

TRAVEL POLICY AND PLAN

Elko County Travel Policy and Plan

MARCH 14, 2023 ELKO COUNTY 540 Court Street

Elko, NV 89801

Elko County Travel Policy and Plan

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History of Revision

Date	Version	Comments
5/18/22	2022	GSA Per Diem/Travel; Approved and Accepted by BOCC
3/14/23	2023	Plan Built on the GSA Per Diem approved by BOCC in May 2022.

Contacts

Procedures Manager:	Elko County Finance
File Name:	Elko County Travel Policy and Plan
Direct Inquires:	Elko County Comptroller Susan Paprocki (775) 748-0221 Or Elko County Grants and Contract Manager Abigail Wheeler
Requirement for document	(775) 748-0359 This document must be reviewed annually and approved by the Elko County Manager. Changes must be approved by the Elko County
acceptance and changes:	Board of County Commissioners.

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CERTIFICATION OF TRAVEL POLICY AND PLAN

This is to certify I have reviewed the Travel Policy and Plan submitted herewith and to the best of my knowledge and belief:

- Elko County Travel Policy Statement adopted 5/18/2022
- 2 CFR Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
- Referenced: Nevada State Administrative Manual

As the Authorized Representative of Elko County, a political subdivision of the State of Nevada, I hereby certify that this Travel Policy and Plan is compliant to the overall structure of multiple funding sources received throughout the County.

Time and training effort will be dedicated to train employees how to implement the Elko County Travel Policy and Plan.

I declare the foregoing is true and correct.

Governmental Unit: Elko County

Date of Execution:

March 14, 2023

Name of Official: Amanda Osborne

Title of Official: Elko County Manager

Effective Date: Beginning at the date of execution in the most recent "History of Revision" and for one year. Travel Policy and Plan will be reviewed and certified annually. If changes are required, the document will be taken to the BOCC for approval.

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1. POLICY STATEMENT

The Policy Statement document below was approved by the Elko Board of County Commissioners 5/18/2022. It serves as the policy statement for the remaining Travel Plan sections outlining the implementation of the approved Policy Statement.

Commission Brief

Meeting: 5/18/2022

From: Amanda Osborne, County Manager Matt Petersen, ECFPD Fire Chief Amy Lewis, HR Director

Subject: Update to Elko County Per Diem/Travel While on County Business Policy



SUMMARY:

- Elko County is currently undergoing a comprehensive Human Resources policy review and update. As Elko County staff reviews and updates policies, Elko County Board of Commissioners will need to review and approve changes.
- Elko Per Diem/Travel While on County Business policy has not been updated since August 2012.
 Considering the policy is nearly 10 years old, the allowable amount(s) for lodging, meals, and mileage are outdated and not reflective of the actual cost of travel. In addition, most contracts with outside agencies use the General Services Administration (GSA) rates, which are updated each year.

HIGHLIGHTED CHANGES

- Use of established rates through the GSA (General Services Administration)
- Reduces workload for finance department in process and tracking of post travel documents.
- . This will align with most agreements and contracts and use of GSA rates in reimbursements

FISCAL IMPACT

Update allowable travel reimbursement/allowance rate(s) from old policy to match established GSA rates. GSA rates are adjusted annually.

RECOMMENDATION

Elko County and Fire District staff recommend the change and update of the Per Diem/Travel Policy for the Elko County Human Resources Policy Manual.

POSSIBLE MOTION

Should the Board's agree with staff's recommendation, a possible motion could be:

"I make a motion to approve the Elko County Travel Policy update effective immediately".

5/10/2022 M. Petersen

2. PURPOSE

The purpose of this policy is to establish a uniform rate and travel method for Elko County employees and participants while traveling on public business. The Board of County Commissioners elected to follow GSA Rates on 5/18/2022, which is a recognized standard travel rate for many governmental organizations. However, certain state or federal policies may differ and supersede the County's policy to follow the GSA rate, which are tied to the specific project, program, or funding source of a County Department.

