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(SN16)
WIOA BULLETIN NO. 16 -16

DATE: December 15, 2016
TO: WIOA Partners
SUBJECT: Policy on Salary and Bonus Limitations

I. PURPOSE:

To communicate salary and bonus limitations applicable to all entities receiving funds under Title I of Workforce Innovation and Opportunity Act (WIOA) of 2014 from the State of Hawaii.

II. BACKGROUND:

All entities will comply with the requirements listed below:

- Title I of the Workforce Innovations and Opportunity Act (WIOA) of 2014 Section 194
- 20 CFR Part 683.290
- 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards; Final Rule

III. POLICY:

None of the funds available to a subrecipient or subgrantee under Title I of WIOA shall be used to pay the salary and bonuses of an individual, either as direct costs or indirects costs, at a rate in excess of the annual rate of basic pay prescribed for level II of the Executive Schedule under section 5313 of title 5, United States Code. A salary table is provided on the Federal Office of Personnel Management website (www.opm.gov) under salaries and wages. The current limit is \$185,100, and the limit can be adjusted periodically.

The limitation does not apply to vendors providing goods and services as defined in the Office of Management and Budget Circular A-133. Characteristics indicative of a

vendor providing goods and services are listed below:

- The organization provides goods and services within normal business operations;
- The organization provides similar goods and services to many different purchasers;
- The organization operates in a competitive environment;
- The organization provides goods or services that are ancillary to the operation of the federal program; and
- The organization is not subject to compliance requirements of the federal program.

IV. INQUIRIES:

Inquiries regarding this bulletin may be directed to Kim Saito, Kim.A.Saito@hawaii.gov or (808) 586-8903.

V. REFERENCES:

- Title I of the Workforce Innovations and Opportunity Act (WIOA) of 2014
- 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Final Rule
- OMB Circular A-133 Subpart B Section 210
- <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2016/EX.pdf>



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