



United States Department of State 2020 Foreign Service Salary Schedule

Base Schedule

Authorized by Executive Order 13901

Effective January 5, 2020

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	109,366	112,647	116,026	119,507	123,092	126,785	130,589	134,506	138,542	142,180	142,180	142,180	142,180	142,180
2	88,619	91,278	94,016	96,836	99,741	102,734	105,816	108,990	112,260	115,628	119,097	122,669	126,350	130,140
3	71,808	73,962	76,181	78,467	80,821	83,245	85,743	88,315	90,964	93,693	96,504	99,399	102,381	105,452
4	58,186	59,932	61,730	63,581	65,489	67,454	69,477	71,561	73,708	75,920	78,197	80,543	82,959	85,448
5	47,148	48,562	50,019	51,520	53,065	54,657	56,297	57,986	59,726	61,517	63,363	65,264	67,222	69,238
6	42,149	43,413	44,716	46,057	47,439	48,862	50,328	51,838	53,393	54,995	56,645	58,344	60,094	61,897
7	37,680	38,810	39,975	41,174	42,409	43,681	44,992	46,342	47,732	49,164	50,639	52,158	53,723	55,334
8	33,685	34,696	35,736	36,809	37,913	39,050	40,222	41,428	42,671	43,951	45,270	46,628	48,027	49,468
9	30,113	31,016	31,947	32,905	33,892	34,909	35,956	37,035	38,146	39,291	40,469	41,683	42,934	44,222

Base Pay Cap = FS-01, Step 10, which is 142,180

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Overseas

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

20.32 %														
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	131,589	135,537	139,602	143,791	148,104	152,548	157,125	161,838	166,694	170,800	170,800	170,800	170,800	170,800
2	106,626	109,826	113,120	116,513	120,008	123,610	127,318	131,137	135,071	139,124	143,298	147,595	152,024	156,584
3	86,399	88,991	91,661	94,411	97,244	100,160	103,166	106,261	109,448	112,731	116,114	119,597	123,185	126,880
4	70,009	72,110	74,274	76,501	78,796	81,161	83,595	86,102	88,685	91,347	94,087	96,909	99,816	102,811
5	56,728	58,430	60,183	61,989	63,848	65,763	67,737	69,769	71,862	74,017	76,238	78,526	80,882	83,307
6	50,714	52,235	53,802	55,416	57,079	58,791	60,555	62,371	64,242	66,170	68,155	70,200	72,305	74,474
7	45,337	46,696	48,098	49,541	51,027	52,557	54,134	55,759	57,431	59,154	60,929	62,757	64,640	66,578
8	40,530	41,746	42,998	44,289	45,617	46,985	48,395	49,846	51,342	52,882	54,469	56,103	57,786	59,520
9	36,232	37,318	38,439	39,591	40,779	42,003	43,262	44,561	45,897	47,275	48,692	50,153	51,658	53,208

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Washington, DC

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

30.48 %														
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	142,701	146,982	151,391	155,933	160,610	165,429	170,393	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	115,630	119,100	122,672	126,352	130,142	134,047	138,069	142,210	146,477	150,871	155,398	160,059	164,861	169,807
3	93,695	96,506	99,401	102,384	105,455	108,618	111,877	115,233	118,690	122,251	125,918	129,696	133,587	137,594
4	75,921	78,199	80,545	82,960	85,450	88,014	90,654	93,373	96,174	99,060	102,031	105,093	108,245	111,493
5	61,519	63,364	65,265	67,223	69,239	71,316	73,456	75,660	77,930	80,267	82,676	85,156	87,711	90,342
6	54,996	56,645	58,345	60,095	61,898	63,755	65,668	67,638	69,667	71,757	73,910	76,127	78,411	80,763
7	49,165	50,639	52,159	53,724	55,335	56,995	58,706	60,467	62,281	64,149	66,074	68,056	70,098	72,200
8	43,952	45,271	46,628	48,028	49,469	50,952	52,482	54,055	55,677	57,347	59,068	60,840	62,666	64,546
9	39,291	40,470	41,684	42,934	44,222	45,549	46,915	48,323	49,773	51,267	52,804	54,388	56,020	57,701

