Administrative Change
2 CFR 200
Uniform Guidance

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Agenda

– Structure of Change
– Global Overview of Change
  • Sequential Progression through the Requirements
– Effort Reporting and Change
– Effective and Applicability Dates
– Resources

Structure & Predominate Sources

– Subpart A – Acronyms & Definitions (200.0 – 99)
– Subpart B – General Provisions (200.100-113)
– Subpart C – Pre-Federal Award (200.200-211)
– Subpart D – Post-Federal Award, including Procurement, Performance/Financial Reporting, Record Retention and Subrecipient Monitoring (200.300-345)
– Subpart E Cost Principles (200.400-475)
– Subpart F – Audit Requirements (200.500-521)
New Acronyms

- **FAIN** – Federal Award Identification No.
- **IHE** – Institution(s) of Higher Education
- **COSO** – Committee of Sponsoring Organizations of the Treadway Commission
- **COFAR** – Council on Financial Assistance Reform
- **EUI** – Energy Usage Index
- **FAC** – Federal Audit Clearing house
- **FAPIIS** – Federal Awardee Performance and Integrity Information System
- **GOCO** – Government Owned Contractor Operated
- **IBS** – Institutional Base Salary
- **PII** – Personally Identifiable Information
- **PRHP** – Post Retirement Health Plans
- **PTE** – Pass through entity
- **REUI** – Relative Energy Usage Index
- **SPOC** – Single Point of Contact
- **TFM** – Treasury Financial Manual
- **VAT** – Value Added Tax

So What’s New?
**Conflict of Interest**

200.112 Conflict of interest

- Requires Federal awarding agencies to establish a conflict of interest policy for Federal awards.
- Requires a disclosure to the awarding agency of potential conflicts of interest in accord with that agency’s policy.

**IMPACT**

Potential for more variation in conflict of interest reporting and compliance expectations across agencies.

Potential need to update COI policies.

Potential for expanding reporting obligations.

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**Performance Measurement**

200.301 Performance Measurement

- The Federal awarding agency must require the recipient to use OMB-approved government-wide standard forms when providing financial and performance information.
- As appropriate and in accordance with the information collections, the funding agency must require recipient to relate financial data to performance requirements of the federal award and must provide cost information to demonstrate cost effective practices (e.g. unit cost data).

**IMPACT**

New reporting forms?

- Where multiple objectives exist it may require use of linked or parent/child accounts for financial reporting.
- Will likely require cost/benefit analysis.
- Potential for increased variation across agencies and programs.
### Internal Controls

**200.303 Internal controls**
- Requires recipients to have internal controls in compliance with guidance in “Standards for Internal Control in the Federal Government” and “Internal Control Integrated Framework” issued by COSO (Committee of Sponsoring Organizations of the Treadway Commission).
- The term “internal control” is used 46 times in the guidance.
- The term “written” is used 66 times.

**IMPACT**
- New language/reference, impact unknown.
- Per COFAR there is no expectation or requirement that internal controls be documented or evaluated prescriptively to these guidelines.
- Provided as source documents for best practices.

### Procurement - Competition

**200.319 Competition**
- Prohibits the use of statutorily imposed state or local geographical preferences in the procurement.

**IMPACT**
- Potential conflict for public universities who follow State procurement laws and regulations.
### Procurement – Micro-Purchase

<table>
<thead>
<tr>
<th>200.320 Procurement</th>
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<tr>
<td>• New procurement category, “micro-purchase” allow for purchases of up to $3,000 without competition.</td>
<td>Will have significant implications for acquisitions made using procurement cards.</td>
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</table>
| • Procurements over $3,000 must have some form of competitive bid process:  
  • Simplified Acquisition  
  • Sealed Bids | May have implications for procurement card “cash back programs”. |

### Procurement Flow Down Language

<table>
<thead>
<tr>
<th>200.326 Contract provisions.</th>
<th>IMPACT</th>
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<tr>
<td>• Procurements in excess of the simplified acquisition threshold must incorporate Appendix II.</td>
<td>Will require revision of procurement requisition and contracting templates and website updates.</td>
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<tr>
<td>• All contracts in excess of $10,000 must address termination for cause and for convenience including the manner by which it will be effected and the basis for settlement.</td>
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## Subrecipient Awards

### 200.330 Vendor vs. subrecipient classification

- Clarifies that the pass-through entity is responsible for making the determination of subcontractor/subawardee or vendor.
- The federal awarding agency may supply and require recipients to comply with additional guidance to support these determinations.
- Provides clarification on subrecipient and vendor determinations.

