

# ATTACHMENT M

## Massachusetts Fiscal Year 2015 Local Annual WIA Plan

### Integrated Budget Instructions

A majority of the programs administered through the Department of Career Services (DCS) are identified as required partner programs in the Workforce Investment Act of 1998 or are designated as affiliated partners by the Commonwealth. With the exception of Wagner-Peyser, the funds available from these program streams are designated for specific labor exchange or customer service functions such as services to Veterans, Unemployment Insurance recipients and Dislocated Workers.

Bearing in mind the impact of applicable Federal cost principles (Cost allocation and resource sharing), the basic principle that “*Required partners under WIA must contribute a fair share of the operating costs of the One-Stop delivery system proportionate to the use of the system by individuals attributable to the partner’s program*)” controls. However, cost allocation and resource sharing are two distinctly different concepts. There are many instances where it is almost impossible to talk about one of the concepts without reference to the other. Cost allocation (§662.270 WIA Interim Final Rule) is the measurement of actual costs based on benefits received. Resource sharing (Federal Register / Vol. 66, No. 105) is the concept of how these costs will be paid for or funded. Please continue to bear in mind that the two concepts are intricately interrelated and utilize them as appropriate to meet your cost allocation/sharing needs.

**The following items identify commitments, changes or enhancements for FY 2015 regarding the submission of fiscal planning documents and tools:**

1. Requirement to submit a Budget Narrative (line item explanations) and Cost Allocation Basis Summary page
2. State budget/allocation for One-Stop Career Centers will not be final until the Legislature approves the budget. An attachment is provided for planning purposes.
3. State budget/allocation for WIB WTF funds will be \$95,000 per WIB area
4. 80/20% split between regional and state level Wagner-Peyser 90 % funding will be continued for FY15
5. 62/38% split between regional and state level will be in force for FY15 for Wagner Peyser 10% funding.
6. Carry-in of any unexpended FY14 Wagner Peyser (90/10) and WIA Title I funds will be locally identified for planning purposes and planned as separate columns on the Integrated Budget.
7. DCS Salary Sheets will be separately issued by EOLWD Finance and reviewed and

processed based upon local input.

8. MOSES fee reflects FY14 allocation methodology updated for FY15 allocations.
9. FY15 Integrated Budget approvals will be issued following negotiations with each area based on the receipt of accurate projections and an acceptable Cost Allocation methodology.
10. A separate line, labeled “WIB,” has been continued on the Integrated Budget template to identify WIB expenses.

#### **A. Budget Narrative**

- A budget narrative template is again provided on TAB 3 of the Integrated Budget template. This format is intended to provide brief explanations that will clarify exactly what is included in each line item.
- Utilizing this format, the line item explanations should be provided for all funds listed in the FY2015 Annual Integrated Budget.
- The basis for allocating types of costs will be supplied in a separate column as part of the budget narrative.
- The template will ensure uniformity and expedite the FY2015 Annual Integrated Budget review and approval process.

#### **IMPORTANT:**

Accuracy and completeness of your FY 2015 plan, including necessary line item and cost basis explanations will expedite the review and approval process. If Resource Sharing is utilized, sufficient detail from the Resource sharing plan should be included.

The FY15 Contracts will be awarded as funds become available with any locally-directed adjustments for retained costs; initial contracts will not be held back pending approval of the Integrated Budget. Clarification and negotiations may be required before Integrated Budget approval will be issued. DCS/EOLWD Finance fiscal staff will work with local fiscal staff toward information clarification and resolution of any issues beginning with plan submission and continuing as long as necessary to complete the budget approval process for all areas.

#### **B. Integrated Budget – Fund Sources**

The Integrated Budget instruction provides the local Workforce Investment Board (LWIB) guidelines for the use of DCS-administered funds during FY 2015. All funding must be expended in accordance with the requirements of the source program and in a manner consistent with these guidelines. All allocations are subject to change based on decisions made at either the state and/or federal level. Should changes occur, opportunity will be provided to amend projected spending plans.

Local negotiators for DCS should bear in mind that the operation of each One-Stop Career Center constitutes a partnership between DCS and the LWIB. Whether in a collaborative or competitive model, the negotiators have a responsibility to ensure that resources available from DCS are utilized based upon resource-sharing concepts and a fair and responsible allocation methodology. This methodology must maximize all resources available to the Center from all partners, avoid duplication, and improve the efficiency and quality of employment and training services available to both individuals and employers.

The Annual Integrated Budget submitted as part of the MOU between DCS and the LWIB will delineate the planned expenditures for each category (Personnel, Training, Support Services, Premises and Non-Personnel Support) attributable to each funding stream and become part of the integrated agreement to be submitted by the LWIBs in their local plans.

### **Carry-in Note (FY14 – FY15):**

Where carry-in is authorized and exists (Wagner-Peyser and WIA), LWIBs should ensure the accuracy of locally-projected carry-in data, reconcile any plans that do not equal allocations, and identify steps to maximize the use of available funds while avoiding any possible overspending.

- a. WIA Title I** – Please use your own estimates
- b. Wagner-Peyser** - Please use your own estimates. Reconciliation will occur through the FY14 closeout process and funds will be made available in October/November.