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Alaska

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

29.67 %														
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	141,815	146,069	150,451	154,965	159,613	164,402	169,335	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	114,912	118,360	121,911	125,567	129,334	133,215	137,212	141,327	145,568	149,935	154,433	159,065	163,838	168,753
3	93,113	95,907	98,784	101,748	104,801	107,944	111,183	114,518	117,953	121,492	125,137	128,891	132,757	136,740
4	75,450	77,714	80,045	82,445	84,920	87,468	90,091	92,793	95,577	98,445	101,398	104,440	107,573	110,800
5	61,137	62,970	64,860	66,806	68,809	70,874	73,000	75,190	77,447	79,769	82,163	84,628	87,167	89,781
6	54,655	56,294	57,983	59,722	61,514	63,359	65,260	67,218	69,235	71,312	73,452	75,655	77,924	80,262
7	48,860	50,325	51,836	53,390	54,992	56,641	58,341	60,092	61,894	63,751	65,664	67,633	69,663	71,752
8	43,679	44,990	46,339	47,730	49,162	50,636	52,156	53,720	55,331	56,991	58,702	60,463	62,277	64,145
9	39,048	40,218	41,426	42,668	43,948	45,267	46,624	48,023	49,464	50,949	52,476	54,050	55,673	57,343

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Albany, NY

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

17.88 %	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	128,921	132,788	136,771	140,875	145,101	149,454	153,938	158,556	163,313	167,602	167,602	167,602	167,602	167,602
2	104,464	107,599	110,826	114,150	117,575	121,103	124,736	128,477	132,332	136,302	140,392	144,602	148,941	153,409
3	84,647	87,186	89,802	92,497	95,272	98,129	101,074	104,106	107,228	110,445	113,759	117,172	120,687	124,307
4	68,590	70,648	72,767	74,949	77,198	79,515	81,899	84,356	86,887	89,494	92,179	94,944	97,792	100,726
5	55,578	57,245	58,962	60,732	62,553	64,430	66,363	68,354	70,405	72,516	74,692	76,933	79,241	81,618
6	49,685	51,175	52,711	54,292	55,921	57,599	59,327	61,107	62,940	64,828	66,773	68,776	70,839	72,964
7	44,417	45,749	47,123	48,536	49,992	51,491	53,037	54,628	56,266	57,955	59,693	61,484	63,329	65,228
8	39,708	40,900	42,126	43,390	44,692	46,032	47,414	48,835	50,301	51,809	53,364	54,965	56,614	58,313
9	35,497	36,562	37,659	38,788	39,952	41,151	42,385	43,657	44,967	46,316	47,705	49,136	50,611	52,129

Local pay cap is 167,602

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Albuquerque, NM

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

16.68 %														
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	127,608	131,437	135,379	139,441	143,624	147,933	152,371	156,942	161,651	165,896	165,896	165,896	165,896	165,896
2	103,401	106,503	109,698	112,988	116,378	119,870	123,466	127,170	130,985	134,915	138,962	143,130	147,425	151,847
3	83,786	86,299	88,888	91,555	94,302	97,130	100,045	103,046	106,137	109,321	112,601	115,979	119,458	123,041
4	67,891	69,929	72,027	74,186	76,413	78,705	81,066	83,497	86,002	88,583	91,240	93,978	96,797	99,701
5	55,012	56,662	58,362	60,114	61,916	63,774	65,687	67,658	69,688	71,778	73,932	76,150	78,435	80,787
6	49,179	50,654	52,175	53,739	55,352	57,012	58,723	60,485	62,299	64,168	66,093	68,076	70,118	72,221
7	43,965	45,284	46,643	48,042	49,483	50,967	52,497	54,072	55,694	57,365	59,086	60,858	62,684	64,564
8	39,304	40,483	41,697	42,949	44,237	45,564	46,931	48,338	49,789	51,282	52,821	54,406	56,038	57,719
9	35,136	36,189	37,276	38,394	39,545	40,732	41,953	43,212	44,509	45,845	47,219	48,636	50,095	51,598

Local pay cap is 165,896

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Atlanta, GA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

