



## United States Department of State 2019 Foreign Service (FS) Salary Table

### Base Schedule

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	106,595	109,793	113,087	116,479	119,974	123,573	127,280	131,098	135,031	138,572	138,572	138,572	138,572	138,572
2	86,374	88,965	91,634	94,383	97,215	100,131	103,135	106,229	109,416	112,698	116,079	119,562	123,149	126,843
3	69,988	72,088	74,250	76,478	78,772	81,135	83,569	86,076	88,659	91,318	94,058	96,880	99,786	102,780
4	56,711	58,412	60,165	61,970	63,829	65,744	67,716	69,747	71,840	73,995	76,215	78,501	80,856	83,282
5	45,953	47,332	48,752	50,214	51,721	53,272	54,870	56,516	58,212	59,958	61,757	63,610	65,518	67,484
6	41,081	42,313	43,583	44,890	46,237	47,624	49,053	50,524	52,040	53,601	55,209	56,866	58,572	60,329
7	36,725	37,827	38,962	40,130	41,334	42,574	43,852	45,167	46,522	47,918	49,355	50,836	52,361	53,932
8	32,831	33,816	34,830	35,875	36,952	38,060	39,202	40,378	41,589	42,837	44,122	45,446	46,809	48,213
9	29,350	30,231	31,137	32,072	33,034	34,025	35,045	36,097	37,180	38,295	39,444	40,627	41,846	43,101

**Base Pay Cap = FS-01, Step 10, which is 138,572**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Overseas Comparability Pay**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>19.54 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	127,424	131,247	135,184	139,239	143,417	147,719	152,151	156,715	161,416	165,649	165,649	165,649	165,649	165,649
2	103,251	106,349	109,539	112,825	116,211	119,697	123,288	126,986	130,796	134,719	138,761	142,924	147,212	151,628
3	83,664	86,174	88,758	91,422	94,164	96,989	99,898	102,895	105,983	109,162	112,437	115,810	119,284	122,863
4	67,792	69,826	71,921	74,079	76,301	78,590	80,948	83,376	85,878	88,454	91,107	93,840	96,655	99,555
5	54,932	56,581	58,278	60,026	61,827	63,681	65,592	67,559	69,587	71,674	73,824	76,039	78,320	80,670
6	49,108	50,581	52,099	53,662	55,272	56,930	58,638	60,396	62,209	64,075	65,997	67,978	70,017	72,117
7	43,901	45,218	46,575	47,971	49,411	50,893	52,421	53,993	55,612	57,281	58,999	60,769	62,592	64,470
8	39,246	40,424	41,636	42,885	44,172	45,497	46,862	48,268	49,715	51,207	52,743	54,326	55,955	57,634
9	35,085	36,138	37,221	38,339	39,489	40,673	41,893	43,150	44,445	45,778	47,151	48,566	50,023	51,523

**Local pay cap is 165,649**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

### Alaska

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>28.89 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	137,390	141,512	145,758	150,130	154,634	159,273	164,051	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	111,327	114,667	118,107	121,650	125,300	129,059	132,931	136,919	141,026	145,256	149,614	154,103	158,727	163,488
3	90,208	92,914	95,701	98,572	101,529	104,575	107,712	110,943	114,273	117,700	121,231	124,869	128,614	132,473
4	73,095	75,287	77,547	79,873	82,269	84,737	87,279	89,897	92,595	95,372	98,234	101,180	104,215	107,342
5	59,229	61,006	62,836	64,721	66,663	68,662	70,722	72,843	75,029	77,280	79,599	81,987	84,446	86,980
6	52,949	54,537	56,174	57,859	59,595	61,383	63,224	65,120	67,074	69,086	71,159	73,295	75,493	77,758
7	47,335	48,755	50,218	51,724	53,275	54,874	56,521	58,216	59,962	61,762	63,614	65,523	67,488	69,513
8	42,316	43,585	44,892	46,239	47,627	49,056	50,527	52,043	53,604	55,213	56,869	58,575	60,332	62,142
9	37,829	38,965	40,132	41,338	42,578	43,855	45,170	46,525	47,921	49,358	50,839	52,364	53,935	55,553

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Albany, NY**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

17.19 %	Rates in U.S. Dollars													
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	124,919	128,666	132,527	136,502	140,598	144,815	149,159	153,634	158,243	162,393	162,393	162,393	162,393	162,393
2	101,222	104,258	107,386	110,607	113,926	117,344	120,864	124,490	128,225	132,071	136,033	140,115	144,318	148,647
3	82,019	84,480	87,014	89,625	92,313	95,082	97,935	100,872	103,899	107,016	110,227	113,534	116,939	120,448
4	66,460	68,453	70,507	72,623	74,801	77,045	79,356	81,737	84,189	86,715	89,316	91,995	94,755	97,598
5	53,852	55,468	57,132	58,846	60,612	62,429	64,302	66,231	68,219	70,265	72,373	74,545	76,781	79,084
6	48,143	49,587	51,075	52,607	54,185	55,811	57,485	59,209	60,986	62,815	64,699	66,641	68,641	70,700
7	43,038	44,329	45,660	47,028	48,439	49,892	51,390	52,931	54,519	56,155	57,839	59,575	61,362	63,203
8	38,475	39,629	40,817	42,042	43,304	44,603	45,941	47,319	48,738	50,201	51,707	53,258	54,855	56,501
9	34,395	35,428	36,489	37,585	38,713	39,874	41,069	42,302	43,571	44,878	46,224	47,611	49,039	50,510

**Local pay cap is 162,393**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Albuquerque, NM**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	123,863	127,579	131,407	135,349	139,410	143,592	147,899	152,336	156,906	161,021	161,021	161,021	161,021	161,021
2	100,367	103,377	106,479	109,673	112,964	116,352	119,843	123,438	127,141	130,955	134,884	138,931	143,099	147,392
3	81,326	83,766	86,279	88,867	91,533	94,279	97,107	100,020	103,022	106,112	109,295	112,575	115,951	119,430
4	65,898	67,875	69,912	72,009	74,169	76,395	78,686	81,046	83,478	85,982	88,562	91,218	93,955	96,774
5	53,397	55,000	56,650	58,349	60,100	61,902	63,759	65,672	67,642	69,671	71,762	73,915	76,132	78,416
6	47,736	49,168	50,643	52,162	53,727	55,339	57,000	58,709	60,470	62,284	64,153	66,078	68,061	70,102
7	42,674	43,955	45,274	46,631	48,030	49,471	50,956	52,484	54,059	55,681	57,351	59,071	60,843	62,669
8	38,150	39,294	40,472	41,687	42,938	44,226	45,553	46,919	48,326	49,777	51,270	52,808	54,392	56,024
9	34,105	35,128	36,181	37,268	38,386	39,537	40,722	41,945	43,203	44,499	45,834	47,209	48,625	50,083

Local pay cap is 161,021

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Atlanta, GA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>21.64 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	129,662	133,552	137,559	141,685	145,936	150,314	154,823	159,468	164,252	166,500	166,500	166,500	166,500	166,500
2	105,065	108,217	111,464	114,807	118,252	121,799	125,453	129,217	133,094	137,086	141,198	145,435	149,798	154,292
3	85,133	87,688	90,318	93,028	95,818	98,693	101,653	104,703	107,845	111,079	114,412	117,845	121,380	125,022
4	68,983	71,052	73,185	75,380	77,642	79,971	82,370	84,840	87,386	90,008	92,708	95,489	98,353	101,304
5	55,897	57,575	59,302	61,080	62,913	64,800	66,744	68,746	70,809	72,933	75,121	77,375	79,696	82,088
6	49,971	51,470	53,014	54,604	56,243	57,930	59,668	61,457	63,301	65,200	67,156	69,172	71,247	73,384
7	44,672	46,013	47,393	48,814	50,279	51,787	53,342	54,941	56,589	58,287	60,035	61,837	63,692	65,603
8	39,936	41,134	42,367	43,638	44,948	46,296	47,685	49,116	50,589	52,107	53,670	55,281	56,938	58,646
9	35,701	36,773	37,875	39,012	40,183	41,388	42,629	43,908	45,226	46,582	47,980	49,419	50,901	52,428

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Austin, TX**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>17.46 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	125,206	128,963	132,832	136,816	140,921	145,149	149,503	153,988	158,607	162,767	162,767	162,767	162,767	162,767
2	101,455	104,498	107,633	110,862	114,189	117,614	121,142	124,777	128,520	132,375	136,346	140,438	144,651	148,990
3	82,208	84,675	87,214	89,831	92,526	95,301	98,160	101,105	104,139	107,262	110,481	113,795	117,209	120,725
4	66,613	68,611	70,670	72,790	74,974	77,223	79,539	81,925	84,383	86,915	89,522	92,207	94,973	97,823
5	53,976	55,596	57,264	58,981	60,751	62,573	64,450	66,384	68,376	70,427	72,540	74,716	76,957	79,267
6	48,254	49,701	51,193	52,728	54,310	55,939	57,618	59,345	61,126	62,960	64,848	66,795	68,799	70,862
7	43,137	44,432	45,765	47,137	48,551	50,007	51,509	53,053	54,645	56,284	57,972	59,712	61,503	63,349
8	38,563	39,720	40,911	42,139	43,404	44,705	46,047	47,428	48,850	50,316	51,826	53,381	54,982	56,631
9	34,475	35,509	36,574	37,672	38,802	39,966	41,164	42,400	43,672	44,981	46,331	47,720	49,152	50,626