### **Specific Funding**

#### **1. Wagner-Peyser**

Wagner-Peyser (WP) funds form the basis for the universal availability of labor exchange services within the One-Stop Career Center (OSCC) system. Each of the sixteen LWIBs receives an allocation of Wagner-Peyser 90% and 10% funds.

For the past several years 80% of the Wagner-Peyser funds allotted to the State have been allocated to the field via formula. The same percentage will be in effect for FY 2015 for 90% funding. Sixty-two percent (62%) of the 10% WP funds allotted to the State have been allocated to the field via formula.

The allocation methodology for Wagner-Peyser 90% and 10% funds is based upon two factors: Number of unemployed individuals in the Local Workforce Investment Area during 2013 (1/3 weight) and Number of individuals in the area's labor force during calendar 2013 (2/3 weight)

Wagner-Peyser allocations to be used to prepare the local FY 2015 Annual Integrated Budget were disseminated via email on April 28, 2014 and are also included in this issuance as Attachment R.

#### **2. Wagner-Peyser Carry In**

As agreed, where carry-in of unexpended FY13 Wagner Peyser funds exists, they may be carried into FY15 as authorized by and at the discretion of the LWIB area.

The Wagner-Peyser carry-in 90% and 10% funds estimate must be supplied by the Fiscal Officers.

### **3. Veterans Services**

Services for Veterans are provided through the Disabled Veterans Outreach Program (DVOP) and Local Veterans Employment Representatives (LVER) as assigned to each region. These services must be provided by DCS personnel who meet the criteria for these positions.

In FY2015, the monetary resources for the provision of staffing for Veterans services will be centrally managed by DCS. The dollar amount for the FTEs in each area will be shared with the local area via DCS staffing sheets. WIBs should budget and will recover NPS costs according to an acceptable cost allocation methodology as put forth by the local area and negotiated with DCS.

Premises costs related to Veterans services are available as a charge to FY2015 Veterans Employment and Training Administration funding. Premises costs will be carefully reviewed to ensure that the budgeted figure is within acceptable limits.

### **4. WIA Title I**

Please ensure that the fiscal plan corresponds with the program plan, i.e. number of participants, training enrollments, etc. Please utilize planning tools and provide an explanation in Budget Narrative Tab 3 as to how funds are budgeted in each line item for Adult, Dislocated Worker and Youth.

### **5. Unemployment Insurance**

The allocation of FY15 DUA-supported FTEs for walk-in services is attached and maintains FY14 staffing levels with additional non-personnel/overhead support continues at approved FY14 levels. Funds will be supplied for a full year.

The Integrated Budget continues to require 3 columns to distinguish requested DUA funding (Walk-in, Hearings and Other). Costs entered in these columns must be explained in the Budget Narrative Tab of the IB and supported by the appropriate cost allocation basis on the same tab. All budgeted UI costs will be reviewed by DUA as part of the IB Review.

In FY 2015, the monetary resources for the provision of Staffing for UI services will be centrally managed by DCS (under agreement with DUA). The dollar amount for the FTEs in each area will be shared with the local area via DCS staffing sheets. WIBs should budget and will recover NPS costs at levels requested and approved in FY14 and this should be reflected in the cost allocation basis column of the budget narrative submitted in the plan by the local area.

### **6. State One-Stop Funds**

Due to the delays in the legislative process, the exact dollar amount available for this purpose has not yet been finalized.

For FY 2015 planning purposes WIBs should budget per the supplied attachment. Final approval of

the allocations is subject to the approved legislative ceiling.

Although special restrictions are not placed on these funds, it is important that awarded funds are used for Career Center operations in compliance with the LWIB's Local Annual WIA Plan.

Please note: The FY2015 local plan narrative requires an explanation of the use of state One-Stop Career Center funds in your local area with particular regard to jobseeker and employer services. These explanations will form the basis of language used to support the request for future continuation of these funds.

## **7. WIB Grant**

The availability of funding for each LWIB has been clarified for FY 2015. These funds will be allocated at the same level as FY14. The FY 2015 Integrated Budget includes separate columns for the budgeting of WIB funds.

When these funds are awarded, LWIBs will be required to provide a narrative explanation that clearly identifies the purpose for which these funds will be utilized in FY 2015. While these funds are made available with a level of flexibility as to their use, the explanation should demonstrate a direct correlation to activities that are consistent with federal and state priorities for the workforce investment system.

**7. REA (Pending any award determination, Budget at FY2013-2014 levels.)** Details will be issued under separate instruction – Integrated budget column supplied

## **Integrated Budget – Cost Categories**

### **1. Personnel Costs**

The DCS Field Salary sheets have been issued separately to local Operations managers and Fiscal Officers and should be returned to Finance through DCS.