### IMPACT

Clarification should help mitigate agency retrospective disagreement of determination.

## Requirements for Pass-through Entities (PTEs)

### 200.331 Requirements for pass-through entities

- Defines information which must be detailed in a subagreement.
- Makes clear that a pass-through entities can impose requirements that allow the prime to meet its reporting requirements.
- All pass through entities must honor subrecipient’s negotiated F&A rate.
- Subrecipients without a negotiated rate can get an automatic 10% MTDC F&A rate or can negotiate a rate with the pass-through entity.

### IMPACT

May assist with state agencies providing CFDA numbers on pass-through awards.

Should eliminate disputes related to the arbitrary use of a lower F&A rate by pass-through entities....State agencies?

Can expedite awards to smaller nonprofits and entities that do not have an established F&A rate.
### Subrecipients and Audit

#### 200.501 Audit Requirements.
- A non-Federal entity that expends $750,000 or more during the non-Federal entity’s fiscal year in Federal awards must have a single or program-specific audit conducted.

### IMPACT

- Increases subrecipient monitoring burden.
- Reduces audit costs for organizations with less than $750,000 in expenditures.

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### Subrecipient Risk Assessment

#### 200.331 Requirements for pass-through entities evaluation subrecipients risk of noncompliance
- Experience with the same or similar awards
- Results of previous audits
- Whether subrecipient has new personnel or new or substantially changed systems
- Extent and result of federal awarding agency monitoring of the subrecipient.
- Pass-through are entities required to use Federal Audit Clearinghouse to verify audit reports (200.512).
- Depending on the risk assessment
  - Provide subrecipients with training and technical assistance
  - Perform on-site reviews
  - Arrange for agreed-upon-procedure engagements (requires prior approval, 200.425).

### IMPACT

- Significant increase in effort required to conduct (and document) the risk assessment.
- Significant increase in expectations to provide training and conduct onsite reviews.
Subrecipient Monitoring

- **200.331 Requirements for pass-through entities – Monitoring**
  - Pass-through entity must:
    - Ensure award is used for authorized purpose and goals are achieved.
    - Ensure financial and programmatic reports are received and reviewed.
    - Ensure subrecipient takes timely and appropriate action on deficiencies pertaining to related audit findings.
    - Issue a management decision for audit findings with in six months (200.521).
    - Verification subrecipient is audited as required.
    - If applicable arranging for agreed-upon procedures audit (requires prior approval if funded with award dollars).

**IMPACT**
Nothing new if you have an effective subrecipient monitoring program in place.

Pass through Entities and Subrecipient Audits

**200.425 Audit services.**
- Pass-through entities may charge Federal awards for the cost of agreed-upon-procedures engagements to monitor subrecipients who are exempted from the requirements of the Single Audit Act and Subpart F - Audit Requirements of this Part.
  - This **cost is allowable only** if the agreed-upon-procedures engagements are:
    1. Conducted in accordance with GAGAS attestation standards;
    2. Paid for and arranged by the pass-through entity; and
    3. Limited in scope to one or more of the following types of compliance requirements: activities allowed or unallowed; allowable costs/cost principles; eligibility; and reporting.

**IMPACT**
Leaves unclear if the cost of onsite monitoring visits is allowable as a direct cost.
### Fixed Price Subawards

200.332 Fixed amount subawards

- Agency prior approval required before using a fixed price subawards.
- Limit on size of fixed price subawards ($150K).

**IMPACT**

Should assists with federal clinical trials or multi-site studies which may be cost reimbursable to the prime.

### Prior Approval Direct Costing Grace?

200.407 Prior Written Approval

- “Under any given Federal award, the reasonableness and allocability of certain items of costs may be difficult to determine. In order to avoid subsequent disallowance or dispute based on unreasonableness or nonallocability, the non-Federal entity may seek the prior written approval of the cognizant agency for indirect costs or the Federal awarding agency in advance of the incurrence of special or unusual costs.”

**IMPACT**

Approvals will provide increased security when allowability of costs may be a consideration.

May have implications for questionable costs for which prior approval was not sought.
### Allowable Direct Costs with Prior Approval

**Prior Approval is referenced 66 times in the guidance**

- Changes in the amount of approved cost-sharing or matching (200.308).
- Subawards (200.308).
- Fixed price subawards (200.332).
- Clerical and administrative costs (200.413).
- Costs of membership in any civic or community organization (200.454).
- Participant support (200.456).
- Costs of selling and marketing (200.467).
- Travel costs for dependents are unallowable, except for travel of duration of six months or more (200.474).
- Charges of a faculty member’s salary in excess of the proportionate share of the IBS (200.430).
- Faculty incidental activity pay (200.430).
- All equipment purchases (general or specialized) (200.439).
- Costs of entertainment, including amusement, diversion, and social activities and any associated costs (200.438).
- Fund raising costs for the purposes of meeting the Federal program objectives (200.442).
- Travel costs of government officials are allowable (200.474).