**Local pay cap is 162,767**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Birmingham, AL**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>15.77 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	123,405	127,107	130,921	134,848	138,894	143,060	147,352	151,772	156,325	160,425	160,425	160,425	160,425	160,425
2	99,995	102,995	106,085	109,267	112,546	115,922	119,399	122,981	126,671	130,470	134,385	138,417	142,570	146,846
3	81,025	83,456	85,959	88,539	91,194	93,930	96,748	99,650	102,641	105,719	108,891	112,158	115,522	118,988
4	65,654	67,624	69,653	71,743	73,895	76,112	78,395	80,746	83,169	85,664	88,234	90,881	93,607	96,416
5	53,200	54,796	56,440	58,133	59,877	61,673	63,523	65,429	67,392	69,413	71,496	73,641	75,850	78,126
6	47,559	48,986	50,456	51,969	53,529	55,134	56,789	58,492	60,247	62,054	63,915	65,834	67,809	69,843
7	42,517	43,792	45,106	46,459	47,852	49,288	50,767	52,290	53,859	55,475	57,138	58,853	60,618	62,437
8	38,008	39,149	40,323	41,532	42,779	44,062	45,384	46,746	48,148	49,592	51,080	52,613	54,191	55,816
9	33,978	34,998	36,047	37,130	38,243	39,391	40,572	41,789	43,043	44,334	45,664	47,034	48,445	49,898

**Local pay cap is 160,425**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				





**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Boston, MA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>28.27 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	136,729	140,831	145,057	149,408	153,891	158,507	163,262	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	110,792	114,115	117,539	121,065	124,698	128,438	132,291	136,260	140,348	144,558	148,895	153,362	157,963	162,702
3	89,774	92,467	95,240	98,098	101,041	104,072	107,194	110,410	113,723	117,134	120,648	124,268	127,996	131,836
4	72,743	74,925	77,174	79,489	81,873	84,330	86,859	89,464	92,149	94,913	97,761	100,693	103,714	106,826
5	58,944	60,713	62,534	64,409	66,343	68,332	70,382	72,493	74,669	76,908	79,216	81,593	84,040	86,562
6	52,695	54,275	55,904	57,580	59,308	61,087	62,920	64,807	66,752	68,754	70,817	72,942	75,130	77,384
7	47,107	48,521	49,977	51,475	53,019	54,610	56,249	57,936	59,674	61,464	63,308	65,207	67,163	69,179
8	42,112	43,376	44,676	46,017	47,398	48,820	50,284	51,793	53,346	54,947	56,595	58,294	60,042	61,843
9	37,647	38,777	39,939	41,139	42,373	43,644	44,952	46,302	47,691	49,121	50,595	52,112	53,676	55,286

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Buffalo, NY**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>19.67 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	127,562	131,389	135,331	139,390	143,573	147,880	152,316	156,885	161,592	165,829	165,829	165,829	165,829	165,829
2	103,364	106,464	109,658	112,948	116,337	119,827	123,422	127,124	130,938	134,866	138,912	143,080	147,372	151,793
3	83,755	86,268	88,855	91,521	94,266	97,094	100,007	103,007	106,098	109,280	112,559	115,936	119,414	122,997
4	67,866	69,902	71,999	74,159	76,384	78,676	81,036	83,466	85,971	88,550	91,206	93,942	96,760	99,664
5	54,992	56,642	58,342	60,091	61,895	63,751	65,663	67,633	69,662	71,752	73,905	76,122	78,405	80,758
6	49,162	50,636	52,156	53,720	55,332	56,992	58,702	60,462	62,276	64,144	66,069	68,052	70,093	72,196
7	43,949	45,268	46,626	48,024	49,464	50,948	52,478	54,051	55,673	57,343	59,063	60,835	62,660	64,540
8	39,289	40,468	41,681	42,932	44,220	45,546	46,913	48,320	49,770	51,263	52,801	54,385	56,016	57,696
9	35,123	36,177	37,262	38,381	39,532	40,718	41,938	43,197	44,493	45,828	47,203	48,618	50,077	51,579

**Local pay cap is 165,829**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Burlington, VT**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.18 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	123,842	127,558	131,384	135,325	139,386	143,567	147,874	152,310	156,879	160,993	160,993	160,993	160,993	160,993
2	100,349	103,360	106,460	109,654	112,944	116,332	119,822	123,417	127,120	130,933	134,861	138,907	143,075	147,366
3	81,312	83,752	86,264	88,852	91,517	94,263	97,090	100,003	103,004	106,093	109,277	112,555	115,931	119,410
4	65,887	67,863	69,900	71,997	74,157	76,381	78,672	81,032	83,464	85,967	88,547	91,202	93,939	96,757
5	53,388	54,990	56,640	58,339	60,089	61,891	63,748	65,660	67,631	69,659	71,749	73,902	76,119	78,403
6	47,728	49,159	50,635	52,153	53,718	55,330	56,990	58,699	60,460	62,274	64,142	66,067	68,049	70,090
7	42,667	43,947	45,266	46,623	48,022	49,462	50,947	52,475	54,049	55,671	57,341	59,061	60,833	62,658
8	38,143	39,287	40,465	41,680	42,931	44,218	45,545	46,911	48,318	49,768	51,261	52,799	54,383	56,014
9	34,099	35,122	36,175	37,261	38,379	39,530	40,715	41,937	43,196	44,491	45,826	47,200	48,617	50,075

**Local pay cap is 160,993**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Charlotte, NC**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.79 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,492	128,227	132,074	136,036	140,118	144,321	148,650	153,109	157,703	161,838	161,838	161,838	161,838	161,838
2	100,876	103,902	107,019	110,230	113,537	116,943	120,451	124,065	127,787	131,620	135,569	139,636	143,826	148,140
3	81,739	84,192	86,717	89,319	91,998	94,758	97,600	100,528	103,545	106,650	109,850	113,146	116,540	120,037
4	66,233	68,219	70,267	72,375	74,546	76,782	79,086	81,458	83,902	86,419	89,011	91,681	94,432	97,265
5	53,669	55,279	56,937	58,645	60,405	62,216	64,083	66,005	67,986	70,025	72,126	74,290	76,518	78,815
6	47,978	49,417	50,901	52,427	54,000	55,620	57,289	59,007	60,778	62,601	64,479	66,414	68,406	70,458
7	42,891	44,178	45,504	46,868	48,274	49,722	51,215	52,751	54,333	55,963	57,642	59,371	61,152	62,987
8	38,343	39,494	40,678	41,898	43,156	44,450	45,784	47,157	48,572	50,029	51,530	53,076	54,668	56,308
9	34,278	35,307	36,365	37,457	38,580	39,738	40,929	42,158	43,423	44,725	46,067	47,448	48,872	50,338

**Local pay cap is 161,838**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Chicago, IL**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

28.05 %	Rates in U.S. Dollars													
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	136,495	140,590	144,808	149,151	153,627	158,235	162,982	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	110,602	113,920	117,337	120,857	124,484	128,218	132,064	136,026	140,107	144,310	148,639	153,099	157,692	162,422
3	89,620	92,309	95,077	97,930	100,868	103,893	107,010	110,220	113,528	116,933	120,441	124,055	127,776	131,610
4	72,618	74,797	77,041	79,353	81,733	84,185	86,710	89,311	91,991	94,751	97,593	100,521	103,536	106,643
5	58,843	60,609	62,427	64,299	66,229	68,215	70,261	72,369	74,540	76,776	79,080	81,453	83,896	86,413
6	52,604	54,182	55,808	57,482	59,206	60,983	62,812	64,696	66,637	68,636	70,695	72,817	75,001	77,251
7	47,026	48,437	49,891	51,386	52,928	54,516	56,152	57,836	59,571	61,359	63,199	65,095	67,048	69,060
8	42,040	43,301	44,600	45,938	47,317	48,736	50,198	51,704	53,255	54,853	56,498	58,194	59,939	61,737
9	37,583	38,711	39,871	41,068	42,300	43,569	44,875	46,222	47,609	49,037	50,508	52,023	53,584	55,191

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Cincinnati, OH**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>20.21 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	128,138	131,982	135,942	140,019	144,221	148,547	153,003	157,593	162,321	166,500	166,500	166,500	166,500	166,500
2	103,830	106,945	110,153	113,458	116,862	120,367	123,979	127,698	131,529	135,474	139,539	143,725	148,037	152,478
3	84,133	86,657	89,256	91,934	94,692	97,532	100,458	103,472	106,577	109,773	113,067	116,459	119,953	123,552
4	68,172	70,217	72,324	74,494	76,729	79,031	81,401	83,843	86,359	88,949	91,618	94,366	97,197	100,113
5	55,240	56,898	58,605	60,362	62,174	64,038	65,959	67,938	69,977	72,076	74,238	76,466	78,759	81,123
6	49,383	50,864	52,391	53,962	55,581	57,249	58,967	60,735	62,557	64,434	66,367	68,359	70,409	72,521
7	44,147	45,472	46,836	48,240	49,688	51,178	52,714	54,295	55,924	57,602	59,330	61,110	62,943	64,832
8	39,466	40,650	41,869	43,125	44,420	45,752	47,125	48,538	49,994	51,494	53,039	54,631	56,269	57,957
9	35,282	36,341	37,430	38,554	39,710	40,901	42,128	43,392	44,694	46,034	47,416	48,838	50,303	51,812

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Cleveland, OH**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