22.16 %														
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	133,602	137,610	141,737	145,990	150,369	154,881	159,528	164,313	169,243	170,800	170,800	170,800	170,800	170,800
2	108,257	111,505	114,850	118,295	121,844	125,500	129,265	133,142	137,137	141,251	145,489	149,852	154,349	158,979
3	87,721	90,352	93,063	95,855	98,731	101,692	104,744	107,886	111,122	114,455	117,889	121,426	125,069	128,820
4	71,080	73,213	75,409	77,671	80,001	82,402	84,873	87,419	90,042	92,744	95,525	98,391	101,343	104,383
5	57,596	59,323	61,103	62,937	64,824	66,769	68,772	70,836	72,961	75,149	77,404	79,727	82,118	84,581
6	51,489	53,033	54,625	56,263	57,951	59,690	61,481	63,325	65,225	67,182	69,198	71,273	73,411	75,613
7	46,030	47,410	48,833	50,298	51,807	53,361	54,962	56,611	58,309	60,059	61,861	63,716	65,628	67,596
8	41,150	42,385	43,655	44,966	46,315	47,703	49,135	50,608	52,127	53,691	55,302	56,961	58,670	60,430
9	36,786	37,889	39,026	40,197	41,402	42,645	43,924	45,242	46,599	47,998	49,437	50,920	52,448	54,022

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Austin, TX

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

18.17 %														
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	129,238	133,115	137,108	141,221	145,458	149,822	154,317	158,946	163,715	168,014	168,014	168,014	168,014	168,014
2	104,721	107,863	111,099	114,431	117,864	121,401	125,043	128,793	132,658	136,638	140,737	144,958	149,308	153,786
3	84,856	87,401	90,023	92,724	95,506	98,371	101,323	104,362	107,492	110,717	114,039	117,460	120,984	124,613
4	68,758	70,822	72,946	75,134	77,388	79,710	82,101	84,564	87,101	89,715	92,405	95,178	98,033	100,974
5	55,715	57,386	59,107	60,881	62,707	64,588	66,526	68,522	70,578	72,695	74,876	77,122	79,436	81,819
6	49,807	51,301	52,841	54,426	56,059	57,740	59,473	61,257	63,095	64,988	66,937	68,945	71,013	73,144
7	44,526	45,862	47,238	48,655	50,115	51,618	53,167	54,762	56,405	58,097	59,840	61,635	63,484	65,388
8	39,806	41,000	42,229	43,497	44,802	46,145	47,530	48,955	50,424	51,937	53,496	55,100	56,754	58,456
9	35,585	36,652	37,752	38,884	40,050	41,252	42,489	43,764	45,077	46,430	47,822	49,257	50,735	52,257

Local pay cap is 168,014

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Birmingham, AL

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

16.26 %	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	127,149	130,963	134,892	138,939	143,107	147,400	151,823	156,377	161,069	165,298	165,298	165,298	165,298	165,298
2	103,028	106,120	109,303	112,582	115,959	119,439	123,022	126,712	130,513	134,429	138,462	142,615	146,895	151,301
3	83,484	85,988	88,568	91,226	93,962	96,781	99,685	102,675	105,755	108,927	112,196	115,561	119,028	122,598
4	67,647	69,677	71,767	73,919	76,138	78,422	80,774	83,197	85,693	88,265	90,912	93,639	96,448	99,342
5	54,814	56,458	58,152	59,897	61,693	63,544	65,451	67,415	69,437	71,520	73,666	75,876	78,152	80,496
6	49,002	50,472	51,987	53,546	55,153	56,807	58,511	60,267	62,075	63,937	65,855	67,831	69,865	71,961
7	43,807	45,121	46,475	47,869	49,305	50,784	52,308	53,877	55,493	57,158	58,873	60,639	62,458	64,331
8	39,162	40,338	41,547	42,794	44,078	45,400	46,762	48,164	49,609	51,097	52,631	54,210	55,836	57,511
9	35,009	36,059	37,142	38,255	39,403	40,585	41,802	43,057	44,349	45,680	47,049	48,461	49,915	51,412

Local pay cap is 165,298

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Boston, MA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

29.11 %	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	141,202	145,439	149,801	154,295	158,924	163,692	168,603	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	114,416	117,849	121,384	125,025	128,776	132,640	136,619	140,717	144,939	149,287	153,766	158,378	163,130	168,024
3	92,711	95,492	98,357	101,309	104,348	107,478	110,703	114,023	117,444	120,967	124,596	128,334	132,184	136,149
4	75,124	77,378	79,700	82,089	84,553	87,090	89,702	92,392	95,164	98,020	100,960	103,989	107,108	110,322
5	60,873	62,698	64,580	66,517	68,512	70,568	72,685	74,866	77,112	79,425	81,808	84,262	86,790	89,393
6	54,419	56,051	57,733	59,464	61,248	63,086	64,978	66,928	68,936	71,004	73,134	75,328	77,587	79,915
7	48,649	50,108	51,612	53,160	54,754	56,397	58,089	59,832	61,627	63,476	65,380	67,341	69,362	71,442
8	43,491	44,796	46,139	47,524	48,949	50,417	51,931	53,488	55,093	56,745	58,448	60,201	62,008	63,868
9	38,879	40,045	41,247	42,484	43,758	45,071	46,423	47,816	49,250	50,729	52,250	53,817	55,432	57,095

