

Department of Justice Information on Salary Cap

DOJ has a salary cap applicable to awards above \$250,000 that limits the rate of compensation to 110% of the annual maximum salary payable to a member of the Federal Government's [Senior Executive Service \(SES\)](#) at an agency with a Certified SES Performance Appraisal System for that year.

<http://ojp.gov/financialguide/DOJ/PostawardRequirements/chapter3.9b.htm>

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2015 DOJ Grants Financial Guide

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3.9 Allowable Costs

Compensation for Personal Services

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Limit on Use of Award Funds for Employee Compensation

You may not use Federal grant funds to pay cash compensation (salary plus bonuses) to any employee at a rate that exceeds 110 percent of the annual maximum salary payable to a member of the Federal Government's Senior Executive Service (SES) at an agency with a Certified SES Performance Appraisal System for that year.

▶ **OJP SPECIFIC TIP**

With respect to the limitation, compensation for salary plus bonuses are applicable to any award of more than \$250,000.

The 2015 salary table for SES employees is available on the U.S. Office of Personnel Management's [2015 Executive and Senior Level Employee Pay Tables](#) web page.

A recipient may compensate an employee at a higher rate, provided the amount in excess of the limitation is paid with non-Federal funds. For employees who charge only a portion of their time to an award, the allowable amount to be charged to that award is equal to the percentage of time worked on the grant times the maximum salary limit (110% of SES salary).

▶ **OJP SPECIFIC TIP**

The Assistant Attorney General for OJP (or, for certain awards, the official listed in the applicable program solicitation) may exercise discretion to waive, on an individual basis, the limitation on compensation rates allowable under an award. An applicant requesting a waiver should include a detailed justification in the budget narrative of the application. Unless the applicant submits a waiver request and justification with the application, the applicant should anticipate that OJP will request the applicant to adjust and resubmit the budget. The justification should include the particular qualifications and expertise of the individual, the uniqueness of the service the individual will provide, the individual's specific knowledge of the program or project being undertaken with award funds, and a statement explaining that the individual's salary is commensurate with the regular and customary rate for an individual with his/her qualifications and expertise, and for the work to be done.

▶ **FINANCIAL MANAGEMENT TIP**

Any additional compensation beyond 110 percent of the U.S. Government SES level will not be considered matching funds where matching requirements apply.

See next page for 2016 salary table.

Salary Table No. 2016-EX
Rates of Basic Pay for the Executive Schedule (EX)

Effective January 2016

Level	Rate
Level I	\$205,700
Level II	\$185,100
Level III	\$170,400
Level IV	\$160,300
Level V	\$150,200

Note: Certain senior political officials may not receive a pay increase in 2016 or receive the 2016 established pay rates due to section 738 of title VII of division E of the Consolidated Appropriations Act, 2016. Section 738 continues the freeze on the payable pay rates for the Vice President and certain senior political appointees at applicable 2013 levels. The new pay freeze period commences on the first day of the first pay period that begins in January 2016 through the end of the last pay period that begins in 2016 (January 10, 2016, through January 7, 2017, for those on the standard biweekly pay period cycle). However, the officially established and posted pay rates (or pay ranges) for 2016 are in effect and used for determining pay for other employees. See CPM 2015-14 and <https://www.chcoc.gov/content/2014-pay-freeze-certain-senior-political-officials> for more information.

RATES

Executive Level II Effective 1/10/16 \$185,100.00
DOJ Level (110%) \$203,610.00

GMU Mason Faculty Limitations (salary over these amounts require cost share)

12 month Faculty limit \$203,610.00
9 month Faculty limit (annualized) \$152,707.50 (\$203,610 *75%)
Summer Research \$ 8,483.75 per pay period from all sources. Salary cap portion will be charged to a non-sponsored org

The following Department of Justice (DOJ) agencies follow the salary cap guidelines above:

- Office of Justice Programs ([OJP](#)) includes the Bureau of Justice Assistance (BJA)
 - Bureau of Justice Statistics (BJS)
 - National Institute of Justice (NIJ)
 - Office of Juvenile Justice and Delinquency Prevention (OJJDP)
 - Office for Victims of Crime (OVC)
 - Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART)

- Office on Violence Against Women ([OVW](#))

- Office of Community Policing Services ([COPS Office](#))