

GRANT MANAGERS BROWN BAG

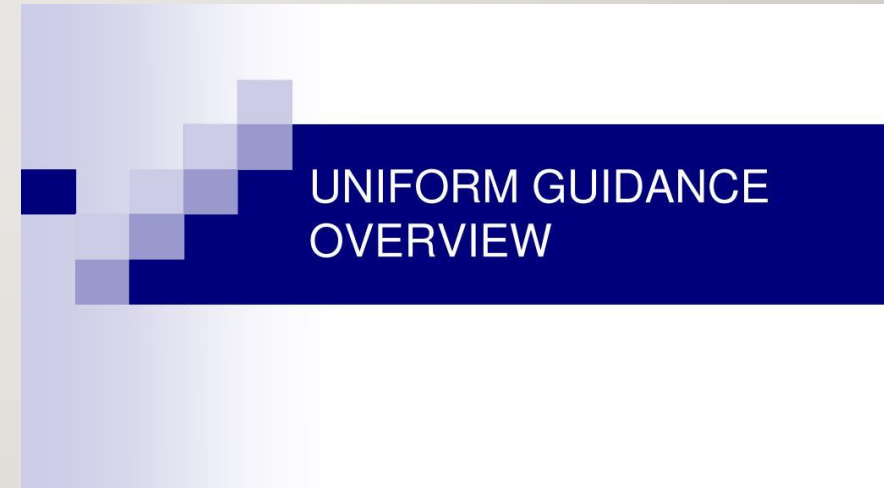
NAVIGATING THE 2024 UNIFORM GUIDANCE REVISIONS

NOVEMBER 2024



FOCUS OF THE BROWN BAG

- Review changes to Uniform Guidance
- Understand why the Office of Management and Budget (OMB) revised Uniform Guidance
- Identify how these changes may affect your grant
- Explore new and emerging changes to RCCD process or practice as a result of these changes



UNIFORM GUIDANCE – WHAT IS IT?

- Short for Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards
- Officially implemented in December 2014
- Replaced previous OMB circulars, such as A-110 and A-133
- Outlines a government-wide framework for grants management that includes a set of rules and requirement for Federal awards



PURPOSE OF THE REVISIONS

- 1) Incorporate statutory requirements and administration priorities;
- 2) Reduce agency and recipient burden
- 3) Clarify sections that recipients and agencies have interpreted in different ways
- 4) Rewrite applicable sections in plain language, improving flow, and addressing inconsistent use of terms within the guidance

Overall Goal:

Improve the management, transparency, and oversight of Federal financial assistance through more accessible and easier to understand guidance

IMPLEMENTATION TIMELINE

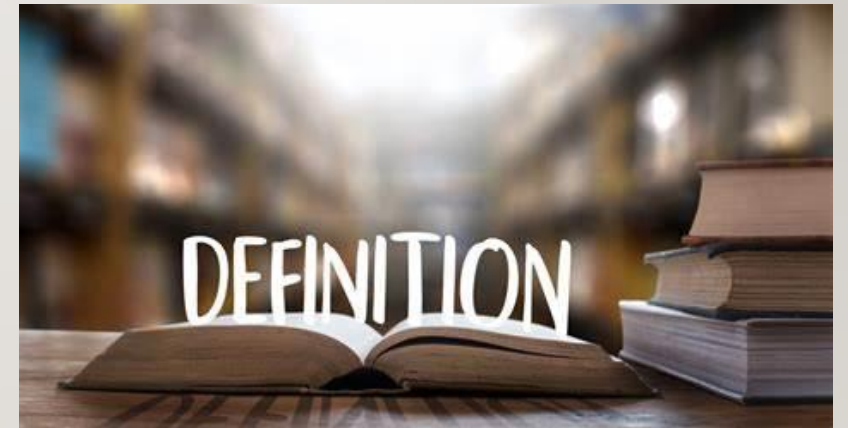
- 2024 Uniform Guidance changes apply to:
 - All new grant awards with a Period of Performance that begins October 1, 2024, or later
 - New money added to existing awards beginning October 1, 2024 or later, including Continuation Awards
- However, grants with start dates prior to October 1, 2024, shall comply with the 2020 Uniform Guidance

OCTOBER 2024						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	30	1 	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

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CHANGES TO DEFINITIONS (200.1)

- Match Cost Share is now Cost Sharing
- Participant Support Costs now include temporary dependent care (child care) and per diem
- Subaward definition was expanded to include “does not include payments to a contractor, beneficiary, or participant”
- Intangible Property now includes Data and Data Licenses
- Real Property now includes Legal Interest in Land



CHANGES TO ITEMS OF COST

- Equipment (200.439)
 - Dollar value of equipment has increased from \$5,000 to \$10,000
 - Prior written approval is required
- Entertainment and Prizes (200.438)
 - Costs of prizes or challenges are allowable if they have a specific and direct programmatic purpose and are included in the Federal Award or have prior written approval



CHANGES TO ITEMS OF COST (CONT.)

- Subawards
 - Second tier subrecipients or contractors are not required to obtain a Unique Entity Identifier (25.105)
- Indirect Costs
 - Modified Total Direct Costs (MTDC) may now be applied to the first \$50,000 of each subaward, rather than \$25,000 (200.1)
- Administrative costs associated with closeout are allowable (200.403)



AUDIT REQUIREMENTS

- Increased the threshold for obtaining a Single Audit from \$750,000 to \$1,000,000
- Clarified that the Single Audit requirements apply to a non-Federal entity that expends \$1,000,000 or more in Federal awards in the FY, including awards received as both the recipients and subrecipient
- Pass-thru entities are responsible for monitoring subrecipients who receive less than \$1,000,000 in federal funds.



