



Grants Policy Bulletin 2023 Salary Rate Limitation

Bulletin Number: 2023-03E

Release Date: February 21, 2023

Related Bulletin(s): Replaces 2022-02 Salary Rate Limitation; 2022-05E Legislative Mandates in Grants Management for FY 2022

Issued by: Office of Federal Assistance Management (OFAM)

Purpose

This grants policy bulletin provides information to HRSA award recipients regarding award recipient salary rate limitations mandated by the Consolidated Appropriations Act, 2023 (Public Law 117-328). This was signed into law on December 29, 2022, for the fiscal year ending September 30, 2023.

As required by the Consolidated Appropriations Act, 2023, Division H, § 202: "None of the funds appropriated in this title shall be used to pay the salary of an individual, through a grant or other extramural mechanism, at a rate in excess of Executive Level II."

Implementation

Awarded salary rate levels will be determined using information provided in the application.

HRSA's competing grants, cooperative agreements, or applications that request direct salaries for individuals in excess of the applicable rate of \$212,100 per year (or \$101.97 per hour for full time appointment of 2080 hours per year) will have their budgets adjusted in accordance with the legislative salary rate limitation. The non-federal entity will be notified of this adjustment, as it will affect the budget in current and future years. No funds will be awarded, committed, or disbursed in excess of the salary rate limitation.

The salary rate limitation also applies to all subawards and subcontracts.

An individual's institutional base salary is not constrained by the legislative provision for a limit on salary. The rate limitation simply limits the amount that may be awarded and charged to HRSA awards. For individuals whose salary rates are in excess of Executive Level II, the non-federal entity may pay the excess from non-federal funds.

Resources

- [2023 Executive Level II - Pay Table](#)
- [Consolidated Appropriations Act, 2023](#)

Inquiries

Inquiries regarding this bulletin should be directed to:
Division of Grants Policy and Planning
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Frequently Asked Questions

1. Do award recipients have to raise the salary level for their employees?

No, this is just the salary rate limit a person funded under a grant or cooperative agreement from HRSA is allowed to be paid from federal sources.

2. Does this limit the salary of all award recipients?

No, HRSA award recipients can have a higher salary. The salary rate just limits the amount of salary that can be charged to a HRSA award. Award recipients can pay their staff more than the salary rate, but any portion of the salary over the rate limit must come from nonfederal sources.

3. What governs whether a change is made each year?

Congress and the President choose how much to adjust the Executive Level II pay scale every year in the appropriation acts or through an Executive Order.