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Buffalo, NY

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

20.20 %	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	131,458	135,402	139,463	143,647	147,957	152,396	156,968	161,676	166,527	170,800	170,800	170,800	170,800	170,800
2	106,520	109,716	113,007	116,397	119,889	123,486	127,191	131,006	134,937	138,985	143,155	147,448	151,873	156,428
3	86,313	88,902	91,570	94,317	97,147	100,060	103,063	106,155	109,339	112,619	115,998	119,478	123,062	126,753
4	69,940	72,038	74,199	76,424	78,718	81,080	83,511	86,016	88,597	91,256	93,993	96,813	99,717	102,708
5	56,672	58,372	60,123	61,927	63,784	65,698	67,669	69,699	71,791	73,943	76,162	78,447	80,801	83,224
6	50,663	52,182	53,749	55,361	57,022	58,732	60,494	62,309	64,178	66,104	68,087	70,129	72,233	74,400
7	45,291	46,650	48,050	49,491	50,976	52,505	54,080	55,703	57,374	59,095	60,868	62,694	64,575	66,511
8	40,489	41,705	42,955	44,244	45,571	46,938	48,347	49,796	51,291	52,829	54,415	56,047	57,728	59,461
9	36,196	37,281	38,400	39,552	40,738	41,961	43,219	44,516	45,851	47,228	48,644	50,103	51,607	53,155

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Burlington, VT

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

16.89 %	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	127,838	131,673	135,623	139,692	143,882	148,199	152,645	157,224	161,942	166,194	166,194	166,194	166,194	166,194
2	103,587	106,695	109,895	113,192	116,587	120,086	123,688	127,398	131,221	135,158	139,212	143,388	147,691	152,121
3	83,936	86,454	89,048	91,720	94,472	97,305	100,225	103,231	106,328	109,518	112,804	116,187	119,673	123,263
4	68,014	70,055	72,156	74,320	76,550	78,847	81,212	83,648	86,157	88,743	91,404	94,147	96,971	99,880
5	55,111	56,764	58,467	60,222	62,028	63,889	65,806	67,780	69,814	71,907	74,065	76,287	78,576	80,932
6	49,268	50,745	52,269	53,836	55,451	57,115	58,828	60,593	62,411	64,284	66,212	68,198	70,244	72,351
7	44,044	45,365	46,727	48,128	49,572	51,059	52,591	54,169	55,794	57,468	59,192	60,967	62,797	64,680
8	39,374	40,556	41,772	43,026	44,317	45,646	47,015	48,425	49,878	51,374	52,916	54,503	56,139	57,823
9	35,199	36,255	37,343	38,463	39,616	40,805	42,029	43,290	44,589	45,927	47,304	48,723	50,186	51,691

Local pay cap is 166,194

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Charlotte, NC

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

17.44 %														
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	128,439	132,293	136,261	140,349	144,559	148,896	153,364	157,964	162,704	166,976	166,976	166,976	166,976	166,976
2	104,074	107,197	110,412	113,724	117,136	120,651	124,270	127,998	131,838	135,794	139,868	144,062	148,385	152,836
3	84,331	86,861	89,467	92,152	94,916	97,763	100,697	103,717	106,828	110,033	113,334	116,734	120,236	123,843
4	68,334	70,384	72,496	74,670	76,910	79,218	81,594	84,041	86,563	89,160	91,835	94,590	97,427	100,350
5	55,371	57,031	58,742	60,505	62,320	64,189	66,115	68,099	70,142	72,246	74,414	76,646	78,946	81,313
6	49,500	50,984	52,514	54,089	55,712	57,384	59,105	60,879	62,705	64,586	66,524	68,519	70,574	72,692
7	44,251	45,578	46,947	48,355	49,805	51,299	52,839	54,424	56,056	57,738	59,470	61,254	63,092	64,984
8	39,560	40,747	41,968	43,228	44,525	45,860	47,237	48,653	50,113	51,616	53,165	54,760	56,403	58,095
9	35,365	36,425	37,519	38,644	39,803	40,997	42,227	43,494	44,799	46,143	47,527	48,953	50,422	51,934