This policy works in conjunction with other County policies and procedures, including the Elko County Personnel Policies, as amended.

3. DEFINITIONS

Accounts Payable (AP) Pay Claim: A Pay claim for expenses to be paid by Elko County for the purchase of goods and services of the department.

Authorized Organizational Representative (AOR): Designated representative with the authority to act on the organization's behalf. (County Manager and Fire Chief)

Away from Duty Station Qualification: Twelve (12) or more hours from the traveler's official workstation and requires overnight accommodations.

Cost Allocation Plan: A County plan that outlines the methodology used by departments to split expenses among parties appropriately.

Employee: A full time person employed for wages or salary by Elko County who participates in travel for County business.

Extended (Temporary) Assignment: A long-term assignment to a position in a duty station outside the headquarters for a period of more than two (2) weeks.

Participant: An independent contractor, business, or other entity that works on programs or projects housed with Elko County and may travel for business or training to benefit the County's programs or projects.

P-Card Claim: A monthly reconciliation report of expenses made on a County p-card turned into Fiscal Affairs after the period's close.

P-Card: Procurement card (like a debit card) issued by Elko County to an employee who purchases goods and services on behalf of Elko County. See P-Card Policy.

Same-Day Travel: Same day travel is conditional based on the employee's assigned duty station. Same-day travel may be eligible for partial travel expenses if it is away from the assigned duty station and completed in less than twelve (12) hours.

Travel Companion: A Traveler's companion, not traveling for the purposes of County business.

Travelers: Employees, participants, or anyone eligible to travel on behalf of Elko County.

4. RESPONSIBILITIES, AS APPLICABLE TO THIS POLICY

- 4.1 Board of County and Fire Commissioners
 - Setting County Policy

- · Oversight of County Management
- · Managing County budget and financing

4.2 Authorized Organizational Representative

- · Ascertain and assure policies and procedures are followed
- Approve case-by-case exceptions

4.3 Department Heads

- · Manage department employees, policies, and procedures
- Approve Travel
- · Review travel expenses
- Ensure forms are complete and processed correctly
- · Communicate with Fiscal Affairs regarding exceptions

4.4 Fiscal Affairs

- Question unclear costs and incomplete documents
- · Process complete claims
- Communicate with Elko County Manager and BOCC regarding potential or actual fraud, waste, or abuse of travel expenses

5. POLICY

5.1 General Policy

It is the policy of the Elko County Board of Commissioners that travel should be by the least expensive method available when such factors as total travel time, the employee salary, availability of County Fleet cars, and transportation costs are considered.

Travelers are eligible for per diem, lodging, transportation costs, and/or vehicle rental reimbursements if they travel away from their assigned duty station. Same-day travel is conditional. It may be eligible for fuel (or mileage), partial per diem, and/or actual travel-related expenses.

All travel will be tracked on a Travel Form with a department-assigned travel number. A sample form is found in Appendix 2. The department assigned travel number is in the format DEPT-MMYY-LASTNAME, for example: ECFA-0423-Doe. This is a reference number that helps Fiscal Affairs track and verify expenses for all costs associated with that trip. The same number is used on each claim for the same trip.

For example: It is February, and an employee has a training trip planned for June. They book their flight and hotel in March, so the p-card claim is processed in March. They request per diem on the AP cycle before traveling, so another claim for the same trip is processed in late May. When the trip is complete, they might request fuel reimbursement that they didn't anticipate when they requested their per diem, so another claim for the same trip is processed in late June. Having the same trip number allows the AP office to tie all the claims to the same trip.

Employee Travel: Department Heads chose the method their employees use to process travel claims. They may use their P-Card, process an AP Pay Claim, or a combination, but it must be consistent for the entirety of that trip.

