

Compensation Policy – Personal Services and Fringe Benefits
Effective Date: January 1, 2018

Purpose:

The Northern Middle TN Workforce Board (NMTWB) adopts this policy supplementing the NMTWB Employee Handbook (Personnel Policy), to address requirements of federal Uniform Guidance and ETA.

Background:

Compensation for personal services and fringe benefits are defined and addressed in Uniform Guidance under cost principles - general provisions for selected items of cost at 2 CFR 200.430 and 200.431. The accounting practices of a non-Federal entity must be consistent with these cost principles and support the accumulation of costs as required, and must provide for adequate documentation to support costs charged to the Federal award.

US Department of Labor has issued Training and Employment Guidance Letter No. 5-06 addressing salary and bonus limitations established by the Employment and Training Administrations (ETA).

Resources:

2 CFR 200.430; 200.431
TEGL 5-06

Policy:

- The NMTWB Employee Handbook establishes policies related to compensation and fringe benefits. Documentation, allocation and tracking of staff time, as well as other requirements, will be consistent with Uniform Guidance 2 CFR 200.430 and 200.431.
- Salary and bonus limitations established by ETA and exclusions to salary and bonus limitations will be adhered to.


Contact:

For any questions related to this policy contact Ginger Fussell, Fiscal Director at gfussell@workforceessentials.com.

Effective Date: January 1, 2018

Updated: July 1, 2019; June 1, 2020

Duration: Indefinite



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