Local pay cap is 166,976

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Chicago, IL

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

28.59 %	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	140,634	144,853	149,198	153,674	158,284	163,033	167,924	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	113,955	117,374	120,895	124,521	128,257	132,106	136,069	140,150	144,355	148,686	153,147	157,740	162,473	167,347
3	92,338	95,108	97,961	100,901	103,928	107,045	110,257	113,564	116,971	120,480	124,094	127,817	131,652	135,601
4	74,821	77,067	79,379	81,759	84,212	86,739	89,340	92,020	94,781	97,626	100,554	103,570	106,677	109,878
5	60,628	62,446	64,319	66,250	68,236	70,283	72,392	74,564	76,802	79,105	81,478	83,923	86,441	89,033
6	54,199	55,825	57,500	59,225	61,002	62,832	64,717	66,658	68,658	70,718	72,840	75,025	77,275	79,593
7	48,453	49,906	51,404	52,946	54,534	56,169	57,855	59,591	61,379	63,220	65,117	67,070	69,082	71,154
8	43,316	44,616	45,953	47,333	48,752	50,214	51,721	53,272	54,871	56,517	58,213	59,959	61,758	63,611
9	38,722	39,883	41,081	42,313	43,582	44,889	46,236	47,623	49,052	50,524	52,039	53,600	55,209	56,865

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Cincinnati, OH

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

20.55 %	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	131,841	135,796	139,869	144,066	148,387	152,839	157,425	162,147	167,012	170,800	170,800	170,800	170,800	170,800
2	106,830	110,036	113,336	116,736	120,238	123,846	127,561	131,387	135,329	139,390	143,571	147,877	152,315	156,884
3	86,565	89,161	91,836	94,592	97,430	100,352	103,363	106,464	109,657	112,947	116,336	119,825	123,420	127,122
4	70,143	72,248	74,416	76,647	78,947	81,316	83,755	86,267	88,855	91,522	94,266	97,095	100,007	103,008
5	56,837	58,541	60,298	62,107	63,970	65,889	67,866	69,902	72,000	74,159	76,384	78,676	81,036	83,466
6	50,811	52,334	53,905	55,522	57,188	58,903	60,670	62,491	64,365	66,296	68,286	70,334	72,443	74,617
7	45,423	46,785	48,190	49,635	51,124	52,657	54,238	55,865	57,541	59,267	61,045	62,876	64,763	66,705
8	40,607	41,826	43,080	44,373	45,704	47,075	48,488	49,941	51,440	52,983	54,573	56,210	57,897	59,634
9	36,301	37,390	38,512	39,667	40,857	42,083	43,345	44,646	45,985	47,365	48,785	50,249	51,757	53,310

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Cleveland, OH

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

20.82 %	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	132,136	136,100	140,183	144,388	148,720	153,182	157,778	162,510	167,386	170,800	170,800	170,800	170,800	170,800
2	107,069	110,282	113,590	116,997	120,507	124,123	127,847	131,682	135,633	139,702	143,893	148,209	152,656	157,235
3	86,758	89,361	92,042	94,804	97,648	100,577	103,595	106,702	109,903	113,200	116,596	120,094	123,697	127,407
4	70,300	72,410	74,582	76,819	79,124	81,498	83,942	86,460	89,054	91,727	94,478	97,312	100,231	103,238
5	56,964	58,673	60,433	62,246	64,113	66,037	68,018	70,059	72,161	74,325	76,555	78,852	81,218	83,653
6	50,924	52,452	54,026	55,646	57,316	59,035	60,806	62,631	64,509	66,445	68,438	70,491	72,606	74,784
7	45,525	46,890	48,298	49,746	51,239	52,775	54,359	55,990	57,670	59,400	61,182	63,017	64,908	66,855
8	40,698	41,920	43,176	44,473	45,806	47,180	48,596	50,053	51,555	53,102	54,695	56,336	58,026	59,767
9	36,383	37,474	38,598	39,756	40,948	42,177	43,442	44,746	46,088	47,471	48,895	50,361	51,873	53,429