A typical combination separates pre-paid travel, like the event registration, lodging, and air fare on a P-Card and Meals and Incidental Expenses (M&IE) on an AP Pay Claim. When choosing to process a combination of claims, the employee may be paid in advance on the AP cycle before the date or reimbursed after the date of travel.

Fuel or mileage rates may be claimed, *but not both*. Fuel is paid by using a P-Card, where mileage rates are paid through AP Pay Claims. If employees use a County vehicle, they *must* use their P-Card or Fleet-Card.

Table 1 - Example of a Combination of Claims

P-Card	AP Pay Claim
Event Registration	Meals and Incidental Expenses
Lodging	Mileage Rate (not fuel)
Transportation (Flight, Train, Bus)	
Fuel (not mileage rate)	

While traveling, when an employee uses their P-Card for their convenience, they accept that the actual cost may come in lower than the GSA Rates. If there is a difference between the GSA rates and the P-Card expenses by the end of the trip, the AP Office will not process the difference.

If the per diem and fuel advances have been made to the employee, but the travel is cancelled, then the employee will repay an advance.

If traveling employees are paid an advance or request reimbursement, they must not use their P-Card for the same travel expenses.

Participant Travel: Participants shall pay their travel expenses from their personal money and process an AP Pay Claim through the applicable department for reimbursement within 30 days of the travel being completed.

5.2 Travel Authorization & Responsibilities

All travel must be approved by the Department Head and/or Granting Agency (if applicable) before travel. The travelers and the Department Heads are responsible for completing the required documentation, keeping applicable receipts, and submitting such documentation to Fiscal Affairs for P-Card or AP Pay Claims.

Travelers and Department Heads are responsible for canceling travel arrangements as soon as practical when needed. They need to recoup any funds available, keep a record of the canceled plan, and note the P-Card or AP Claim packet.

Department Heads, employees, and participants are responsible for keeping travel expenses free of waste, fraud, and abuse. They must provide applicable receipts and backup documentation with the travel form at every stage of processing. The Fiscal Affairs office is responsible to verify the expenses were used for travel and follow this policy. Please see Section 5.10 for more information.

5.3 Companion Traveler Restrictions

While conducting County business, travelers can travel with personal companions but may not use a County vehicle or expend county funds on behalf of the companions. When using a P-Card, Elko County employees must only pay for their own meals.

Because the Employee may not take a County Fleet Vehicle while traveling with a companion, they will include fuel in the request for per diem at the lower POV rate (See Section 5.8). Fuel expenses charged to the County must represent business travel purposes only, like training or work assignments.

5.4 Budget Constraints

There may be times when a Department's budget or funding source, like a grant, doesn't have enough money to pay GSA rates. Budget constraints are case-by-case basis and reviewed with Fiscal Affairs. The best practice in these cases is to issue a P-Card and track receipts along with the budget.

5.5 Travel Status & Rates

5.5.1 Application and Exception of GSA Rates

Travelers shall be limited to the Government Services Administration (GSA) rates for their destination(s). Maximum rates for lodging, meals, and incidental expenses are established by the destination's City/County/State and by season. Travelers are directed to the GSA's website http://gsa.gov and the link to "Travel" and complete the "Per Diem Look Up" to locate the most current rates.

Travelers may purchase breakfast even if continental breakfasts are provided. Employees shall not claim full meals furnished to them during a conference, meeting, or other work function on a P-Card or AP Pay Claim, whether the traveler consumes the meal or not, except when the Department Head has approved an exception when the following applies:

- Traveler has a food allergy and/or dietary restriction that preclude the employee from consuming the meal provided.
- 2. If the condition above exists, the traveler is to claim such meals with the Department Head's approval, including proof of the approval, such as a memo with the claim.