### IMPACT

- Lots more double checking.
- New controls.
- More prior approval requests.
- More investigator questions.

### Program Income

**200.307 Program income.**

- Cost of generating program income. If authorized by Federal regulations or the Federal award, costs incidental to the generation of program income may be deducted from gross income to determine program income, provided these costs have not been charged to the Federal award.

- Program income includes ..... the use or rental or real or personal property acquired under Federal awards, the sale of commodities or items fabricated under a Federal award, **license fees and royalties on patents and copyrights**, and principal and interest on loans made with Federal award funds (200.80).

- **The Federal awarding agency may negotiate agreements with recipients regarding appropriate uses of income earned after the period of performance as part of the grant closeout process.**

### IMPACT

Theoretically a big change for program income, impact for licensing fees and royalties probably negligible unless a post award negotiations clause is imposed.
Allocability: Equipment & Proportional Distribution

200.405 Allocable costs.

- Where the purchase of equipment or other capital asset is specifically authorized under a Federal award, the costs are assignable to the Federal award regardless of the use that may be made of the equipment or other capital asset involved when no longer needed for the purpose for which it was originally required.

IMPACT

Eliminates the need to assess proportional distribution for equipment acquisitions.

Clerical and Administrative Direct Costs

200.413 Direct costs.

The salaries of administrative and clerical staff should normally be treated as indirect (F&A) costs. Direct charging of these costs may be appropriate only if all of the following conditions are met:

1. Administrative or clerical services are integral to a project or activity;
2. Individuals involved can be specifically identified with the project or activity;
3. Such costs are explicitly included in the budget or have the prior written approval of the Federal awarding agency; and
4. The costs are not also recovered as indirect costs.

IMPACT

Prior approval is required.
## Certification

### 200.415 Required Certifications

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<td>&quot;By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the Federal award. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise. (U.S. Code Title 18, Section 1001 and Title 31, Sections 3729–3730 and 3801–3812).&quot;</td>
<td>Will need to designate individuals responsible for postaward financial report submission as authorized officials. Could lead to criminal prosecution of the individual.</td>
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## IHE’s and Cost Accounting Standards

### 200.419 Cost Accounting Standards

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| "An IHE must file amendments to the DS–2 to the cognizant agency for indirect costs six months in advance of a disclosed practices being changed to comply with a new or modified standard, or when practices are changed for other reasons.

- An IHE may proceed with implementing the change only if it has not been notified by the Federal cognizant agency for indirect costs that either a longer period will be needed for review or there are concerns with the potential change within the six months period." | Reduces the DS-2 submission burden for organizations in the $25-$50 M. Clarifies the process for making changes to an institution’s DS-2. Establishes a six month advance approval time frame for changes to an institution’s DS-2 for agency review. If no response in six months and no request by cognizant agency for an extension. |
Fringe Benefits

**200.431 Fringe Benefits**

- “When a non-Federal entity uses the cash basis of accounting, the cost of leave is recognized in the period that the leave is taken and paid for. Payments for unused leave when an employee retires or terminates employment are allowable as indirect costs in the year of payment.”

**IMPACT**

Logical, but may require changes in the methodology for accounting for and treatment of terminal leave.

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Overdrafts on Sponsored Activities

**200.451 Losses on Other Awards or Contracts**

“… Also, any excess of costs over authorized funding levels transferred from any award or contract to another award or contract is unallowable. All losses are not allowable indirect (F&A) costs and are required to be included in the appropriate indirect cost rate base for allocation of indirect costs.”

**IMPACT**

If you are not treating overdrafts/over expenditures on awards as a cost share commitment now, you will have to as of next year.
Computers are Supplies

- **200.453 Materials and supplies costs, including costs of computing devices**

  "Supplies means all tangible personal property other than those described in § 200.33 Equipment. A computing device is a supply if the acquisition cost is less than the lesser of the capitalization level established by the non-Federal entity for financial statement purposes or $5,000, regardless of the length of its useful life."

**IMPACT**

Could have implications for organizations that currently depreciate computer equipment.