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Colorado Springs, CO

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

17.78 %	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	128,811	132,676	136,655	140,755	144,978	149,327	153,808	158,421	163,175	167,460	167,460	167,460	167,460	167,460
2	104,375	107,507	110,732	114,053	117,475	121,000	124,630	128,368	132,220	136,187	140,272	144,480	148,815	153,279
3	84,575	87,112	89,726	92,418	95,191	98,046	100,988	104,017	107,137	110,352	113,662	117,072	120,584	124,201
4	68,531	70,588	72,706	74,886	77,133	79,447	81,830	84,285	86,813	89,419	92,100	94,864	97,709	100,641
5	55,531	57,196	58,912	60,680	62,500	64,375	66,307	68,296	70,345	72,455	74,629	76,868	79,174	81,549
6	49,643	51,132	52,667	54,246	55,874	57,550	59,276	61,055	62,886	64,773	66,716	68,718	70,779	72,902
7	44,380	45,710	47,083	48,495	49,949	51,447	52,992	54,582	56,219	57,905	59,643	61,432	63,275	65,172
8	39,674	40,865	42,090	43,354	44,654	45,993	47,373	48,794	50,258	51,765	53,319	54,918	56,566	58,263
9	35,467	36,531	37,627	38,756	39,918	41,116	42,349	43,620	44,928	46,277	47,664	49,094	50,568	52,085

Local pay cap is 167,460

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Columbus, OH

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

20.02 %														
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	131,261	135,199	139,254	143,432	147,735	152,167	156,733	161,434	166,278	170,644	170,644	170,644	170,644	170,644
2	106,361	109,552	112,838	116,223	119,709	123,301	127,000	130,810	134,734	138,777	142,940	147,227	151,645	156,194
3	86,184	88,769	91,432	94,176	97,001	99,911	102,909	105,996	109,175	112,450	115,824	119,299	122,878	126,563
4	69,835	71,930	74,088	76,310	78,600	80,958	83,386	85,888	88,464	91,119	93,852	96,668	99,567	102,555
5	56,587	58,284	60,033	61,834	63,689	65,599	67,568	69,595	71,683	73,833	76,048	78,330	80,680	83,099
6	50,587	52,104	53,668	55,278	56,936	58,644	60,404	62,216	64,082	66,005	67,985	70,024	72,125	74,289
7	45,224	46,580	47,978	49,417	50,899	52,426	53,999	55,620	57,288	59,007	60,777	62,600	64,478	66,412
8	40,429	41,642	42,890	44,178	45,503	46,868	48,274	49,722	51,214	52,750	54,333	55,963	57,642	59,371
9	36,142	37,225	38,343	39,493	40,677	41,898	43,154	44,449	45,783	47,157	48,571	50,028	51,529	53,075

Local pay cap is 170,644

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Corpus Christi, TX

Authorized by Executive Order 13901

Effective January 5, 2020

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	127,477	131,301	135,240	139,297	143,476	147,781	152,215	156,780	161,485	165,725	165,725	165,725	165,725	165,725
2	103,294	106,394	109,585	112,872	116,258	119,747	123,339	127,039	130,850	134,776	138,819	142,983	147,274	151,691
3	83,699	86,210	88,797	91,461	94,205	97,030	99,942	102,940	106,028	109,209	112,485	115,859	119,335	122,915
4	67,822	69,857	71,952	74,110	76,334	78,624	80,982	83,412	85,914	88,492	91,146	93,881	96,697	99,598
5	54,956	56,604	58,302	60,052	61,853	63,708	65,620	67,588	69,617	71,704	73,856	76,072	78,354	80,704
6	49,129	50,602	52,121	53,684	55,295	56,954	58,662	60,422	62,235	64,102	66,025	68,006	70,046	72,147
7	43,920	45,237	46,595	47,992	49,432	50,915	52,443	54,016	55,636	57,306	59,025	60,795	62,620	64,497
8	39,263	40,442	41,654	42,905	44,191	45,517	46,883	48,288	49,737	51,229	52,767	54,350	55,980	57,660
9	35,100	36,152	37,237	38,354	39,505	40,690	41,910	43,168	44,463	45,798	47,171	48,586	50,044	51,545