Travelers will complete a Travel Form including travel information such as the purpose of travel, travel dates, GSA per diem rates, lodging, transportation, conference registration, and other travel costs. Upon Department Head approval, travelers may make an exception to the GSA rates if the following applies:

- Lodging is procured at a prearranged place such as a hotel where a conference, meeting, or training session is held and reduces other costs such as transportation and overtime; or
- Costs have escalated because of special events; lodging within prescribed allowances cannot be obtained nearby, and the cost to commute to/from the nearby location exceeds the cost savings from occupying less expensive lodging.

If the condition above exists, the traveler will include the written exception in the P-Card or AP Pay Claim packet, along with backup documentation such as costs of surrounding hotels for the same room for the same night. The Department Head and AOR must approve the higher rates.

5.5.1 Personal (Family/Friends) Accommodations:

If a traveler is staying with family, friends, or a similar personal accommodation, they will be reimbursed at half (1/2) the GSA rate for the items not charged to the travel expenses. For example, if the traveler stays with their sister in Las Vegas for training, they would be paid ½ the

GSA rate for lodging and possibly meals, even though no funds were expended. The traveler and Department Head will note the arrangements on departmental letterhead in the travel packet.

5.6 Extended (Temporary) Assignments (Assigned Duty Station)

When an employee is assigned to a location for a longer period, for example, longer training stays at P.O.S.T.; their travel may need to be qualified to be reimbursed under the Travel Plan. The travel reimbursements will be reviewed on a case-by-case basis. An array of considerations, such as the applicable bargaining unit, the travel and food arrangements by a facility, and the purpose of travel. The Department Head, Human Resources Director, Comptroller, and AOR will review the travel request before processing for payment.

5.7 Tipping

GSA Meals and Incidental Expenses (M& IE) caps include the tax and tip. When the traveler is using the County P-Card to pay for their meals, tipping is limited to twenty percent (20%) of the cost of the meal, up to the GSA limit. Tipping above twenty percent (20%) is up to the discretion and potentially the cost of the traveler.

5.8 Use of Fleet and Personal Vehicles

There are four categories of Privately Owned Vehicle (POV) Mileage rates, but two are the most applicable to Elko County. The first one is the rate for using a privately owned vehicle if a government vehicle is unavailable. The second one is for the use of privately owned vehicles when a government-owned vehicle is available, but they chose to take their privately owned vehicle for convenience, such as traveling with a companion.

When an employee uses a County or Departmental Fleet Vehicle, they must use their P-Card or Fleet Card to fuel the vehicle. One the Travel Form, they need to capture the applicable miles even they are not seeking a fuel advance or reimbursement because it serves as backup for trip verification. Many departments traveling under federal and state funders are required to provide this information to receive reimbursement from their grants.

Table 2 - GSA Vehicle Rates

eimbursement Rates									
GSA has adjusted all POV mileage reimbursement rates effective July 1, 2022.									
Modes of Transportation	Effective/Applicability Date	Rate per mile							
Airplane*	July 1, 2022	\$1.81							
If use of privately owned automobile is authorized or if no Government-furnished automobile is available	July 1, 2022	\$0.625							
If Government-furnished automobile is available	July 1, 2022	\$0.22							
Motorcycle	July 1, 2022	\$0.605							

5.8.1 GSA Vehicle Rates

Use of Privately Owned Vehicle (POV) if no Government-furnished automobile is available includes County Administration Vehicles or Departmental Fleet vehicles. If a traveling employee works for a department with access to fleet vehicles or within 25 miles of the County Complex, they must show proof that they did not have access to a County or Departmental Fleet vehicle to request mileage reimbursement at this rate. Employees stationed outside a 25-mile radius of the County Complex and Participants may request mileage at this rate without further documentation.

Use of Privately Owned Vehicle (POV) if Government-furnished automobile is available refers to the use of personal vehicles for convenience. An employee who chooses to take their own or vehicle for a variety of reasons, such as traveling with a companion, may request this rate. If an employee stationed within the 25-mile radius did not request the use of a County or Departmental vehicle, they will receive this rate.

