



TO: All Humboldt County Workforce Innovation and Opportunity Act (WIOA) Staff, Subrecipients and Service Providers

FROM: Humboldt County Workforce Development Board

EFFECTIVE: 06/13/2019

SUBJECT: Compensation and Fringe Benefits, Employee Relocation Costs, Salary and Bonus Limitations

REFERENCES: Public Law 109 – 234; and
Uniform Administrative Guidance §200.431

PURPOSE

The purpose of this policy is to set the salary limit on salary and bonus compensation for individuals paid by funds appropriated to the Workforce Innovation and Opportunity Act (WIOA), Employment & Training Administration (ETA).

POLICY

Public Law 109-234 sets the limit on salary and bonus compensation for individuals paid by funds appropriated to ETA at a rate equivalent to no more than Executive Level II. A salary table providing this rate is listed on the Pay and Leave webpage of the Federal Office of Personnel management's website. These levels are adjusted annually.

Effective January 1, 2018, the Salary and bonus limit is set to \$189,600. It should be noted that these limitations do not apply to benefits that are not salary and bonuses. For example, fringe benefits, insurance premiums, or pension plans paid by a subrecipient are not included in this calculation. Per Department of Labor's ETA Region 6 Office, the salary and bonus limit apply to both the gross amount of salary and bonus, and to the rate at which the salary is paid. As a result, for individuals who do not work full time on ETA funded projects or who are only employed part time or part of the year, the salary and bonus limit will be prorated based on the amount of time the individual is dedicated to the ETA funded grant.

The Humboldt County Workforce Development Board (HC-WDB) does not currently offer reimbursement or cost coverage for employee relocation but may wish to negotiate pending approval of the HC-WDB.

Humboldt County Workforce Development Board

Fringe benefits paid by the Department follow the budgetary standards set by the Humboldt County Board of Supervisors and are in line with the principles set forth in the Uniform Administrative Guidance §200.431.

FORM(S): NONE

INQUIRIES:

Any questions regarding this policy may be directed to the Workforce Development Board Director at 707-445-7745.

Humboldt County Workforce Development Board Approval Required? Yes No