Class	20.45 %													
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	128,394	132,246	136,213	140,299	144,509	148,844	153,309	157,908	162,645	166,500	166,500	166,500	166,500	166,500
2	104,037	107,158	110,373	113,684	117,095	120,608	124,226	127,953	131,792	135,745	139,817	144,012	148,333	152,782
3	84,301	86,830	89,434	92,118	94,881	97,727	100,659	103,679	106,790	109,993	113,293	116,692	120,192	123,799
4	68,308	70,357	72,469	74,643	76,882	79,189	81,564	84,010	86,531	89,127	91,801	94,554	97,391	100,313
5	55,350	57,011	58,722	60,483	62,298	64,166	66,091	68,074	70,116	72,219	74,386	76,618	78,916	81,284
6	49,482	50,966	52,496	54,070	55,692	57,363	59,084	60,856	62,682	64,562	66,499	68,495	70,550	72,666
7	44,235	45,563	46,930	48,337	49,787	51,280	52,820	54,404	56,036	57,717	59,448	61,232	63,069	64,961
8	39,545	40,731	41,953	43,211	44,509	45,843	47,219	48,635	50,094	51,597	53,145	54,740	56,381	58,073
9	35,352	36,413	37,505	38,631	39,789	40,983	42,212	43,479	44,783	46,126	47,510	48,935	50,404	51,915

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Colorado Springs, CO**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>17.19 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,919	128,666	132,527	136,502	140,598	144,815	149,159	153,634	158,243	162,393	162,393	162,393	162,393	162,393
2	101,222	104,258	107,386	110,607	113,926	117,344	120,864	124,490	128,225	132,071	136,033	140,115	144,318	148,647
3	82,019	84,480	87,014	89,625	92,313	95,082	97,935	100,872	103,899	107,016	110,227	113,534	116,939	120,448
4	66,460	68,453	70,507	72,623	74,801	77,045	79,356	81,737	84,189	86,715	89,316	91,995	94,755	97,598
5	53,852	55,468	57,132	58,846	60,612	62,429	64,302	66,231	68,219	70,265	72,373	74,545	76,781	79,084
6	48,143	49,587	51,075	52,607	54,185	55,811	57,485	59,209	60,986	62,815	64,699	66,641	68,641	70,700
7	43,038	44,329	45,660	47,028	48,439	49,892	51,390	52,931	54,519	56,155	57,839	59,575	61,362	63,203
8	38,475	39,629	40,817	42,042	43,304	44,603	45,941	47,319	48,738	50,201	51,707	53,258	54,855	56,501
9	34,395	35,428	36,489	37,585	38,713	39,874	41,069	42,302	43,571	44,878	46,224	47,611	49,039	50,510

**Local pay cap is 162,393**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				





## United States Department of State 2019 Foreign Service (FS) Salary Table

### Columbus, OH

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>19.47 %</b>														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	127,349	131,170	135,105	139,157	143,333	147,633	152,061	156,623	161,322	165,552	165,552	165,552	165,552	165,552
2	103,191	106,286	109,475	112,759	116,143	119,627	123,215	126,912	130,719	134,640	138,680	142,841	147,126	151,539
3	83,615	86,124	88,706	91,368	94,109	96,932	99,840	102,835	105,921	109,098	112,371	115,743	119,214	122,791
4	67,753	69,785	71,879	74,036	76,257	78,544	80,900	83,327	85,827	88,402	91,054	93,785	96,599	99,497
5	54,900	56,548	58,244	59,991	61,791	63,644	65,553	67,520	69,546	71,632	73,781	75,995	78,274	80,623
6	49,079	50,551	52,069	53,630	55,239	56,896	58,604	60,361	62,172	64,037	65,958	67,938	69,976	72,075
7	43,875	45,192	46,548	47,943	49,382	50,863	52,390	53,961	55,580	57,248	58,964	60,734	62,556	64,433
8	39,223	40,400	41,611	42,860	44,147	45,470	46,835	48,240	49,686	51,177	52,713	54,294	55,923	57,600
9	35,064	36,117	37,199	38,316	39,466	40,650	41,868	43,125	44,419	45,751	47,124	48,537	49,993	51,493

**Local pay cap is 165,552**

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS		
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Corpus Christi, TX**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	123,661	127,371	131,192	135,127	139,182	143,357	147,658	152,087	156,649	160,757	160,757	160,757	160,757	160,757
2	100,202	103,208	106,305	109,494	112,779	116,162	119,647	123,236	126,934	130,741	134,663	138,704	142,865	147,151
3	81,193	83,629	86,137	88,722	91,383	94,125	96,948	99,857	102,853	105,938	109,117	112,390	115,762	119,235
4	65,790	67,764	69,797	71,891	74,048	76,270	78,557	80,913	83,342	85,842	88,417	91,069	93,801	96,615
5	53,310	54,910	56,557	58,253	60,002	61,801	63,655	65,564	67,532	69,557	71,644	73,794	76,007	78,288
6	47,658	49,087	50,561	52,077	53,640	55,249	56,906	58,613	60,372	62,183	64,048	65,970	67,949	69,988
7	42,605	43,883	45,200	46,555	47,952	49,390	50,873	52,398	53,970	55,590	57,257	58,975	60,744	62,567
8	38,087	39,230	40,406	41,619	42,868	44,153	45,478	46,843	48,247	49,695	51,186	52,722	54,303	55,932
9	34,049	35,071	36,122	37,207	38,323	39,472	40,656	41,876	43,133	44,426	45,759	47,131	48,546	50,001

**Local pay cap is 160,757**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

**Dallas, TX**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

24.21 %														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	132,402	136,374	140,465	144,679	149,020	153,490	158,094	162,837	166,500	166,500	166,500	166,500	166,500	166,500
2	107,285	110,503	113,819	117,233	120,751	124,373	128,104	131,947	135,906	139,982	144,182	148,508	152,963	157,552
3	86,932	89,541	92,226	94,993	97,843	100,778	103,801	106,915	110,123	113,426	116,829	120,335	123,944	127,663
4	70,441	72,554	74,731	76,973	79,282	81,661	84,110	86,633	89,232	91,909	94,667	97,506	100,431	103,445
5	57,078	58,791	60,555	62,371	64,243	66,169	68,154	70,199	72,305	74,474	76,708	79,010	81,380	83,822
6	51,027	52,557	54,134	55,758	57,431	59,154	60,929	62,756	64,639	66,578	68,575	70,633	72,752	74,935
7	45,616	46,985	48,395	49,845	51,341	52,881	54,469	56,102	57,785	59,519	61,304	63,143	65,038	66,989
8	40,779	42,003	43,262	44,560	45,898	47,274	48,693	50,154	51,658	53,208	54,804	56,448	58,141	59,885
9	36,456	37,550	38,675	39,837	41,032	42,262	43,529	44,836	46,181	47,566	48,993	50,463	51,977	53,536

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS		
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Davenport, IA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.49 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,173	127,898	131,735	135,686	139,758	143,950	148,268	152,716	157,298	161,423	161,423	161,423	161,423	161,423
2	100,617	103,635	106,744	109,947	113,246	116,643	120,142	123,746	127,459	131,282	135,220	139,278	143,456	147,759
3	81,529	83,975	86,494	89,089	91,762	94,514	97,350	100,270	103,279	106,376	109,568	112,856	116,241	119,728
4	66,063	68,044	70,086	72,189	74,354	76,585	78,882	81,248	83,686	86,197	88,783	91,446	94,189	97,015
5	53,531	55,137	56,791	58,494	60,250	62,057	63,918	65,835	67,811	69,845	71,941	74,099	76,322	78,612
6	47,855	49,290	50,770	52,292	53,861	55,477	57,142	58,855	60,621	62,440	64,313	66,243	68,231	70,277
7	42,781	44,065	45,387	46,747	48,150	49,594	51,083	52,615	54,193	55,820	57,494	59,219	60,995	62,825
8	38,245	39,392	40,573	41,791	43,045	44,336	45,666	47,036	48,447	49,901	51,398	52,940	54,528	56,163
9	34,190	35,216	36,271	37,361	38,481	39,636	40,824	42,049	43,311	44,610	45,948	47,326	48,746	50,208

**Local pay cap is 161,423**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

**Dayton, OH**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>18.61 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	126,432	130,225	134,132	138,156	142,301	146,570	150,967	155,495	160,160	164,360	164,360	164,360	164,360	164,360
2	102,448	105,521	108,687	111,948	115,307	118,765	122,328	125,998	129,778	133,671	137,681	141,812	146,067	150,448
3	83,013	85,504	88,068	90,711	93,431	96,234	99,121	102,095	105,158	108,312	111,562	114,909	118,356	121,907
4	67,265	69,282	71,362	73,503	75,708	77,979	80,318	82,727	85,209	87,765	90,399	93,110	95,903	98,781
5	54,505	56,140	57,825	59,559	61,346	63,186	65,081	67,034	69,045	71,116	73,250	75,448	77,711	80,043
6	48,726	50,187	51,694	53,244	54,842	56,487	58,182	59,927	61,725	63,576	65,483	67,449	69,472	71,556
7	43,560	44,867	46,213	47,598	49,026	50,497	52,013	53,573	55,180	56,836	58,540	60,297	62,105	63,969
8	38,941	40,109	41,312	42,551	43,829	45,143	46,497	47,892	49,329	50,809	52,333	53,904	55,520	57,185
9	34,812	35,857	36,932	38,041	39,182	40,357	41,567	42,815	44,099	45,422	46,785	48,188	49,634	51,122