If an employee is planning on taking a personal vehicle and is processing an AP Pay Claim, it is best practice for them to request the mileage rate at the same time as the M&IE. Include a map printout showing the number of miles to and from the destination as a backup to the request.

5.8.2 Participant Copilots:

Participants may accompany an Elko County employee, responsible for driving, if they share the same purpose and destination.

5.8.3 Shared Vehicle (Car Pooling):

Travelers are encouraged to carpool when traveling to the same event. Travelers, whether employees or participants, may not each claim mileage, vehicle rental costs, or any other shared travel costs. However, if applicable, they may split the actual costs between travelers or programs (See Cost Allocation Plan).

5.9 Use of Rental Vehicles, Ride Share, and Transportation

When traveling, travelers are encouraged to use a combination of public transportation, taxis, and network transportation (such as Uber) or stay at the venue when possible. If a traveler requires a rental vehicle, they must be prudent in choosing one, typically picking a small or mid-size sedan that accommodates all travelers. Liability Insurance must be purchased from the rental agency.

5.10 Travel Claims (Employee and Participant)

Travel requires a Travel Form and a packet of information to be included with their P-Card or AP Pay Claims supporting the travel costs and the adherence to the Travel Plan. The travel packet is similar for both the P-Card and AP Pay Claim. The only difference is that meals receipts are not required for the AP process.

The backup documentation includes detailed receipts (except for AP processed M&IE). Please see Table 1 for a list of common receipts in a travel packet. There may be more or less depending on the purpose and complexity of travel.

Table 3 - Receipts P-Card Vs AP Pay Claims

P-Card Claim

- Detailed meal receipts (including second page with the total and tip), capped at the GSA Rates
- Reservation Receipt (or event announcement)
- Mileage Map (i.e., you drive to SLC for a flight)
- Fuel receipts
- Transportation Receipts
- Lodging Receipts (Capped at GSA Rates)
- Car Rental Receipts
- Other receipts or explanations as needed

AP Claim

- No meal receipts required. Elko County will reimburse according to GSA
- Reservation Receipt (or event announcement)
- Mileage Map (i.e., you drive to SLC for a flight)
- Transportation Receipts
- Lodging Receipts (Capped at GSA Rates)
- · Car Rental Receipts
- Other receipts or explanations as needed

Figure 1 - Receipt Examples







If traveling with a partner or group, one traveler is the primary payer, "Chief of Party." The Travel Form will be completed for each traveler, totaling the travel expenses on the Chief's P-Card or AP Pay Claim packet.

A state or grantor travel form may be used in lieu of a County travel form if it contains all the pertinent information required to process travel claims.

Non-receipt transactions, such as public ground transportation (i.e., City buses), may require the traveler to pay with cash. The traveler may include an affidavit of expense signed by both the traveler and the Department Head to request a reimbursement.

6. FISCAL REVIEW

The Fiscal Affairs Office will review all submitted travel claims to verify accuracy and that expense claims are free of waste, abuse, and fraud. The processor will compare receipts to the travel

dates, weigh the claim against reasonable and appropriate expenses, and verify the information is accurately represented in the claim.

Incomplete or incorrect travel claims will be returned to the claim's processor with the Department Head copied. They will be given a timeline to have the claim corrected.

If the receipts are more than GSA rates without the Department Head's approval, defined in 5.4 and 5.5, or the employee makes unallowable purchases with their P-Card while traveling, the employee will be required to reimburse the County for such expenses.

If there are continuous problems with the same Department, Employee, or Participant, the problems will be reported to the Department Head, Elko County Comptroller, and County Manager. Consequences of failing to follow County policy are outlined in the Personnel Policy, P-Card, and Accounts Payable Policies.

