



Mn/DOT POLICY POSITION STATEMENT

Date: March 17, 2003
Reference: Human Resources
Administration No. 3.20
Take-home vehicles

Position Statement:

It is the policy of the Minnesota Department of Transportation to comply with Minnesota Statute 16B.55 which states that a state vehicle may be used only for authorized state business. Specifically, a state vehicle may not be used for transportation to or from the residence of a state employee except:

1. On a day on which it may be necessary for the employee to respond to a work-related emergency during hours when the employee is not normally working; OR
2. If the employee has been assigned the use of a state vehicle for authorized state business on an extended basis, and the employee's primary place of work is not the state work station to which the employee is permanently assigned; OR
3. If the employee has been assigned the use of a state vehicle for authorized state business away from the work station to which the employee is permanently assigned, and the number of miles traveled, or the time needed to conduct the business, will be minimized if the employee uses a state vehicle to travel to the employee's residence before or after traveling to the place of state business; OR
4. If the employee is authorized to participate in a ridesharing or vanpooling program.

Any authorization of a take-home vehicle that meets the above requirements must also have written prior approval from the Commissioner of Transportation or his/her designee.

Unauthorized use of a state vehicle may be grounds for disciplinary action.

Background:

The purpose of this policy statement is to clarify the circumstances in which an employee may be eligible for a take-home vehicle.

1. If an employee is on call, he/she may take home a state vehicle, but only on those days that he/she is actually on call and expected to quickly respond to work-related emergencies after hours. If the on-call responsibility is part of the position description and extends 365 days a year, then a take-home vehicle may be assigned on an extended basis.

Work-related emergencies are incidents that have the potential to impact the safety of the motoring public. They carry a high risk of injury, damage to vehicles and property, or severe congestion causing millions of dollars worth of delay and potential secondary accidents.

Specific examples of emergencies include:

Assisting the State Patrol
Roadway shutdowns
Serious accidents/fatalities on the freeway system
Spills/hazardous materials leaks
Pavement blowups
Snow and ice storms/tornadoes
Flooding on the roadway
Emergency signing
Bridge hits (with or without structural damage)
Guardrail and crash attenuator hits
Fires along or on the roadway
Accidents in work zones (Maintenance responds most quickly)
Building/facility alarms and security
Check security of critical structures (code orange)

An employee who is expected to respond to an emergency after hours and determine what action needs to be taken may be eligible for a take-home vehicle. Such an employee would be expected to go directly to the site and communicate via cell phone/radio what personnel and equipment are needed to address the situation, thus reducing the potential for further damage and accidents.

2. If an employee is temporarily assigned to report to a work location other than a normal permanent location, he/she may be assigned a take-home state vehicle. The duration of an assigned vehicle shall not exceed the duration of the temporary assignment, e.g. the duration of a construction project or mobility assignment.

3. If, for example, an employee who lives in a northern suburb of the Twin Cities but works in the Central Office in St. Paul, has an early morning meeting at a northern location, e.g. St. Cloud, that employee may be authorized to take home a vehicle the previous day. Such authorization will be allowed only if taking the vehicle home the night before would not add appreciable miles to the state work trip and would save the employee's productive time by not having to drive to the Central Office to pick up the state vehicle.

4. As long as a rideshare agreement remains in effect and the vehicle is used for rideshare commuting, an employee is eligible for a take-home state vehicle on an extended basis.

Related Laws:

Minnesota Statute 16B.55

Lt. Governor/Commissioner, Carol Molnau

Any questions regarding this policy should be directed to:

Director, Office of Maintenance, Mail Stop 700, Transportation Building, Telephone 651-297-3590.

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