Effort Reporting and Change
### § 200.430 Compensation - Personal services

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<th>(a) through (g) Compensation</th>
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<td></td>
<td>• Clearer definitions</td>
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<td>• “Establish and maintain effective internal control …in compliance with Federal statutes, regulations, and the terms and conditions of the Federal award.”</td>
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<td>• Written policies &amp; procedures</td>
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<td>• Institutional Base Salary (IBS)</td>
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<td>(h) Institution of Higher Ed (IHE)</td>
<td>• Compensation—Salary basis, Intra-Institution, Overload, Outside Academic Period, Part-Time, Sabbatical, Rates defined</td>
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### § Compensation - Standards for Documentation - Effort Reporting

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<th>i. Standards for Documentation of Personnel Expenses</th>
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<td>• Certification and Frequency of Certification eliminated</td>
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<td>• Effort not mentioned, but “work performed”</td>
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<td>• Documentation is required. Less prescriptive emphasizing: “Internal controls”, “Properly Allocated”, “Reasonable Assurance”, “Written Policies”, “After the fact” …………</td>
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<td>• Flexibility</td>
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i.1.i. Be supported by a system of internal control which provides “reasonable assurance” that the charges are accurate, allowable, and properly allocated; (AAPA).

IMPACT
- Emphasis on Internal controls
- What constitutes reasonable assurance?
- Current Effort Reporting Systems may or may not be used. If used, may not suffice.
- Yet to be determine what will withstand an OIG audit of internal controls.
- Written and applied institutional policies & procedures enforce internal controls.

i.1.vii. Budget estimates (i.e., estimates determined before the services are performed) alone do not qualify as support for charges to Federal awards, but may be used for interim accounting purposes, provided that:
- Reasonable to performed activity
- Significant changes are timely made
- After the fact review required

The final must ensure charges are AAPA.

IMPACT
- Budget used instead of “estimate”
- Academic term removed as an example for balancing fluctuations in excess of 1 – 2 months
- After the fact review is required other than the final review of charges to assess whether adjustments are needed
- Frequency is not given
- The final must ensure charges are AAPA
- Project Reviews
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<th>Standards for Documentation of Personnel Expenses</th>
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**i.1.viii.** Because practices vary as to the activity constituting a full workload (for IHEs, IBS), records may reflect categories of activities expressed as a percentage distribution of total activities.

**IMPACT**

No Impact. Allows for current Effort Reporting Systems however must be supported by strong internal controls.

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**i.3.** In accordance with Department of Labor regulations implementing the Fair Labor Standards Act (FLSA) (29 CFR Part 516), charges for the salaries and wages of nonexempt employees, in addition to the supporting documentation described in this section, must also be supported by records indicating the total number of hours worked each day.

**IMPACT**

Time cards will suffice but are subjected to the aforementioned internal controls. Reasonable assurance of accuracy, allowability, etc.
### Standards for Documentation of Personnel Expenses

#### i.8. For a non-Federal entity where the records do not meet the standards described in this section, the Federal government may require personnel activity reports, including prescribed certifications, or equivalent documentation that support the records as required in this section

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<td>Federal Government can impose prescriptive requirements giving credence to “personnel activity reports, including certifications, or equivalent documentation……”</td>
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#### 200.430 - Effort Reporting Recommendations

- Maintain Current Effort Reporting Systems to “wait and see”

- Establish and or review/update Policies & Procedures to ensure their consistent application.

- Review/Update/Increase Internal Controls to ensure reasonable assurance of costs that are properly allocated. Evaluate frequency to strengthen, not lessen internal controls.

- Avoid being the “beta” for audit to test “internal controls.”
200.110 Effective/applicability date

- Guidance was issued as final rule on 12/26/2013

- Federal agencies submit draft implementing regulations to OMB by June 2014

- Uniform implementation 12/26/2014 - applicable to **new awards and to incremental funding awarded on or after 12/26/14**

- Except Subpart F (Audit), which is effective the first FY beginning after 12/26/2014

Resources

http://www.maximus.com/our-services/education/higher-education/omb-uniform-guidance

- Federal Register article: Web | PDF
- The **OMB website** includes many helpful links:
  - OMB Policy Statements: Uniform Grant Guidance
  - **Crosswalk** from Existing Guidance to Final Guidance
  - **Crosswalk** from Final Guidance to Existing Guidance
  - Cost Principles **Comparison Chart**
  - Audit Requirements **Comparison Chart**
  - Definitions **Comparison Chart**
  - Administrative Requirements **Comparison Chart**
Next MAXIMUS Training Opportunity

Please join us in Northbrook, IL on April 2-4

The MAXIMUS Uniform Guidance Long Form Workshop

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