

Valdosta State University Transition Allowance

In order to attract highly qualified faculty and staff, the University may choose to reimburse deductible relocation expenses of specific amounts that are set out in written employment letters.

The University will reimburse deductible relocation expenses for new regular faculty and staff if:

- the University is in danger of losing the most qualified candidate, and
- the distance between the old home and the new place of work is at least 100 miles greater than the distance between the old home and the old place of work, and
- funds are available in the department budget.

Reimbursement for relocation expenses is negotiable up to **\$2,500** per employee.

VSU offers an Employee Transition Allowance in lieu of Relocation expenses. Based on the enactment of the Tax Cuts and Job Act (TCJA) that took effect in 2018, reimbursement of actual qualified moving expenses incurred is required to be included in the gross income of the employee receiving these payments. This rule applies whether the employee incurs the moving company expense directly or indirectly. As a result, VSU reimburses relocation expenses and processes the flat rate that was negotiated as additional taxable compensation through the payroll system with all applicable taxes and FICA amounts deducted. Receipts or bids are no longer required.