**Local pay cap is 164,360**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

**Denver, CO**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

26.30 %														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	134,629	138,669	142,829	147,113	151,527	156,073	160,755	165,577	166,500	166,500	166,500	166,500	166,500	166,500
2	109,090	112,363	115,734	119,206	122,783	126,465	130,260	134,167	138,192	142,338	146,608	151,007	155,537	160,203
3	88,395	91,047	93,778	96,592	99,489	102,474	105,548	108,714	111,976	115,335	118,795	122,359	126,030	129,811
4	71,626	73,774	75,988	78,268	80,616	83,035	85,525	88,090	90,734	93,456	96,260	99,147	102,121	105,185
5	58,039	59,780	61,574	63,420	65,324	67,283	69,301	71,380	73,522	75,727	77,999	80,339	82,749	85,232
6	51,885	53,441	55,045	56,696	58,397	60,149	61,954	63,812	65,727	67,698	69,729	71,822	73,976	76,196
7	46,384	47,776	49,209	50,684	52,205	53,771	55,385	57,046	58,757	60,520	62,335	64,206	66,132	68,116
8	41,466	42,710	43,990	45,310	46,670	48,070	49,512	50,997	52,527	54,103	55,726	57,398	59,120	60,893
9	37,069	38,182	39,326	40,507	41,722	42,974	44,262	45,591	46,958	48,367	49,818	51,312	52,851	54,437

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS		
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

**Detroit, MI**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

26.81 %														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	135,173	139,229	143,406	147,707	152,139	156,703	161,404	166,245	166,500	166,500	166,500	166,500	166,500	166,500
2	109,531	112,817	116,201	119,687	123,278	126,976	130,785	134,709	138,750	142,912	147,200	151,617	156,165	160,850
3	88,752	91,415	94,156	96,982	99,891	102,887	105,974	109,153	112,428	115,800	119,275	122,854	126,539	130,335
4	71,915	74,072	76,295	78,584	80,942	83,370	85,871	88,446	91,100	93,833	96,648	99,547	102,533	105,610
5	58,273	60,022	61,822	63,676	65,587	67,554	69,581	71,668	73,819	76,033	78,314	80,664	83,083	85,576
6	52,095	53,657	55,268	56,925	58,633	60,392	62,204	64,069	65,992	67,971	70,011	72,112	74,275	76,503
7	46,571	47,968	49,408	50,889	52,416	53,988	55,609	57,276	58,995	60,765	62,587	64,465	66,399	68,391
8	41,633	42,882	44,168	45,493	46,859	48,264	49,712	51,203	52,739	54,322	55,951	57,630	59,358	61,139
9	37,219	38,336	39,485	40,671	41,890	43,147	44,441	45,775	47,148	48,562	50,019	51,519	53,065	54,656

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Harrisburg, PA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.65 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,343	128,074	131,916	135,873	139,950	144,148	148,472	152,926	157,514	161,644	161,644	161,644	161,644	161,644
2	100,755	103,778	106,891	110,098	113,401	116,803	120,307	123,916	127,634	131,462	135,406	139,469	143,653	147,962
3	81,641	84,091	86,613	89,212	91,888	94,644	97,483	100,408	103,421	106,522	109,719	113,011	116,400	119,893
4	66,153	68,138	70,182	72,288	74,457	76,690	78,991	81,360	83,801	86,315	88,905	91,571	94,319	97,148
5	53,604	55,213	56,869	58,575	60,333	62,142	64,006	65,926	67,904	69,941	72,040	74,201	76,427	78,720
6	47,921	49,358	50,840	52,364	53,935	55,553	57,220	58,936	60,705	62,526	64,401	66,334	68,324	70,374
7	42,840	44,125	45,449	46,812	48,216	49,663	51,153	52,687	54,268	55,896	57,573	59,300	61,079	62,912
8	38,297	39,446	40,629	41,848	43,105	44,397	45,729	47,101	48,514	49,969	51,468	53,013	54,603	56,240
9	34,237	35,264	36,321	37,412	38,534	39,690	40,880	42,107	43,370	44,671	46,011	47,391	48,813	50,277

**Local pay cap is 161,644**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				





**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Hartford, CT**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>28.87 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	137,369	141,490	145,735	150,106	154,610	159,249	164,026	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	111,310	114,649	118,089	121,631	125,281	129,039	132,910	136,897	141,004	145,234	149,591	154,080	158,702	163,463
3	90,194	92,900	95,686	98,557	101,513	104,559	107,695	110,926	114,255	117,682	121,213	124,849	128,594	132,453
4	73,083	75,276	77,535	79,861	82,256	84,724	87,266	89,883	92,580	95,357	98,218	101,164	104,199	107,326
5	59,220	60,997	62,827	64,711	66,653	68,652	70,711	72,832	75,018	77,268	79,586	81,974	84,433	86,967
6	52,941	54,529	56,165	57,850	59,586	61,373	63,215	65,110	67,064	69,076	71,148	73,283	75,482	77,746
7	47,328	48,748	50,210	51,716	53,267	54,865	56,512	58,207	59,953	61,752	63,604	65,512	67,478	69,502
8	42,309	43,579	44,885	46,232	47,620	49,048	50,520	52,035	53,596	55,204	56,860	58,566	60,323	62,132
9	37,823	38,959	40,126	41,331	42,571	43,848	45,162	46,518	47,914	49,351	50,831	52,356	53,927	55,544

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

### Hawaii

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>18.98 %</b>														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	126,827	130,632	134,551	138,587	142,745	147,027	151,438	155,980	160,660	164,873	164,873	164,873	164,873	164,873
2	102,768	105,851	109,026	112,297	115,666	119,136	122,710	126,391	130,183	134,088	138,111	142,255	146,523	150,918
3	83,272	85,770	88,343	90,994	93,723	96,534	99,430	102,413	105,486	108,650	111,910	115,268	118,725	122,288
4	67,475	69,499	71,584	73,732	75,944	78,222	80,568	82,985	85,475	88,039	90,681	93,400	96,202	99,089
5	54,675	56,316	58,005	59,745	61,538	63,383	65,284	67,243	69,261	71,338	73,478	75,683	77,953	80,292
6	48,878	50,344	51,855	53,410	55,013	56,663	58,363	60,113	61,917	63,774	65,688	67,659	69,689	71,779
7	43,695	45,007	46,357	47,747	49,179	50,655	52,175	53,740	55,352	57,013	58,723	60,485	62,299	64,168
8	39,062	40,234	41,441	42,684	43,965	45,284	46,643	48,042	49,483	50,967	52,496	54,072	55,693	57,364
9	34,921	35,969	37,047	38,159	39,304	40,483	41,697	42,948	44,237	45,563	46,930	48,338	49,788	51,282

**Local pay cap is 164,873**

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC 180,438
EX-II	192,300	127,914	192,300	MC 189,283
EX-III	176,900			CM 192,300
EX-IV	166,500			
EX-V	156,000			



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Houston, TX**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>32.54 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	141,281	145,520	149,886	154,381	159,014	163,784	166,500	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	114,480	117,914	121,452	125,095	128,849	132,714	136,695	140,796	145,020	149,370	153,851	158,467	163,222	166,500
3	92,762	95,545	98,411	101,364	104,404	107,536	110,762	114,085	117,509	121,033	124,664	128,405	132,256	136,225
4	75,165	77,419	79,743	82,135	84,599	87,137	89,751	92,443	95,217	98,073	101,015	104,045	107,167	110,382
5	60,906	62,734	64,616	66,554	68,551	70,607	72,725	74,906	77,154	79,468	81,853	84,309	86,838	89,443
6	54,449	56,082	57,765	59,497	61,283	63,121	65,015	66,965	68,974	71,043	73,174	75,370	77,631	79,960
7	48,675	50,136	51,640	53,188	54,784	56,428	58,121	59,864	61,660	63,511	65,415	67,378	69,399	71,481
8	43,514	44,820	46,164	47,549	48,976	50,445	51,958	53,517	55,122	56,776	58,479	60,234	62,041	63,902
9	38,900	40,068	41,269	42,508	43,783	45,097	46,449	47,843	49,278	50,756	52,279	53,847	55,463	57,126

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>	<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>	<b>SFS PAY CAPS</b>
EX-I	213,600	Minimum Maximum OC 180,438
EX-II	192,300	127,914 192,300 MC 189,283
EX-III	176,900	CM 192,300
EX-IV	166,500	
EX-V	156,000	



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Huntsville, AL**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>19.18 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	127,040	130,851	134,777	138,820	142,985	147,274	151,692	156,243	160,930	165,150	165,150	165,150	165,150	165,150
2	102,941	106,028	109,209	112,486	115,861	119,336	122,916	126,604	130,402	134,313	138,343	142,494	146,769	151,171
3	83,412	85,914	88,491	91,146	93,880	96,697	99,598	102,585	105,664	108,833	112,098	115,462	118,925	122,493
4	67,588	69,615	71,705	73,856	76,071	78,354	80,704	83,124	85,619	88,187	90,833	93,557	96,364	99,255
5	54,767	56,410	58,103	59,845	61,641	63,490	65,394	67,356	69,377	71,458	73,602	75,810	78,084	80,427
6	48,960	50,429	51,942	53,500	55,105	56,758	58,461	60,215	62,021	63,882	65,798	67,773	69,806	71,900
7	43,769	45,082	46,435	47,827	49,262	50,740	52,263	53,830	55,445	57,109	58,821	60,586	62,404	64,276
8	39,128	40,302	41,510	42,756	44,039	45,360	46,721	48,123	49,566	51,053	52,585	54,163	55,787	57,460
9	34,979	36,029	37,109	38,223	39,370	40,551	41,767	43,020	44,311	45,640	47,009	48,419	49,872	51,368