7. PROHIBITED/UNALLOWABLE EXPENSES

The following is a list of examples of incidental and personal expenses that are generally not allowable for reimbursement:

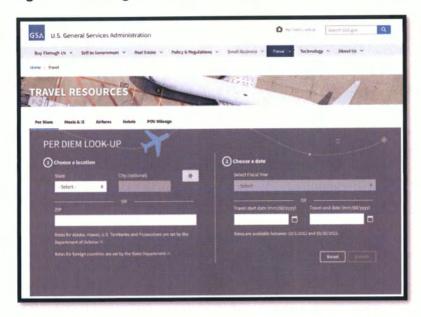
- · Payment or reimbursement for onsite lodging, and meals
 - Such as dorms at P.O.S.T.
- Mileage for County Vehicles
- Mileage traveled within the County for the Board of County Commissioners and designated employees receiving a vehicle allowance
- · Mileage for the commute to work/duty station
- Emergency repairs on non-County vehicles
- Vehicle rental Fuel Service Option (FSO) or Fuel Purchase Option (FPO)
- Alcoholic beverages
- Refreshments and snacks beyond the GSA Rates
- Medical remedies, health supplies, cosmetics, personal entertainment, e.g., in-room movies, saunas, fees for exercise room, sports events, personal reading material, personal grooming, optional tours, souvenirs
- · Airline club membership fees, airline priority boarding fees, and credit card fees
- Childcare fees
- Kennel/boarding fees (except County owned animals)
- Expenses related to travel companions.
- Political, charitable contributions, or events
- Short-term airport parking exceeding the long-term rate
- Other incidental expenses determined to be personal, extravagant, or considered unreasonable or unnecessary.

APPENDIX 1: GSA INSTRUCTIONS

This is an example of how to look up the GSA Rates. You would be looking up the most recent federal fiscal year. To find the most current per diem lodging, meals, and incidentals rates, follow these instructions:

- 1. Follow this link: https://www.gsa.gov/travel-resources
- 2. You should land on this page:

Figure 2 - GSA.gov Travel Resources



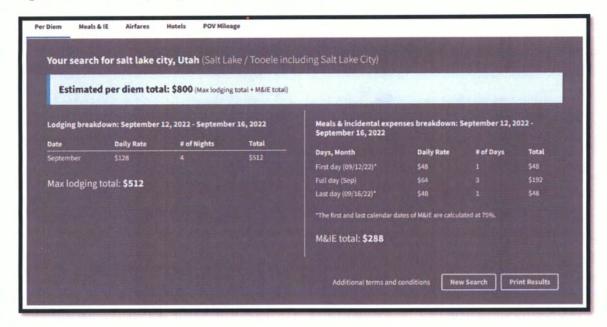
The easiest way to calculate the cost rate is to complete the fields on this page and click the Next button at the bottom right. For example, search for travel to Salt Lake City in September 2022.

Figure 3 - GSA.gov Per Diem Look-up



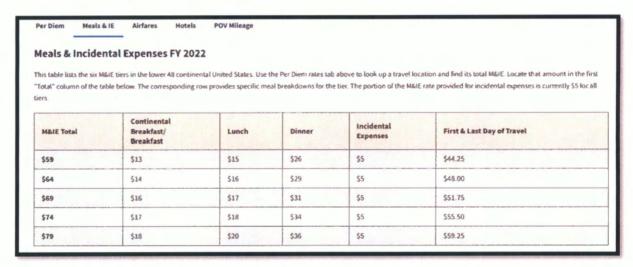
4. It will take you to a summary page, where you can print the results, but we prefer Table 5 for back up documentation:

Figure 4 - Summary Page Per Diem Results



5. Or, you can click on the individual headings and get individual breakdowns. You would match up the summary of the whole day with the M&IE Total in the chart to calculate your per meal threshold. There is another one for lodging:

Table 3 – M & IE per Meal Category



6. For current mileage, click on the heading Privately-Owned Vehicle Mileage (you need to verify you are working with the most current rates): https://www.gsa.gov/travel/plan-book/transportation-airfare-pov-etc/privately-owned-vehicle-pov-mileage-reimbursement-rates

