

Moving Reimbursements

- At the discretion of the Department, a newly hired employee can be reimbursed for their individual moving expenses either in part or in whole.
- *However*, even though a Department might elect to reimburse an expense, **NOT** all moving expenses are considered a nontaxable reimbursement by the IRS. Some moving expense reimbursements are taxable income to the employee and must be added to the employee's income as wages.
- WVU follows the IRS guidelines for moving expenses that are deductible to determine taxability as a fringe benefit.

What are the rules?

- Moving expense reimbursements are potentially nontaxable under the IRS rules if the move meets three initial tests:
 1. The move must be closely related in time to the individual's start to work date, generally within the first year.
 2. The move must meet the distance test which states the distance from the individual's home (before the move) to their new job (at WVU) must be at least 50 miles farther than the distance from the individual's home (before the move) to their old job.
 3. The move must meet the time test which states that the individual must work full time for at least 39 weeks during the first 12 months after they have relocated.

Note: The expenses must be reasonable in cost.

Nontaxable Moving Reimbursements

- Mileage at a rate of \$0.23 per mile (adjusted annually – 2015 rate)
- Hotel room for your last night in your old location
- Hotel rooms while in transit
- Hotel room for your first night in your new location
- First month storage
- U-Haul or other self-moving van rentals
- Gas for rented moving vans
- Payments made to moving companies
- Tolls, supplies, boxes, etc.
- Airfare
- Shipping costs for your vehicle
- Expenses for your family to move
- Mileage for each family vehicle

Taxable Moving Reimbursements

- House hunting expenses
- Meals
- Return trips to your former residence
- Sightseeing trips while in transit
- Excess mileage reimbursement above \$0.23 per mile (adjusted annually)
- Two or more months storage
- Two or more nights in a hotel either at the former location or at the new location

Note

NONTAXABLE AND TAXABLE MOVING REIMBURSEMENT LISTS ARE NOT ALL INCLUSIVE. PLEASE CONTACT TAX SERVICES IF YOU HAVE A QUESTION REGARDING A SPECIFIC EXPENSE.