Local pay cap is 165,725

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Dallas, TX

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

24.98 %														
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	136,686	140,786	145,009	149,360	153,840	158,456	163,210	168,106	170,800	170,800	170,800	170,800	170,800	170,800
2	110,756	114,079	117,501	121,026	124,656	128,397	132,249	136,216	140,303	144,512	148,847	153,312	157,912	162,649
3	89,746	92,438	95,211	98,068	101,010	104,040	107,162	110,376	113,687	117,098	120,611	124,229	127,956	131,794
4	72,721	74,903	77,150	79,464	81,848	84,304	86,832	89,437	92,120	94,885	97,731	100,663	103,682	106,793
5	58,926	60,693	62,514	64,390	66,321	68,310	70,360	72,471	74,646	76,884	79,191	81,567	84,014	86,534
6	52,678	54,258	55,886	57,562	59,289	61,068	62,900	64,787	66,731	68,733	70,795	72,918	75,105	77,359
7	47,092	48,505	49,961	51,459	53,003	54,593	56,231	57,918	59,655	61,445	63,289	65,187	67,143	69,156
8	42,100	43,363	44,663	46,004	47,384	48,805	50,269	51,777	53,330	54,930	56,578	58,276	60,024	61,825
9	37,635	38,764	39,927	41,125	42,358	43,629	44,938	46,286	47,675	49,106	50,578	52,095	53,659	55,269

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Davenport, IA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

17.04 %	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	128,002	131,842	135,797	139,871	144,067	148,389	152,841	157,426	162,150	166,407	166,407	166,407	166,407	166,407
2	103,720	106,832	110,036	113,337	116,737	120,240	123,847	127,562	131,389	135,331	139,391	143,572	147,880	152,316
3	84,044	86,565	89,162	91,838	94,593	97,430	100,354	103,364	106,464	109,658	112,948	116,337	119,827	123,421
4	68,101	70,144	72,249	74,415	76,648	78,948	81,316	83,755	86,268	88,857	91,522	94,268	97,095	100,008
5	55,182	56,837	58,542	60,299	62,107	63,971	65,890	67,867	69,903	71,999	74,160	76,385	78,677	81,036
6	49,331	50,811	52,336	53,905	55,523	57,188	58,904	60,671	62,491	64,366	66,297	68,286	70,334	72,444
7	44,101	45,423	46,787	48,190	49,635	51,124	52,659	54,239	55,866	57,542	59,268	61,046	62,877	64,763
8	39,425	40,608	41,825	43,081	44,373	45,704	47,076	48,487	49,942	51,440	52,984	54,573	56,211	57,897
9	35,244	36,301	37,391	38,512	39,667	40,857	42,083	43,346	44,646	45,986	47,365	48,786	50,250	51,757

Local pay cap is 166,407

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Dayton, OH

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

19.18 %														
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	130,342	134,253	138,280	142,428	146,701	151,102	155,636	160,304	165,114	169,450	169,450	169,450	169,450	169,450
2	105,616	108,785	112,048	115,409	118,871	122,438	126,112	129,894	133,791	137,805	141,940	146,197	150,584	155,101
3	85,581	88,148	90,793	93,517	96,322	99,211	102,189	105,254	108,411	111,663	115,013	118,464	122,018	125,678
4	69,346	71,427	73,570	75,776	78,050	80,392	82,803	85,286	87,845	90,481	93,195	95,991	98,871	101,837
5	56,191	57,876	59,613	61,402	63,243	65,140	67,095	69,108	71,181	73,316	75,516	77,782	80,115	82,518
6	50,233	51,740	53,293	54,891	56,538	58,234	59,981	61,781	63,634	65,543	67,510	69,534	71,620	73,769
7	44,907	46,254	47,642	49,071	50,543	52,059	53,621	55,230	56,887	58,594	60,352	62,162	64,027	65,947
8	40,146	41,351	42,590	43,869	45,185	46,540	47,937	49,374	50,855	52,381	53,953	55,571	57,239	58,956
9	35,889	36,965	38,074	39,216	40,392	41,605	42,852	44,138	45,462	46,827	48,231	49,678	51,169	52,704