Table 4 – GSA Vehicle Rates (Duplicate from page 6)

eimbursement Rates									
GSA has adjusted all POV mileage reimbursement rates effective July 1, 2022.									
Modes of Transportation	Effective/Applicability Date	Rate per mile							
Airplane*	July 1, 2022	\$1.81							
If use of privately owned automobile is authorized or if no Government-furnished automobile is available	July 1, 2022	\$0.625							
If Government-furnished automobile is available	July 1, 2022	\$0.22							
Motorcycle	July 1, 2022	\$0.605							

- Lodging rates are BASE RATES and DO NOT include taxes, resort, or conference fees, as applicable.
- 8. Meals, Incidentals, and Expenses rates DO include taxes and tips.

APPENDIX 2: TRAVEL FORM SAMPLE

The Travel Form will be used to capture the entirety of the trip serving as the request for a per diem payment through AP or as the summary of the backup documentation for a P-Card Claim. Below is an example of the Travel Form followed by examples of how to use it.

Figure 5 - Elko County Travel Form

ravel For	rm Numbe <u>DEPT-</u> ided (Y/N):	MMYY-L	ASTNAME	Name Email				Phone: P-Card, A	P. Combo		
modify th		Employe avel pTravel	ee]	Transport BU - Natio CV - Coun FL - Flight OT - Other PCC - Per PCN - Per TR - Passer X - Passer	tation Co anal Bus ity Vehicl r: Taxi, S sonal Ca sonal Ca enger Tr	odes: Service le Shuttle, Re ar, Conver ar, No Cou	ental, Tran	nsit	Mi Rate: 0.65 0.2
		M 8	IE Allowable	Rates	P-Card	4.5	Tr	ransportatio	on**		1,57
Date	Destination & Purpose	GSA Rate	Minus GSA Exclusion		Actual Expense**	Actual Lodging, Fees, etc**		Vehicle Mileage	GSA or	GSA	Actual
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	airs Office crified by:					Date:					

APPENDIX 3: FLEET VERIFICATION FORM

The Manager's Office maintains a small fleet of vehicles that Elko County employees may check out for their travel needs. An employee may use this form to request a vehicle and if there isn't one available, the Manager's office will notify the employee. The employee may need to provide a document such as this if they need to request fuel reimbursement.

Figure 8 - Fleet Vehicle Verification From

Gounty	leet Veh	nicle Ver	rificatio	n Form	
Name:					
Department:					
Request Dates:					
Vehicle Availability					
Signature:					

APPENDIX 4: PACKET SAMPLE

Figure 9 - Sample complete Elko County Travel Form

Travel For Grant Fun	m Numbe <u>DEPT</u> - ded (Y/N):	PRIAA-F	ASTNAME	Name Email				Plane P.Card. A	P, Combo		
Traveler i		Employe navel p Travel	н]	Transport 8U - Natio CV - Cour FL - Flight OT - Othe PCC - Per PCN - Per TR - Passe X - Passe	tation Conal Bus by Vehic r: Taxi, S rsonal Cr rsonal Cr enger Tr	Service Service de Shuttle, Re ar. Conver ar, No Con sain	ental, Tra	neit	Mo Rate
			I ≅ Albesbe	Rates	P-Card			ans portation	-		
Date	Destination & Purpose	GSA Rate	Mess 984 Exclusion	Net Per	Actual Expense	Actual Lotiging, Fees, etc.	Code	Vehicle Misege	GSA or Adjust	OSA	Appar
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	Total Actual		1		Total A	P Pay Claim				Total	
County Trav	ture below, I owtily the Plan.		ense mede s		are tue an		olaim coi	Departm			the Elito
	ers Office inted by:					Crate		Date			