**Local pay cap is 165,150**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Indianapolis, IN**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.57 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,258	127,986	131,826	135,780	139,854	144,049	148,370	152,821	157,406	161,533	161,533	161,533	161,533	161,533
2	100,686	103,707	106,818	110,022	113,324	116,723	120,224	123,831	127,546	131,372	135,313	139,373	143,555	147,861
3	81,585	84,033	86,553	89,150	91,825	94,579	97,416	100,339	103,350	106,449	109,643	112,933	116,321	119,811
4	66,108	68,091	70,134	72,238	74,405	76,638	78,937	81,304	83,744	86,256	88,844	91,509	94,254	97,082
5	53,567	55,175	56,830	58,534	60,291	62,099	63,962	65,881	67,858	69,893	71,990	74,150	76,374	78,666
6	47,888	49,324	50,805	52,328	53,898	55,515	57,181	58,896	60,663	62,483	64,357	66,289	68,277	70,326
7	42,810	44,095	45,418	46,780	48,183	49,629	51,118	52,651	54,231	55,858	57,533	59,260	61,037	62,869
8	38,271	39,419	40,601	41,819	43,075	44,367	45,698	47,069	48,480	49,935	51,433	52,976	54,565	56,202
9	34,213	35,240	36,296	37,386	38,508	39,663	40,852	42,078	43,341	44,640	45,980	47,359	48,780	50,243

**Local pay cap is 161,533**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Kansas City**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.60 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,290	128,019	131,859	135,815	139,890	144,086	148,408	152,860	157,446	161,575	161,575	161,575	161,575	161,575
2	100,712	103,733	106,845	110,051	113,353	116,753	120,255	123,863	127,579	131,406	135,348	139,409	143,592	147,899
3	81,606	84,055	86,576	89,173	91,848	94,603	97,441	100,365	103,376	106,477	109,672	112,962	116,350	119,841
4	66,125	68,108	70,152	72,257	74,425	76,658	78,957	81,325	83,765	86,278	88,867	91,532	94,278	97,107
5	53,581	55,189	56,845	58,550	60,307	62,115	63,978	65,898	67,875	69,911	72,009	74,169	76,394	78,686
6	47,900	49,337	50,818	52,342	53,912	55,530	57,196	58,911	60,679	62,499	64,374	66,306	68,295	70,344
7	42,821	44,106	45,430	46,792	48,195	49,641	51,131	52,665	54,245	55,872	57,548	59,275	61,053	62,885
8	38,281	39,429	40,612	41,830	43,086	44,378	45,710	47,081	48,493	49,948	51,446	52,990	54,579	56,216
9	34,222	35,249	36,306	37,396	38,518	39,673	40,862	42,089	43,352	44,652	45,992	47,371	48,792	50,256

**Local pay cap is 161,575**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Laredo, TX**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>18.22 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	126,017	129,797	133,691	137,701	141,833	146,088	150,470	154,984	159,634	163,820	163,820	163,820	163,820	163,820
2	102,111	105,174	108,330	111,580	114,928	118,375	121,926	125,584	129,352	133,232	137,229	141,346	145,587	149,954
3	82,740	85,222	87,778	90,412	93,124	95,918	98,795	101,759	104,813	107,956	111,195	114,532	117,967	121,507
4	67,044	69,055	71,127	73,261	75,459	77,723	80,054	82,455	84,929	87,477	90,101	92,804	95,588	98,456
5	54,326	55,956	57,635	59,363	61,145	62,978	64,867	66,813	68,818	70,882	73,009	75,200	77,455	79,780
6	48,566	50,022	51,524	53,069	54,661	56,301	57,990	59,729	61,522	63,367	65,268	67,227	69,244	71,321
7	43,416	44,719	46,061	47,442	48,865	50,331	51,842	53,396	54,998	56,649	58,347	60,098	61,901	63,758
8	38,813	39,977	41,176	42,411	43,685	44,995	46,345	47,735	49,167	50,642	52,161	53,726	55,338	56,997
9	34,698	35,739	36,810	37,916	39,053	40,224	41,430	42,674	43,954	45,272	46,631	48,029	49,470	50,954

**Local pay cap is 163,820**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Las Vegas, NV**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>17.04 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,759	128,502	132,357	136,327	140,418	144,630	148,969	153,437	158,040	162,185	162,185	162,185	162,185	162,185
2	101,092	104,125	107,248	110,466	113,780	117,193	120,709	124,330	128,060	131,902	135,859	139,935	144,134	148,457
3	81,914	84,372	86,902	89,510	92,195	94,960	97,809	100,743	103,766	106,879	110,085	113,388	116,790	120,294
4	66,375	68,365	70,417	72,530	74,705	76,947	79,255	81,632	84,082	86,604	89,202	91,878	94,634	97,473
5	53,783	55,397	57,059	58,770	60,534	62,350	64,220	66,146	68,131	70,175	72,280	74,449	76,682	78,983
6	48,081	49,523	51,010	52,539	54,116	55,739	57,412	59,133	60,908	62,735	64,617	66,556	68,553	70,609
7	42,983	44,273	45,601	46,968	48,377	49,829	51,324	52,863	54,449	56,083	57,765	59,498	61,283	63,122
8	38,425	39,578	40,765	41,988	43,249	44,545	45,882	47,258	48,676	50,136	51,640	53,190	54,785	56,428
9	34,351	35,382	36,443	37,537	38,663	39,823	41,017	42,248	43,515	44,820	46,165	47,550	48,977	50,445

**Local pay cap is 162,185**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				





**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Los Angeles, CA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>31.47 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	140,140	144,345	148,675	153,135	157,730	162,461	166,500	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	113,556	116,962	120,471	124,085	127,809	131,642	135,592	139,659	143,849	148,164	152,609	157,188	161,904	166,500
3	92,013	94,774	97,616	100,546	103,562	106,668	109,868	113,164	116,560	120,056	123,658	127,368	131,189	135,125
4	74,558	76,794	79,099	81,472	83,916	86,434	89,026	91,696	94,448	97,281	100,200	103,205	106,301	109,491
5	60,414	62,227	64,094	66,016	67,998	70,037	72,138	74,302	76,531	78,827	81,192	83,628	86,137	88,721
6	54,009	55,629	57,299	59,017	60,788	62,611	64,490	66,424	68,417	70,469	72,583	74,762	77,005	79,315
7	48,282	49,731	51,223	52,759	54,342	55,972	57,652	59,381	61,162	62,998	64,887	66,834	68,839	70,904
8	43,163	44,458	45,791	47,165	48,581	50,037	51,539	53,085	54,677	56,318	58,007	59,748	61,540	63,386
9	38,586	39,745	40,936	42,165	43,430	44,733	46,074	47,457	48,881	50,346	51,857	53,412	55,015	56,665

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Miami, FL**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>23.12 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	131,240	135,177	139,233	143,409	147,712	152,143	156,707	161,408	166,250	166,500	166,500	166,500	166,500	166,500
2	106,344	109,534	112,820	116,204	119,691	123,281	126,980	130,789	134,713	138,754	142,916	147,205	151,621	156,169
3	86,169	88,755	91,417	94,160	96,984	99,893	102,890	105,977	109,157	112,431	115,804	119,279	122,857	126,543
4	69,823	71,917	74,075	76,297	78,586	80,944	83,372	85,873	88,449	91,103	93,836	96,650	99,550	102,537
5	56,577	58,275	60,023	61,823	63,679	65,588	67,556	69,582	71,671	73,820	76,035	78,317	80,666	83,086
6	50,579	52,096	53,659	55,269	56,927	58,635	60,394	62,205	64,072	65,994	67,973	70,013	72,114	74,277
7	45,216	46,573	47,970	49,408	50,890	52,417	53,991	55,610	57,278	58,997	60,766	62,589	64,467	66,401
8	40,422	41,634	42,883	44,169	45,495	46,859	48,266	49,713	51,204	52,741	54,323	55,953	57,631	59,360
9	36,136	37,220	38,336	39,487	40,671	41,892	43,147	44,443	45,776	47,149	48,563	50,020	51,521	53,066

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

**Milwaukee, WI**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

20.58 %														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	128,532	132,388	136,360	140,450	144,665	149,004	153,474	158,078	162,820	166,500	166,500	166,500	166,500	166,500
2	104,150	107,274	110,492	113,807	117,222	120,738	124,360	128,091	131,934	135,891	139,968	144,168	148,493	152,947
3	84,392	86,924	89,531	92,217	94,983	97,833	100,768	103,790	106,905	110,111	113,415	116,818	120,322	123,932
4	68,382	70,433	72,547	74,723	76,965	79,274	81,652	84,101	86,625	89,223	91,900	94,657	97,496	100,421
5	55,410	57,073	58,785	60,548	62,365	64,235	66,162	68,147	70,192	72,297	74,467	76,701	79,002	81,372
6	49,535	51,021	52,552	54,128	55,753	57,425	59,148	60,922	62,750	64,632	66,571	68,569	70,626	72,745
7	44,283	45,612	46,980	48,389	49,841	51,336	52,877	54,462	56,096	57,780	59,512	61,298	63,137	65,031
8	39,588	40,775	41,998	43,258	44,557	45,893	47,270	48,688	50,148	51,653	53,202	54,799	56,442	58,135
9	35,390	36,453	37,545	38,672	39,832	41,027	42,257	43,526	44,832	46,176	47,562	48,988	50,458	51,971

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Minneapolis, MN**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

