



New Fleet Policy Anticipated Questions and Answers

Q How can you do this while we're facing potential pay cuts?

A: We know this decision will impact employees and that is why we are giving employees advanced notice to make appropriate plans. Additionally, we will continue to provide parking for employees who had been assigned a State Fund vehicle who wish to drive their personal cars to work.

Q How much money is this going to save?

A: It will depend on the ultimate size of the reduction but we anticipate more than \$8M in savings annually.

Q Do you have any plans to help employees who accepted jobs with long commutes because it came with a car?

A: The implementation team will work with HR to determine how we can work with employees in that situation.

Q How will you be sure that it is applied equitably?

A: We will use the 80% business miles threshold to identify those employees that have a substantial business purpose. This policy will be applied equitably, and the use of State Fund vehicles will be reviewed on a regular basis to ensure continued compliance.

A SEMIMONTHLY PUBLICATION FOR THE WORKERS' COMP EXECUTIVE

Q What will you do with all of the cars you won't need any more?

A: As cars are retired from the fleet, they will be surveyed and then made available for employees to purchase at wholesale price. However, although details need to be worked out, employees will not necessarily be able to purchase their currently assigned car.

Q Didn't you just buy a bunch of new cars?

A: We just took delivery of 150 Toyota Priuses that will be either be assigned to field personnel or used in our pool fleet. The Priuses will further reduce State Fund's fuel and maintenance costs.

Q If my car is taken away and I have to travel for work, will I be able to expense the mileage? You will potentially have two options:

- 1.** We are increasing our pool fleet so cars will be available for employees who have business travel.
- 2.** We are also reducing the insurance requirements for employees to drive their personal vehicles for business to the State required minimum (\$15,000/\$30,000) when pool cars are not available. Employees who are approved to drive their personal vehicles may seek reimbursement for their business mileage.

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Q What if I don't have another mode of transportation?

A: State Fund understands that there may be some employees who do not currently have another vehicle, and this is why we are giving employees advanced notice to make appropriate plans.

- o State Fund does provide financial assistance for transit pass purchases where mass transit is available.
- o As State Fund vehicles are retired, they will be made available for employees to purchase at the wholesale price.
- o Toyota is offering State Fund employees special rates to purchase new cars (see attached flyer for details).

