\$25,000) for relocation/moving expenses ~~for newly hired bargaining unit members~~.

- a. Bargaining unit members hired with a residence greater than ~~250~~ or equal to 220 miles (from the College of Southern Nevada) but less than 500 miles will be reimbursed up to two thousand dollars (\$2,000) for relocation expenses; in accordance with Internal Revenue Service (IRS) regulations, this amount may be considered a taxable benefit and subject to appropriate taxes.
- b. Bargaining unit faculty members hired with a residence equal to or greater than 500 miles (from the College of Southern Nevada) will be reimbursed up to three thousand dollars (\$3,000) for relocation expenses; in accordance with Internal Revenue Service (IRS) regulations, this amount may be considered a taxable benefit and subject to appropriate taxes.
- c. Bargaining unit faculty members hired with a residence less than ~~249~~ 220 miles will not be eligible for relocation expenses.

Distance calculation will be made by driving distance given by GoogleMaps from the new hire's residence to the College of Southern Nevada, West Charleston campus.

~~The amount of funding available for relocation in a given fiscal year (for relocations between July 1st and June 30th) will not exceed \$25,000 and will be based on time for hire. Upon exhaustion of available funding, no relocation will be authorized.~~

Funding for relocation will be authorized based on time of hire and included in the job offer. Upon authorizations exhausting available annual funding, no further relocation reimbursement will be authorized for the year.

Reimbursements may be submitted by the bargaining unit faculty member following the first contract day, and reimbursement will be dependent on appropriate supporting documentation and paid within 30 days of approval of documentation.

Any relocation money from the annual funding not authorized or not reimbursed is carried over to the next year and added to that year's \$25,000 to create the relocation annual funding for that year.