Figure 10 - Event Registration

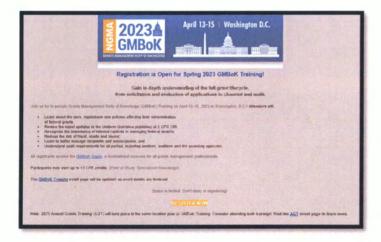
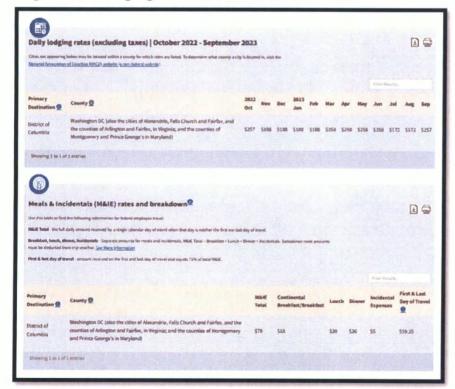


Figure 11 - Registration Receipt



Figure 11 - Lodging, Meals, and Incidentals



Note: Lodging doesn't include taxes Meals include taxes and tips If the meal with taxes and tip is less than the capped rate, then tipping is capped at 20% Incidentals do not include tipping for meals, but other situations like porters or baggage carriers.

Figure 12 - Mileage Map Example

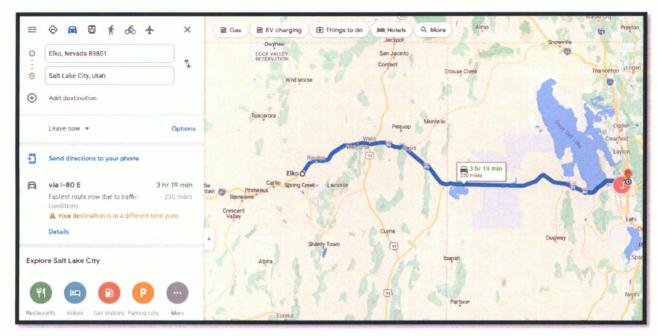


Figure 14 - Flight Receipt Example

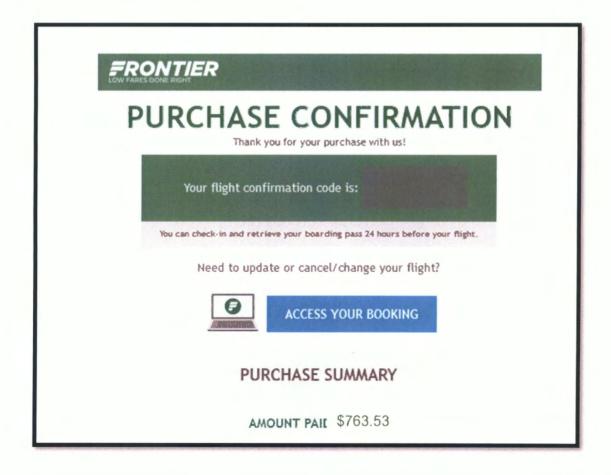


Figure 15 - Lodging Receipt

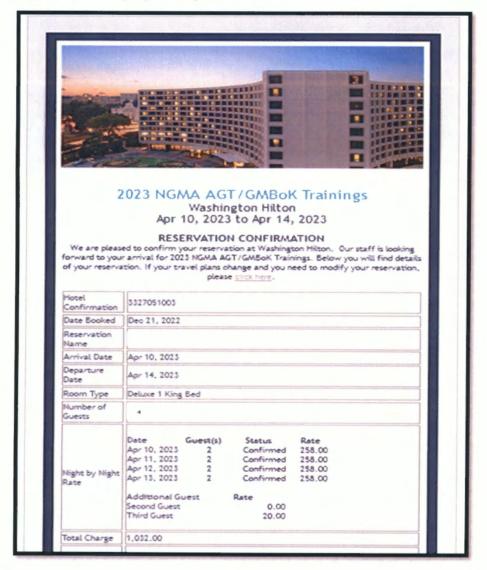


Figure 16 - Receipt Examples