24.00 %	Rates in U.S. Dollars													
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	132,178	136,143	140,228	144,434	148,768	153,231	157,827	162,562	166,500	166,500	166,500	166,500	166,500	166,500
2	107,104	110,317	113,626	117,035	120,547	124,162	127,887	131,724	135,676	139,746	143,938	148,257	152,705	157,285
3	86,785	89,389	92,070	94,833	97,677	100,607	103,626	106,734	109,937	113,234	116,632	120,131	123,735	127,447
4	70,322	72,431	74,605	76,843	79,148	81,523	83,968	86,486	89,082	91,754	94,507	97,341	100,261	103,270
5	56,982	58,692	60,452	62,265	64,134	66,057	68,039	70,080	72,183	74,348	76,579	78,876	81,242	83,680
6	50,940	52,468	54,043	55,664	57,334	59,054	60,826	62,650	64,530	66,465	68,459	70,514	72,629	74,808
7	45,539	46,905	48,313	49,761	51,254	52,792	54,376	56,007	57,687	59,418	61,200	63,037	64,928	66,876
8	40,710	41,932	43,189	44,485	45,820	47,194	48,610	50,069	51,570	53,118	54,711	56,353	58,043	59,784
9	36,394	37,486	38,610	39,769	40,962	42,191	43,456	44,760	46,103	47,486	48,911	50,377	51,889	53,445

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**New York, NY**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>33.06 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	141,835	146,091	150,474	154,987	159,637	164,426	166,500	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	114,929	118,377	121,928	125,586	129,354	133,234	137,231	141,348	145,589	149,956	154,455	159,089	163,862	166,500
3	93,126	95,920	98,797	101,762	104,814	107,958	111,197	114,533	117,970	121,508	125,154	128,909	132,775	136,759
4	75,460	77,723	80,056	82,457	84,931	87,479	90,103	92,805	95,590	98,458	101,412	104,453	107,587	110,815
5	61,145	62,980	64,869	66,815	68,820	70,884	73,010	75,200	77,457	79,780	82,174	84,639	87,178	89,794
6	54,662	56,302	57,992	59,731	61,523	63,368	65,270	67,227	69,244	71,321	73,461	75,666	77,936	80,274
7	48,866	50,333	51,843	53,397	54,999	56,649	58,349	60,099	61,902	63,760	65,672	67,642	69,672	71,762
8	43,685	44,996	46,345	47,735	49,168	50,643	52,162	53,727	55,338	56,999	58,709	60,470	62,284	64,152
9	39,053	40,225	41,431	42,675	43,955	45,274	46,631	48,031	49,472	50,955	52,484	54,058	55,680	57,350

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

**Omaha, NE**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

15.87 %														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	123,512	127,217	131,034	134,964	139,014	143,184	147,479	151,903	156,460	160,563	160,563	160,563	160,563	160,563
2	100,082	103,084	106,176	109,362	112,643	116,022	119,503	123,088	126,780	130,583	134,501	138,536	142,693	146,973
3	81,095	83,528	86,033	88,615	91,273	94,011	96,831	99,736	102,729	105,810	108,985	112,255	115,622	119,091
4	65,711	67,682	69,713	71,805	73,959	76,178	78,463	80,816	83,241	85,738	88,310	90,959	93,688	96,499
5	53,246	54,844	56,489	58,183	59,929	61,726	63,578	65,485	67,450	69,473	71,558	73,705	75,916	78,194
6	47,601	49,028	50,500	52,014	53,575	55,182	56,838	58,542	60,299	62,107	63,971	65,891	67,867	69,903
7	42,553	43,830	45,145	46,499	47,894	49,330	50,811	52,335	53,905	55,523	57,188	58,904	60,671	62,491
8	38,041	39,183	40,358	41,568	42,816	44,100	45,423	46,786	48,189	49,635	51,124	52,658	54,238	55,864
9	34,008	35,029	36,078	37,162	38,276	39,425	40,607	41,826	43,080	44,372	45,704	47,075	48,487	49,941

**Local pay cap is 160,563**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Palm Bay, FL**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.33 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,002	127,722	131,554	135,500	139,566	143,752	148,065	152,506	157,082	161,201	161,201	161,201	161,201	161,201
2	100,479	103,493	106,598	109,796	113,090	116,482	119,977	123,576	127,284	131,102	135,035	139,086	143,259	147,556
3	81,417	83,860	86,375	88,967	91,635	94,384	97,216	100,132	103,137	106,230	109,418	112,701	116,081	119,564
4	65,972	67,951	69,990	72,090	74,252	76,480	78,774	81,137	83,571	86,078	88,661	91,320	94,060	96,882
5	53,457	55,061	56,713	58,414	60,167	61,971	63,830	65,745	67,718	69,749	71,842	73,998	76,217	78,504
6	47,790	49,223	50,700	52,221	53,788	55,401	57,063	58,775	60,538	62,354	64,225	66,152	68,137	70,181
7	42,722	44,004	45,324	46,683	48,084	49,526	51,013	52,543	54,119	55,743	57,415	59,138	60,912	62,739
8	38,192	39,338	40,518	41,733	42,986	44,275	45,604	46,972	48,380	49,832	51,327	52,867	54,453	56,086
9	34,143	35,168	36,222	37,309	38,428	39,581	40,768	41,992	43,251	44,549	45,885	47,261	48,679	50,139

**Local pay cap is 161,201**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Philadelphia, PA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>25.30 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	133,564	137,571	141,698	145,948	150,327	154,837	159,482	164,266	166,500	166,500	166,500	166,500	166,500	166,500
2	108,227	111,473	114,817	118,262	121,810	125,464	129,228	133,105	137,098	141,211	145,447	149,811	154,306	158,934
3	87,695	90,326	93,035	95,827	98,701	101,662	104,712	107,853	111,090	114,421	117,855	121,391	125,032	128,783
4	71,059	73,190	75,387	77,648	79,978	82,377	84,848	87,393	90,016	92,716	95,497	98,362	101,313	104,352
5	57,579	59,307	61,086	62,918	64,806	66,750	68,752	70,815	72,940	75,127	77,382	79,703	82,094	84,557
6	51,474	53,018	54,609	56,247	57,935	59,673	61,463	63,307	65,206	67,162	69,177	71,253	73,391	75,592
7	46,016	47,397	48,819	50,283	51,792	53,345	54,947	56,594	58,292	60,041	61,842	63,698	65,608	67,577
8	41,137	42,371	43,642	44,951	46,301	47,689	49,120	50,594	52,111	53,675	55,285	56,944	58,652	60,411
9	36,776	37,879	39,015	40,186	41,392	42,633	43,911	45,230	46,587	47,984	49,423	50,906	52,433	54,006

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				





**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Phoenix, AZ**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>19.60 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	127,488	131,312	135,252	139,309	143,489	147,793	152,227	156,793	161,497	165,732	165,732	165,732	165,732	165,732
2	103,303	106,402	109,594	112,882	116,269	119,757	123,349	127,050	130,862	134,787	138,830	142,996	147,286	151,704
3	83,706	86,217	88,803	91,468	94,211	97,037	99,949	102,947	106,036	109,216	112,493	115,868	119,344	122,925
4	67,826	69,861	71,957	74,116	76,339	78,630	80,988	83,417	85,921	88,498	91,153	93,887	96,704	99,605
5	54,960	56,609	58,307	60,056	61,858	63,713	65,625	67,593	69,622	71,710	73,861	76,078	78,360	80,711
6	49,133	50,606	52,125	53,688	55,299	56,958	58,667	60,427	62,240	64,107	66,030	68,012	70,052	72,153
7	43,923	45,241	46,599	47,995	49,435	50,919	52,447	54,020	55,640	57,310	59,029	60,800	62,624	64,503
8	39,266	40,444	41,657	42,907	44,195	45,520	46,886	48,292	49,740	51,233	52,770	54,353	55,984	57,663
9	35,103	36,156	37,240	38,358	39,509	40,694	41,914	43,172	44,467	45,801	47,175	48,590	50,048	51,549

**Local pay cap is 165,732**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Pittsburgh, PA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>18.86 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	126,699	130,500	134,415	138,447	142,601	146,879	151,285	155,823	160,498	164,707	164,707	164,707	164,707	164,707
2	102,664	105,744	108,916	112,184	115,550	119,016	122,586	126,264	130,052	133,953	137,971	142,111	146,375	150,766
3	83,188	85,684	88,254	90,902	93,628	96,437	99,330	102,310	105,380	108,541	111,797	115,152	118,606	122,164
4	67,407	69,429	71,512	73,658	75,867	78,143	80,487	82,901	85,389	87,950	90,589	93,306	96,105	98,989
5	54,620	56,259	57,947	59,684	61,476	63,319	65,218	67,175	69,191	71,266	73,404	75,607	77,875	80,211
6	48,829	50,293	51,803	53,356	54,957	56,606	58,304	60,053	61,855	63,710	65,621	67,591	69,619	71,707
7	43,651	44,961	46,310	47,699	49,130	50,603	52,122	53,685	55,296	56,955	58,663	60,424	62,236	64,104
8	39,023	40,194	41,399	42,641	43,921	45,238	46,595	47,993	49,433	50,916	52,443	54,017	55,637	57,306
9	34,885	35,933	37,009	38,121	39,264	40,442	41,654	42,905	44,192	45,517	46,883	48,289	49,738	51,230