CONFLICT OF INTEREST

- A Conflict of Interest occurs when:
 - An entity or individual's objectivity becomes impaired due to a conflict between person/self-serving interests and professional duties or responsibilities
 - An entity or individual has a vested interest, such as financial, status, knowledge, relationship, or reputation, which puts into question whether their actions, judgments, or decision-making can be unbiased.
 - Actions are taken or appear to be taken by and entity involved in more than one role. The performance of that entity in one role then affects its interest in the other role, making it hard to perform a grant process objectively and impartially.



CONFLICT OF INTEREST (200.112)

- Federal agencies must establish conflict of interest policies for Federal awards.
- A recipient or subrecipient must disclose in writing any potential conflict of interest to the Federal agency or pass-through entity in accordance with the established Federal agency policies.



CONFLICT OF INTEREST (200.112)

- U.S. Department of Labor COI Policy:
 - Recipients and subrecipients must have a written policy on conflicts of interest, including organizational conflicts of interest
 - The policy must include the process the recipient or subrecipient will take to identify, avoid, remove and remedy conflicts of interest.
 - Direct recipients must disclose in writing any real or potential conflict of interest to DOL.
 - The disclosure must notify the grant Officer through written letter or email and contain the appropriate grant number.



WHISTLE-BLOWER PROTECTIONS (200.217)

- New to Uniform Guidance
- An employee of a recipient or subrecipient must not be discharged, demoted, or otherwise discriminated against as a reprisal for disclosing to a person information that the employee reasonably believes to be:
 - Evidence of gross mismanagement of a Federal grant or contract
 - A gross waste of Federal funds;
 - An abuse of authority relating to a Federal grant or contract
 - A substantial and specific danger to public health or safety, or a violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or grant
- The recipient and subrecipient must inform their employees in writing of employee whistleblower rights and protect



FIXED AMOUNT AWARDS (200.201)

Definition (200.1):

- A type of grant or cooperative agreement by which the Federal agency or pass-through entity provides a specific amount of funding without regard to actual costs incurred under the Federal award.
- This type of Federal award reduces some of the administrative burden and record-keeping requirements for both the recipient or subrecipient and the Federal agency or pass-through entity. Accountability is based primarily on performance and results.

Uniform Guidance Requirements:

- Fixed amount awards are subject to record keeping requirements like other types of federal awards
- At the end of a fixed amount award:
 - Recipient or subrecipient must certify in writing to the Federal Agency of Pass thru Entity what was and was not completed for the project.
 - When the required activities were not carried out, unexpended money must be returned.
 - Likewise, when the required activities were completed but there are still unexpended funds, the recipient or subrecipient is entitled to those funds.

PROGRAM PLANNING AND DESIGN (200.202)

- Added language encouraging the development of programs in consultation with the communities that will benefit or be impacted by the grant award
 - Specified that “applicants,” not “recipients,” should engage with members of the community during the design phase.



DISPOSITION OF TANGIBLE PROPERTY (200.313, 200.314)

Grantees may retain or sell tangible property bought with grant funds at the end of a grant award period

- If the property is sold, the recipient or subrecipient may retain, from the Federal share, \$1,000 of the proceeds to cover expenses from selling and handling, an increase of \$500 over the previous amount
- Federal agencies may allow grantees to retain property with no further obligation to the Federal government when it is not prohibited by Federal statute or regulation

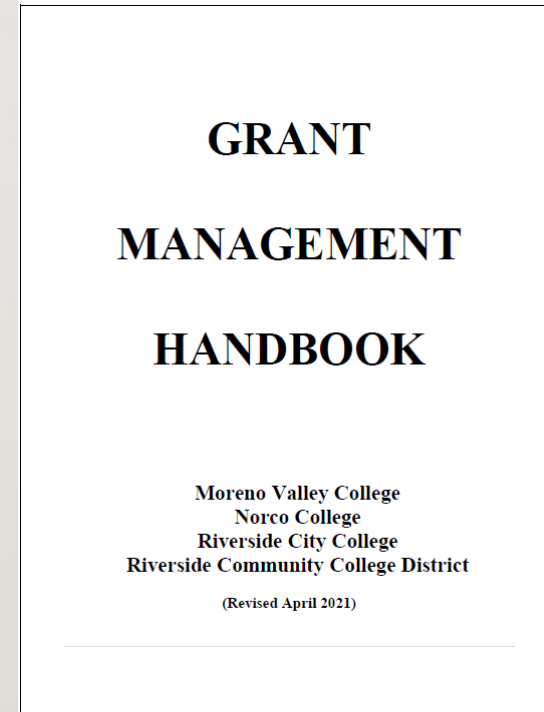
Disposition of Supplies (200.314)

- Unused supplies with a total value of less than \$10,000 may be retained, sold, or otherwise disposed of with no further obligation.
- Unused supplies with a total value of more than \$10,000 may be retained or sold but the grantee must compensate the Federal awarding agency as requested – this is an increase of \$5,000 from the previous threshold

NEXT STEPS

Due to changes to Uniform Guidance, RCCD's Grants and Business teams will:

- Review and update existing financial and administrative policies, procedures, and systems to include the new thresholds
- Work closely with project directors to ensure that the appropriate guidance is followed



NEXT STEPS

- Update the District's Whistleblower Protection Policy to include federal grants and develop a means by which all individuals working on federal grants are aware of this policy ([6700](#))
- Review and update the District's Conflict of Interest Policy to include grants and identify a means by which all grant personnel are aware of their obligation to report real and potential conflicts ([1710.pdf](#))



QUESTIONS???

