

The University of Georgia

Relocation and Moving Expense Agreement

Agreement made on _____, between THE BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA BY AND ON BEHALF OF THE UNIVERSITY OF GEORGIA (the University) and _____, (Employee),

WITNESS:

Whereas Employee, with employment date effective _____, is a suitable candidate for the position(s) of _____ and has entered into an employment agreement with the University; and

Whereas the University and Employee mutually desire to move and relocate Employee's residence from _____, to _____ so that Employee's residence is in the area of Employee's employment;

Now, therefore, the University and Employee agree;

1. Effective _____, Employee agrees to work on full-time basis at the University for at least one year beginning _____ and ending _____. For faculty appointed on an academic year basis, one year is defined as two concurrent regular academic sessions of fall and spring or spring and fall semesters equal to nine months. For all other annual faculty and employees, one year is defined as twelve months.
2. The University agrees to reimburse or pay on the behalf of Employee an amount not to exceed \$_____ for personal moving and relocation expenses incurred for relocation. This amount includes payments made on the behalf of Employee by the University to third-party companies and providers. Employee agrees to provide original receipts for all reimbursement claims. In accordance with IRS guidelines, receipts must be submitted within sixty (60) days

after expenses were paid or incurred to be considered as qualified, nontaxable moving expenses. Expenses submitted for reimbursement after sixty (60) days will be considered taxable income. Employee agrees that only those personal moving and relocation expenses incurred after the date of execution of this agreement can be submitted for payment or reimbursement.

3. Applicable federal and state laws require “nonqualified, taxable” reimbursements to relocated employees to be included in the employee’s gross income and “qualified, non-taxable” relocation expenses to be excluded. Based on the passage of the 1993 Revenue Reconciliation Act, qualified, non-taxable moving expenses are defined as the reasonable costs of 1) moving household goods and personal effects from the former residence to the new residence (including common carrier and storage for up to thirty days), and 2) Traveling (including lodging during the period of travel) from the former residence to the new residence. Qualified moving expenses DO NOT include any expenses for meals. All other reimbursements are considered nonqualified and are taxable to the employee. Any amounts which are considered nonqualified will be reimbursed net of tax withholdings and will be reported as income to the Internal Revenue Service.

4. Employee’s failure to remain employed at the University for the applicable period in Section 1 will constitute a violation of the agreement. In the event of such violation, Employee will be liable to the University for all or a pro-rated portion of the relocation and moving expenses, which the University has paid (to or on the behalf of Employee), and reimbursements and payroll taxes withheld by the University in connection with such expenses.

5. Employee hereby gives the University an express lien on all salaries, wages, and other sums payable to him/her by the University, for the purpose of securing all amounts due under Section 4 above, and Employee authorizes the University to withhold all amounts so due from the sum payable to Employee by the University. Employee waives all exemptions, which may apply to any amounts so due. Employee agrees to pay to the University upon request any amount which is not so deducted. In the event Employee fails to pay all amounts due the University within thirty (30) days of the University’s request, Employee acknowledges and agrees that the University may

undertake collection efforts including but not limited to referral to a collection agency. Employee agrees to pay all the collection costs, including attorney fees and other charges necessary for the collection of any amount still due the University hereunder.

6. If Employee fails to remain employed as indicated in Section 1 above for reasons beyond his/her control considered sufficient by the University, all or part of the liability under Section 4 may be waived by the University. Any such waiver must be approved in writing by the hiring department. The hiring department, Dean or Vice President whose account(s) paid for Employee's move must promptly notify the Payroll Department if Employee does not remain at the University for at least one year.

7. The University will not reimburse employees, nor make payments to third party movers on the behalf of employees, for moving expenses and relocation expenses already reimbursed or to be reimbursed by another entity.

8. The University shall have no responsibility or legal liability for goods damaged as a result of the relocation. Employee must make any claim for damage to household good in transit directly to the moving company.

Employee (Print or Type)

Employee (Signature/Date)

Department Head (Print or Type)

Department Head (Signature/Date)

Dean or Vice President (Print or Type)

Dean or Vice President (Signature/Date)

Senior Vice President (Print or Type)

*Senior Vice President (Signature/Date)

**Required for budgets of \$15,000 or more*