**Local pay cap is 164,707**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Portland, OR**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>23.13 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	131,250	135,188	139,244	143,421	147,724	152,155	156,720	161,421	166,264	166,500	166,500	166,500	166,500	166,500
2	106,352	109,543	112,829	116,214	119,701	123,291	126,990	130,800	134,724	138,765	142,928	147,217	151,633	156,182
3	86,176	88,762	91,424	94,167	96,992	99,902	102,899	105,985	109,166	112,440	115,814	119,288	122,867	126,553
4	69,828	71,923	74,081	76,304	78,593	80,951	83,379	85,879	88,457	91,110	93,844	96,658	99,558	102,545
5	56,582	58,280	60,028	61,828	63,684	65,594	67,561	69,588	71,676	73,826	76,041	78,323	80,672	83,093
6	50,583	52,100	53,664	55,273	56,932	58,639	60,399	62,210	64,077	65,999	67,979	70,019	72,120	74,283
7	45,219	46,576	47,974	49,412	50,895	52,421	53,995	55,614	57,283	59,001	60,771	62,594	64,472	66,406
8	40,425	41,638	42,886	44,173	45,499	46,863	48,269	49,717	51,209	52,745	54,327	55,958	57,636	59,365
9	36,139	37,223	38,339	39,490	40,675	41,895	43,151	44,446	45,780	47,153	48,567	50,024	51,525	53,070

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Raleigh, NC**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

19.99 %	Rates in U.S. Dollars													
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	127,903	131,741	135,693	139,763	143,957	148,275	152,723	157,304	162,024	166,273	166,273	166,273	166,273	166,273
2	103,640	106,749	109,952	113,250	116,648	120,147	123,752	127,464	131,288	135,226	139,283	143,462	147,766	152,199
3	83,979	86,498	89,093	91,766	94,519	97,354	100,274	103,283	106,382	109,572	112,860	116,246	119,733	123,326
4	68,048	70,089	72,192	74,358	76,588	78,886	81,252	83,689	86,201	88,787	91,450	94,193	97,019	99,930
5	55,139	56,794	58,498	60,252	62,060	63,921	65,839	67,814	69,849	71,944	74,102	76,326	78,615	80,974
6	49,293	50,771	52,295	53,864	55,480	57,144	58,859	60,624	62,443	64,316	66,245	68,234	70,281	72,389
7	44,066	45,389	46,751	48,152	49,597	51,085	52,618	54,196	55,822	57,497	59,221	60,998	62,828	64,713
8	39,394	40,576	41,793	43,046	44,339	45,668	47,038	48,450	49,903	51,400	52,942	54,531	56,166	57,851
9	35,217	36,274	37,361	38,483	39,637	40,827	42,050	43,313	44,612	45,950	47,329	48,748	50,211	51,717

**Local pay cap is 166,273**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Richmond, VA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>19.38 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	127,253	131,071	135,003	139,053	143,225	147,521	151,947	156,505	161,200	165,427	165,427	165,427	165,427	165,427
2	103,113	106,206	109,393	112,674	116,055	119,536	123,123	126,816	130,621	134,539	138,575	142,733	147,015	151,425
3	83,552	86,059	88,640	91,299	94,038	96,859	99,765	102,758	105,841	109,015	112,286	115,655	119,125	122,699
4	67,702	69,732	71,825	73,980	76,199	78,485	80,839	83,264	85,763	88,335	90,985	93,714	96,526	99,422
5	54,859	56,505	58,200	59,945	61,745	63,596	65,504	67,469	69,493	71,578	73,726	75,938	78,215	80,562
6	49,042	50,513	52,029	53,590	55,198	56,854	58,559	60,316	62,125	63,989	65,909	67,887	69,923	72,021
7	43,842	45,158	46,513	47,907	49,345	50,825	52,351	53,920	55,538	57,205	58,920	60,688	62,509	64,384
8	39,194	40,370	41,580	42,828	44,113	45,436	46,799	48,203	49,649	51,139	52,673	54,253	55,881	57,557
9	35,038	36,090	37,171	38,288	39,436	40,619	41,837	43,093	44,385	45,717	47,088	48,501	49,956	51,454

**Local pay cap is 165,427**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Sacramento, CA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>25.59 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	133,873	137,889	142,026	146,286	150,675	155,195	159,851	164,646	166,500	166,500	166,500	166,500	166,500	166,500
2	108,477	111,731	115,083	118,536	122,092	125,755	129,527	133,413	137,416	141,537	145,784	150,158	154,663	159,302
3	87,898	90,535	93,251	96,049	98,930	101,897	104,954	108,103	111,347	114,686	118,127	121,672	125,321	129,081
4	71,223	73,360	75,561	77,828	80,163	82,568	85,045	87,595	90,224	92,930	95,718	98,589	101,547	104,594
5	57,712	59,444	61,228	63,064	64,956	66,904	68,911	70,978	73,108	75,301	77,561	79,888	82,284	84,753
6	51,594	53,141	54,736	56,377	58,069	59,811	61,606	63,453	65,357	67,317	69,337	71,418	73,561	75,767
7	46,123	47,507	48,932	50,399	51,911	53,469	55,074	56,725	58,427	60,180	61,985	63,845	65,760	67,733
8	41,232	42,470	43,743	45,055	46,408	47,800	49,234	50,711	52,232	53,799	55,413	57,076	58,787	60,551
9	36,861	37,967	39,105	40,279	41,487	42,732	44,013	45,334	46,694	48,095	49,538	51,023	52,554	54,131

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**San Antonio, TX**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.07 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	123,725	127,437	131,260	135,197	139,254	143,431	147,734	152,165	156,730	160,841	160,841	160,841	160,841	160,841
2	100,254	103,262	106,360	109,550	112,837	116,222	119,709	123,300	126,999	130,809	134,733	138,776	142,939	147,227
3	81,235	83,673	86,182	88,768	91,431	94,173	96,999	99,908	102,907	105,993	109,173	112,449	115,822	119,297
4	65,824	67,799	69,834	71,929	74,086	76,309	78,598	80,955	83,385	85,886	88,463	91,116	93,850	96,665
5	53,338	54,938	56,586	58,283	60,033	61,833	63,688	65,598	67,567	69,593	71,681	73,832	76,047	78,329
6	47,683	49,113	50,587	52,104	53,667	55,277	56,936	58,643	60,403	62,215	64,081	66,004	67,985	70,024
7	42,627	43,906	45,223	46,579	47,976	49,416	50,899	52,425	53,998	55,618	57,286	59,005	60,775	62,599
8	38,107	39,250	40,427	41,640	42,890	44,176	45,502	46,867	48,272	49,721	51,212	52,749	54,331	55,961
9	34,067	35,089	36,141	37,226	38,343	39,493	40,677	41,898	43,155	44,449	45,783	47,156	48,571	50,027

**Local pay cap is 160,841**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

**San Diego, CA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

28.80 %														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	137,294	141,413	145,656	150,025	154,527	159,162	163,937	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	111,250	114,587	118,025	121,565	125,213	128,969	132,838	136,823	140,928	145,155	149,510	153,996	158,616	163,374
3	90,145	92,849	95,634	98,504	101,458	104,502	107,637	110,866	114,193	117,618	121,147	124,781	128,524	132,381
4	73,044	75,235	77,493	79,817	82,212	84,678	87,218	89,834	92,530	95,306	98,165	101,109	104,143	107,267
5	59,187	60,964	62,793	64,676	66,617	68,614	70,673	72,793	74,977	77,226	79,543	81,930	84,387	86,919
6	52,912	54,499	56,135	57,818	59,553	61,340	63,180	65,075	67,028	69,038	71,109	73,243	75,441	77,704
7	47,302	48,721	50,183	51,687	53,238	54,835	56,481	58,175	59,920	61,718	63,569	65,477	67,441	69,464
8	42,286	43,555	44,861	46,207	47,594	49,021	50,492	52,007	53,567	55,174	56,829	58,534	60,290	62,098
9	37,803	38,938	40,104	41,309	42,548	43,824	45,138	46,493	47,888	49,324	50,804	52,328	53,898	55,514

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS		
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				





**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**San Francisco, CA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

Class	40.35 %													
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	149,606	154,094	158,718	163,478	166,500	166,500	166,500	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	121,226	124,862	128,608	132,467	136,441	140,534	144,750	149,092	153,565	158,172	162,917	166,500	166,500	166,500
3	98,228	101,176	104,210	107,337	110,557	113,873	117,289	120,808	124,433	128,165	132,010	135,971	140,050	144,252
4	79,594	81,981	84,442	86,975	89,584	92,272	95,039	97,890	100,827	103,852	106,968	110,176	113,481	116,886
5	64,495	66,430	68,423	70,475	72,590	74,767	77,010	79,320	81,701	84,151	86,676	89,277	91,955	94,714
6	57,657	59,386	61,169	63,003	64,894	66,840	68,846	70,910	73,038	75,229	77,486	79,811	82,206	84,672
7	51,544	53,090	54,683	56,322	58,012	59,753	61,546	63,392	65,294	67,253	69,270	71,348	73,489	75,694
8	46,078	47,461	48,884	50,351	51,862	53,417	55,020	56,671	58,370	60,122	61,925	63,783	65,696	67,667
9	41,193	42,429	43,701	45,013	46,363	47,754	49,186	50,662	52,182	53,747	55,360	57,020	58,731	60,492