### **2. Premises Costs**

*Funds are included in the FY 2015 allocations to pay the costs of premises. These costs include:*

- Rent for leased facilities (or, in a case where the career center is in a facility owned and managed by DCS/DUA, operating costs).
- Security Systems (including equipment, installation and security system maintenance and monitoring).
- Utilities (gas, oil, electricity, water, and sewage) if not included in the rent.
- Building repairs and maintenance (only in a case where the career center is in a facility owned and managed by DCS/DUA).
- Building maintenance (janitorial, pest control, trash, signage, etc.) if not included in the rent.
- Landscaping and snow removal (only in a case where the career center is in a facility owned and managed by DCS/DUA).
- Renovation and/or modular furniture.

### **DCS/DUA owned or leased buildings:**

For those locations owned or leased by DCS/DUA, the estimated total FY2015 annual premises operating cost to be used in the preparation of your budget is delineated in the lease attachment. In addition to the costs delineated in the attachment there may be premises-related capital expenditures. Funds to be provided through DCS/DUA will be retained and paid centrally. Funds from sources other than those administered through DCS/DUA must be transferred to DCS/DUA on a monthly basis to ensure lease obligations are met.

### **Non-DCS/DUA owned or leased buildings:**

For premises costs for buildings which are non-DCS/DUA owned or leased, DCS/DUA will provide proportional support for its staff as allocated locally. The total estimated premises costs must be detailed in a format consistent with the attachments provided for DCS/DUA owned/leased properties.

### **Premises-related capital expenditures:**

Facilities related “capital projects” (e.g. renovation work, including installations, removals, movers, cabling, build-outs, large scale replacements of furnishings, layout redesign, etc.) should be planned and budgeted in the appropriate categories. If the building is owned or leased by DCS/DUA, the DCS/DUA Facilities Management Department must be contacted.

### **Allocating premises costs:**

The cost of premises must be allocated among all partners and tenants in the OSCC consistent with the standard cost allocation methodologies, cost principles, Federal guidelines and the Workforce Investment Act.

LWIBs must utilize a cost allocation methodology that is compliant with Federal regulations.

As in the past, DCS will provide assistance to all LWIBs and their partners in developing a cost allocation plan pertinent to their local area.

## **3. Non-Personnel Costs**

The practice that began in FY08, in which DCS transferred procurement and management responsibility for specific NPS categories to local WIB areas, will continue for the FY15 period.

The areas that have already been transferred and are to be budgeted locally:

- Office Supplies (Paper, Writing materials, etc) (July 1, 2007)
- Office Furniture (July 1, 2007)
- Memberships (July 1, 2007)
- Postage (July 1, 2007)
- Postage Meter Rentals (July 1, 2008)
- Copiers (As of April 1, 2008)
- Fax machines & Maintenance (July 1, 2007)

- Bottled Water (July 1, 2007)
- Personal Computers (July 1, 2007)

The Following NPS costs will continue to be managed and retained by the State (above the line on IB):

- Premises Leases & Maintenance (Attachment AA)
- Telephone Lines (Attachment Z)
- Data Circuits through the point of IT-Citrix transition (Attachment BB)
- MOSES Fee (Attachment Y)

Costs supplied locally must be budgeted consistent with local budgeting processes and procedures and local procurement rules.

#### **Telephone Services:**

The annualized figure should be used as the FY 2015 planning estimate. LWIBs should include the estimated amounts as funds to be retained by DCS for payment of telephone service costs.

#### **Data Circuit Costs:**

DCS pays the costs associated with data circuits utilized at certain locations. Given the anticipated migration to Citrix, no attachment is supplied. Each area is expected to be migrated within one quarter so please budget accordingly based upon existing levels. The amount you budget will be adjusted down based upon the point of elimination of this cost as part of the IT-CITRIX transition process that, again, is estimated to be completed by the end of the first quarter.

#### **4. MOSES Support (Local Share)**

Due to the costs associated with the continuing development, maintenance and software licenses related to the MOSES system, in FY07 the MOSES Access Fee was replaced with a methodology that identified and assessed local shares based upon a fair and equitable revenue-based formula. During the intervening years, the Executive Office has provided statewide funds to keep the MOSES Support Charge to local areas at a minimum.

The cost allocation methodology used to determine the FY15 MOSES Support Charge for each area is unchanged from that used since FY07. However, due to cuts in state level operational funding, the total local MOSES Support was raised to \$723,693 in FY12. This amount represented the CPI Inflation Adjustment to the MOSES charge in FY06 (\$632,475 assessed in 2005 dollars) and this amount will continue to be used for FY 2015.

History of MOSES Support Charge to Local Areas:

Fiscal Year 2014	\$723,693
Fiscal Year 2013	\$723,693
Fiscal Year 2012	\$723,693
Fiscal Year 2011	\$441,000
Fiscal Year 2010	\$441,000
Fiscal Year 2009	\$441,000
Fiscal Year 2008	\$441,000
Fiscal Year 2007	\$336,300

**5. Budget rates for specific items**

**The following rates will be in effect for plan submission and budgeting:**

- **AS&T – 12%**
- **Indirect cost – 3.92%**
- **Payroll tax – 1.59%**
- **Fringe – 27.27%**

**D. Line Items**

- Please note the line on the Integrated Budget for FY15 labeled “WIB.” Please enter WIB expenses attributable to WIB functions that are separate from fiscal agent functions. This is a “non-add” item.