

# County Officials E-News

*Promoting better county government through direct assistance to county officials and their associations*



## USDOL Announces Proposed Rule on Regular Rate of Pay

On March 28, 2019, the U.S. Department of Labor (DOL) announced a proposed rule to clarify and update regular rate of pay requirements under the Fair Labor Standards Act (FLSA).

The FLSA generally requires overtime pay of at least one and one-half times an employee's regular rate of pay for hours worked in excess of 40 hours per workweek. Regular rate requirements define what forms of payment employers must include and exclude in the calculation of an employee's regular rate of pay when determining employees' overtime rates.

The Department proposes clarifications to the regulations to confirm that employers may exclude the following from an employee's regular rate of pay:

- the cost of providing wellness programs, onsite specialist treatment, gym access and fitness classes, and employee discounts on retail goods and services;
- payments for unused paid leave, including paid sick leave;

- reimbursed expenses, even if not incurred "solely" for the employer's benefit;
- reimbursed travel expenses that do not exceed the maximum travel reimbursement permitted under the Federal Travel Regulation System regulations and that satisfy other regulatory requirements;
- discretionary bonuses;
- benefit plans, including accident, unemployment, and legal services; and
- tuition programs, such as reimbursement programs or repayment of educational debt.

The proposed rule also includes additional clarification about other forms of compensation, including payment for meal periods, "call back" pay, and others.

Interested parties may read the full proposed rule and [submit comments on the proposal online](#). Comments must be submitted by May 28, 2019. The DOL will consider all timely comments in developing any final rule. ■

# TNECD Announces Five Counties to Participate in New Round of Select Tennessee Property Evaluation Program

The Tennessee Department of Economic and Community Development (TNECD) recently announced five counties who have been chosen for the latest round of the Select Tennessee Property Evaluation Program (PEP).

Henderson, Johnson, McNairy, Scott, and Sequatchie counties were selected for this round of PEP. All of these counties represent rural areas, including two distressed counties, McNairy and Scott.

PEP began in 2015 as a means to increase the number of industrial sites and buildings across the state. The program evaluates properties and advises counties on locations that would provide the most benefit. Additionally, the program offers guidance on how counties can improve properties to attract prospective industrial companies. To date, 47 counties have participated in PEP.

To read more about PEP, [click here](#). ■



## Census 2020: What You Need to Know



The United States Constitution requires a census of the population be taken every 10 years to determine the number of seats each state will be allocated in the U.S. House of Representatives. Additionally, the census results will determine how more than \$900 billion in annual funding will be allocated across the country. For the 2020 census, all households will have the option to respond online, over the phone, and by mail.

The first enumeration of the 2020 Census officially begins January 21, 2020, in Toksook Bay, Alaska. In March 2020, the Census Bureau will mail invitations to respond to nearly every household in the country and activate the online response form.

Accurate counts in the census are vital for county governments because federal, state, and local

funding depend on accurate population numbers. One way to support accurate numbers for your county is to communicate the importance of responding to the census to your communities.

Illinois set up a “[complete count commission](#)” to go out and make sure people who are uncounted or hard to count understand the importance of being counted. It is not the job of this committee to do any actual counting; that is for the Census Bureau to do. However, encouraging citizens to respond will help support accuracy in population numbers, which could affect funding for your county.

For more information on the 2020 Census, [click here](#). ■

# Tennessee Government Auditor Training Seminars


**NASACT**

National Association of State  
Auditors, Comptrollers  
and Treasurers

The Tennessee Government Auditor Training Seminars are a joint training venture between the National Association of State Auditors, Comptrollers, and Treasurers (NASACT) and the Tennessee Comptroller of the Treasury. The seminars are designed to provide continuing professional education to those auditing Tennessee's state and local governments. The seminars cover new auditing standards, technologies and best practices. Topics covered in this training include:

- A review of emerging issues in governmental accounting and auditing, including developments from Congress, the U.S. Government Accountability Office and the U.S.

Office of Management and Budget.

- An update on what's new in Tennessee, including a look at select issues that relate specifically to the operations of Tennessee local governments and their auditors.
- Fraud case studies.
- New GASB standards, including an in-depth review of Statements 84, 87 and preliminary views on the New Reporting Model.
- An update on the new Yellow Book.
- A look at the future of auditing and audit evidence.

Visit the NASACT website to register and learn more about this training:

[https://www.nasact.org/tn\\_training](https://www.nasact.org/tn_training). ■

## e-Li Quick Reference

### OPERATING BUDGETS

Topic	e-Li Reference Number
Operating Budgets	CTAS-711
Budget Planning & Development	CTAS-716 & CTAS-717
Budget Formula	CTAS-729
Budget Adoption & Management	CTAS-2116 & CTAS-733
Chart of Accounts	CTAS-715

[eli.ctas.tennessee.edu](http://eli.ctas.tennessee.edu)



# Welcome, Spring!



*Tipton County Courthouse  
Photo by Kristie Maxwell, Tipton County Trustee*

# Calendar



Visit k@te to register: <http://kate.tennessee.edu/ctas>. Registration for classes opens one month prior to the first class in a series. All classes are 8:30am-12:30pm local time unless otherwise specified.

## April 2019

April 23	Emergency Management Fundamentals	Franklin - Williamson County Public Safety Center
April 26	Internal Controls	Kimball - Chattanooga State Community College
April 30	Emergency Management Fundamentals	Knoxville - UT Conference Center

## May 2019

May 7	Time Management	Knoxville - UT Conference Center
May 8	Time Management	Murfreesboro - DoubleTree Hotel
May 9	Time Management	Jackson - Jackson Energy Authority

## June 2019

June 13	Public Speaking	Jackson - Jackson Energy Authority
June 14	Public Speaking	Murfreesboro - DoubleTree Hotel
June 18	Public Speaking	Knoxville - UT Conference Center



## Please verify your official contact information in our Directory

Please go to <http://www.ctas.tennessee.edu>

1. Click on Directory.
2. Go to your county then click your title.
3. Click Request Update.
4. Update info and click Submit.

We greatly appreciate your assistance in making sure your information is correct in the Directory! ■