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Seattle, WA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>26.04 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	134,352	138,383	142,535	146,810	151,215	155,751	160,424	165,236	166,500	166,500	166,500	166,500	166,500	166,500
2	108,866	112,131	115,495	118,960	122,530	126,205	129,991	133,891	137,908	142,045	146,306	150,696	155,217	159,873
3	88,213	90,860	93,585	96,393	99,284	102,263	105,330	108,490	111,746	115,097	118,551	122,108	125,770	129,544
4	71,479	73,622	75,832	78,107	80,450	82,864	85,349	87,909	90,547	93,263	96,061	98,943	101,911	104,969
5	57,919	59,657	61,447	63,290	65,189	67,144	69,158	71,233	73,370	75,571	77,839	80,174	82,579	85,057
6	51,778	53,331	54,932	56,579	58,277	60,025	61,826	63,680	65,591	67,559	69,585	71,674	73,824	76,039
7	46,288	47,677	49,108	50,580	52,097	53,660	55,271	56,928	58,636	60,396	62,207	64,074	65,996	67,976
8	41,380	42,622	43,900	45,217	46,574	47,971	49,410	50,892	52,419	53,992	55,611	57,280	58,998	60,768
9	36,993	38,103	39,245	40,424	41,636	42,885	44,171	45,497	46,862	48,267	49,715	51,206	52,743	54,325

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

**St. Louis, MO**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

17.05 %														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	124,769	128,513	132,368	136,339	140,430	144,642	148,981	153,450	158,054	162,199	162,199	162,199	162,199	162,199
2	101,101	104,134	107,258	110,475	113,790	117,203	120,720	124,341	128,071	131,913	135,870	139,947	144,146	148,470
3	81,921	84,379	86,910	89,517	92,203	94,969	97,818	100,752	103,775	106,888	110,095	113,398	116,800	120,304
4	66,380	68,371	70,423	72,536	74,712	76,953	79,262	81,639	84,089	86,611	89,210	91,885	94,642	97,482
5	53,788	55,402	57,064	58,775	60,539	62,355	64,225	66,152	68,137	70,181	72,287	74,456	76,689	78,990
6	48,085	49,527	51,014	52,544	54,120	55,744	57,417	59,138	60,913	62,740	64,622	66,562	68,559	70,615
7	42,987	44,277	45,605	46,972	48,381	49,833	51,329	52,868	54,454	56,088	57,770	59,504	61,289	63,127
8	38,429	39,582	40,769	41,992	43,252	44,549	45,886	47,262	48,680	50,141	51,645	53,195	54,790	56,433
9	34,354	35,385	36,446	37,540	38,666	39,826	41,020	42,252	43,519	44,824	46,169	47,554	48,981	50,450

**Local pay cap is 162,199**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Tuscon, AZ**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>16.68 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,375	128,106	131,950	135,908	139,986	144,185	148,510	152,965	157,554	161,686	161,686	161,686	161,686	161,686
2	100,781	103,804	106,919	110,126	113,430	116,833	120,338	123,948	127,667	131,496	135,441	139,505	143,690	148,000
3	81,662	84,112	86,635	89,235	91,911	94,668	97,508	100,433	103,447	106,550	109,747	113,040	116,430	119,924
4	66,170	68,155	70,201	72,307	74,476	76,710	79,011	81,381	83,823	86,337	88,928	91,595	94,343	97,173
5	53,618	55,227	56,884	58,590	60,348	62,158	64,022	65,943	67,922	69,959	72,058	74,220	76,446	78,740
6	47,933	49,371	50,853	52,378	53,949	55,568	57,235	58,951	60,720	62,542	64,418	66,351	68,342	70,392
7	42,851	44,137	45,461	46,824	48,229	49,675	51,167	52,701	54,282	55,911	57,587	59,315	61,095	62,928
8	38,307	39,457	40,640	41,859	43,116	44,408	45,741	47,113	48,526	49,982	51,482	53,026	54,617	56,255
9	34,246	35,274	36,331	37,422	38,544	39,700	40,891	42,118	43,382	44,683	46,023	47,404	48,826	50,290

**Local pay cap is 161,686**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Virginia Beach, VA**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>15.91 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	123,554	127,261	131,079	135,011	139,062	143,233	147,530	151,956	156,514	160,619	160,619	160,619	160,619	160,619
2	100,116	103,119	106,213	109,399	112,682	116,062	119,544	123,130	126,824	130,628	134,547	138,584	142,742	147,024
3	81,123	83,557	86,063	88,646	91,305	94,044	96,865	99,771	102,765	105,847	109,023	112,294	115,662	119,132
4	65,734	67,705	69,737	71,829	73,984	76,204	78,490	80,844	83,270	85,768	88,341	90,991	93,720	96,532
5	53,264	54,863	56,508	58,203	59,950	61,748	63,600	65,508	67,474	69,497	71,583	73,730	75,942	78,221
6	47,617	49,045	50,517	52,032	53,593	55,201	56,857	58,562	60,320	62,129	63,993	65,913	67,891	69,927
7	42,568	43,845	45,161	46,515	47,910	49,348	50,829	52,353	53,924	55,542	57,207	58,924	60,692	62,513
8	38,054	39,196	40,371	41,583	42,831	44,115	45,439	46,802	48,206	49,652	51,142	52,676	54,256	55,884
9	34,020	35,041	36,091	37,175	38,290	39,438	40,621	41,840	43,095	44,388	45,720	47,091	48,504	49,958

**Local pay cap is 160,619**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



**United States Department of State  
2019 Foreign Service (FS) Salary Table**

**Washington, DC**

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>29.32 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	137,849	141,984	146,244	150,631	155,150	159,805	164,598	166,500	166,500	166,500	166,500	166,500	166,500	166,500
2	111,699	115,050	118,501	122,056	125,718	129,489	133,374	137,375	141,497	145,741	150,113	154,618	159,256	164,033
3	90,508	93,224	96,020	98,901	101,868	104,924	108,071	111,313	114,654	118,092	121,636	125,285	129,043	132,915
4	73,339	75,538	77,805	80,140	82,544	85,020	87,570	90,197	92,903	95,690	98,561	101,517	104,563	107,700
5	59,426	61,210	63,046	64,937	66,886	68,891	70,958	73,086	75,280	77,538	79,864	82,260	84,728	87,270
6	53,126	54,719	56,362	58,052	59,794	61,587	63,435	65,338	67,298	69,317	71,396	73,539	75,745	78,017
7	47,493	48,918	50,386	51,896	53,453	55,057	56,709	58,410	60,162	61,968	63,826	65,741	67,713	69,745
8	42,457	43,731	45,042	46,394	47,786	49,219	50,696	52,217	53,783	55,397	57,059	58,771	60,533	62,349
9	37,955	39,095	40,266	41,476	42,720	44,001	45,320	46,681	48,081	49,523	51,009	52,539	54,115	55,738

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 166,500**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

### Rest of U.S.

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>15.67 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	123,298	126,998	130,808	134,731	138,774	142,937	147,225	151,641	156,190	160,286	160,286	160,286	160,286	160,286
2	99,909	102,906	105,993	109,173	112,449	115,822	119,296	122,875	126,561	130,358	134,269	138,297	142,446	146,719
3	80,955	83,384	85,885	88,462	91,116	93,849	96,664	99,564	102,552	105,628	108,797	112,061	115,422	118,886
4	65,598	67,565	69,593	71,681	73,831	76,046	78,327	80,676	83,097	85,590	88,158	90,802	93,526	96,332
5	53,154	54,749	56,391	58,083	59,826	61,620	63,468	65,372	67,334	69,353	71,434	73,578	75,785	78,059
6	47,518	48,943	50,412	51,924	53,482	55,087	56,740	58,441	60,195	62,000	63,860	65,777	67,750	69,783
7	42,480	43,754	45,067	46,418	47,811	49,245	50,724	52,245	53,812	55,427	57,089	58,802	60,566	62,383
8	37,976	39,115	40,288	41,497	42,742	44,024	45,345	46,705	48,106	49,550	51,036	52,567	54,144	55,768
9	33,949	34,968	36,016	37,098	38,210	39,357	40,537	41,753	43,006	44,296	45,625	46,993	48,403	49,855

**Local pay cap is 160,286**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				



## United States Department of State 2019 Foreign Service (FS) Salary Table

### Non Foreign Areas

Authorized by Executive Order 13866

Effective January 6, 2019

Rates in U.S. Dollars

<b>15.67 %</b>														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	123,298	126,998	130,808	134,731	138,774	142,937	147,225	151,641	156,190	160,286	160,286	160,286	160,286	160,286
2	99,909	102,906	105,993	109,173	112,449	115,822	119,296	122,875	126,561	130,358	134,269	138,297	142,446	146,719
3	80,955	83,384	85,885	88,462	91,116	93,849	96,664	99,564	102,552	105,628	108,797	112,061	115,422	118,886
4	65,598	67,565	69,593	71,681	73,831	76,046	78,327	80,676	83,097	85,590	88,158	90,802	93,526	96,332
5	53,154	54,749	56,391	58,083	59,826	61,620	63,468	65,372	67,334	69,353	71,434	73,578	75,785	78,059
6	47,518	48,943	50,412	51,924	53,482	55,087	56,740	58,441	60,195	62,000	63,860	65,777	67,750	69,783
7	42,480	43,754	45,067	46,418	47,811	49,245	50,724	52,245	53,812	55,427	57,089	58,802	60,566	62,383
8	37,976	39,115	40,288	41,497	42,742	44,024	45,345	46,705	48,106	49,550	51,036	52,567	54,144	55,768
9	33,949	34,968	36,016	37,098	38,210	39,357	40,537	41,753	43,006	44,296	45,625	46,993	48,403	49,855

**Local pay cap is 160,286**

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS		
EX-I	213,600	Minimum	Maximum	OC	180,438
EX-II	192,300	127,914	192,300	MC	189,283
EX-III	176,900			CM	192,300
EX-IV	166,500				
EX-V	156,000				