Local pay cap is 169,450

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Denver, CO

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

27.13 %														
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	139,037	143,208	147,504	151,929	156,487	161,182	166,018	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	112,661	116,042	119,523	123,108	126,801	130,606	134,524	138,559	142,716	146,998	151,408	155,949	160,629	165,447
3	91,290	94,028	96,849	99,755	102,748	105,829	109,005	112,275	115,643	119,112	122,686	126,366	130,157	134,061
4	73,972	76,192	78,477	80,831	83,256	85,754	88,326	90,975	93,705	96,517	99,412	102,394	105,466	108,630
5	59,939	61,737	63,589	65,497	67,462	69,485	71,570	73,718	75,930	78,207	80,553	82,970	85,459	88,022
6	53,584	55,191	56,847	58,552	60,309	62,118	63,982	65,902	67,879	69,915	72,013	74,173	76,398	78,690
7	47,903	49,339	50,820	52,345	53,915	55,532	57,198	58,915	60,682	62,502	64,377	66,308	68,298	70,346
8	42,824	44,109	45,431	46,795	48,199	49,644	51,134	52,667	54,248	55,875	57,552	59,278	61,057	62,889
9	38,283	39,431	40,614	41,832	43,087	44,380	45,711	47,083	48,495	49,951	51,448	52,992	54,582	56,219

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Detroit, MI

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

27.32 %														
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	139,245	143,422	147,724	152,156	156,721	161,423	166,266	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	112,830	116,215	119,701	123,292	126,990	130,801	134,725	138,766	142,929	147,218	151,634	156,182	160,869	165,694
3	91,426	94,168	96,994	99,904	102,901	105,988	109,168	112,443	115,815	119,290	122,869	126,555	130,351	134,261
4	74,082	76,305	78,595	80,951	83,381	85,882	88,458	91,111	93,845	96,661	99,560	102,547	105,623	108,792
5	60,029	61,829	63,684	65,595	67,562	69,589	71,677	73,828	76,043	78,323	80,674	83,094	85,587	88,154
6	53,664	55,273	56,932	58,640	60,399	62,211	64,078	66,000	67,980	70,020	72,120	74,284	76,512	78,807
7	47,974	49,413	50,896	52,423	53,995	55,615	57,284	59,003	60,772	62,596	64,474	66,408	68,400	70,451
8	42,888	44,175	45,499	46,865	48,271	49,718	51,211	52,746	54,329	55,958	57,638	59,367	61,148	62,983
9	38,340	39,490	40,675	41,895	43,151	44,446	45,779	47,153	48,567	50,025	51,525	53,071	54,664	56,303

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Harrisburg, PA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

17.20 %	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	128,177	132,022	135,982	140,062	144,264	148,592	153,050	157,641	162,371	166,635	166,635	166,635	166,635	166,635
2	103,861	106,978	110,187	113,492	116,896	120,404	124,016	127,736	131,569	135,516	139,582	143,768	148,082	152,524
3	84,159	86,683	89,284	91,963	94,722	97,563	100,491	103,505	106,610	109,808	113,103	116,496	119,991	123,590
4	68,194	70,240	72,348	74,517	76,753	79,056	81,427	83,869	86,386	88,978	91,647	94,396	97,228	100,145
5	55,257	56,915	58,622	60,381	62,192	64,058	65,980	67,960	69,999	72,098	74,261	76,489	78,784	81,147
6	49,399	50,880	52,407	53,979	55,599	57,266	58,984	60,754	62,577	64,454	66,388	68,379	70,430	72,543
7	44,161	45,485	46,851	48,256	49,703	51,194	52,731	54,313	55,942	57,620	59,349	61,129	62,963	64,851
8	39,479	40,664	41,883	43,140	44,434	45,767	47,140	48,554	50,010	51,511	53,056	54,648	56,288	57,976
9	35,292	36,351	37,442	38,565	39,721	40,913	42,140	43,405	44,707	46,049	47,430	48,852	50,319	51,828

Local pay cap is 166,635

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Hartford, CT

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

29.49 %														
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	141,618	145,867	150,242	154,750	159,392	164,174	169,100	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	114,753	118,196	121,741	125,393	129,155	133,030	137,021	141,131	145,365	149,727	154,219	158,844	163,611	168,518
3	92,984	95,773	98,647	101,607	104,655	107,794	111,029	114,359	117,789	121,323	124,963	128,712	132,573	136,550
4	75,345	77,606	79,934	82,331	84,802	87,346	89,966	92,664	95,444	98,309	101,257	104,295	107,424	110,647
5	61,052	62,883	64,770	66,713	68,714	70,775	72,899	75,086	77,339	79,658	82,049	84,510	87,046	89,656
6	54,579	56,215	57,903	59,639	61,429	63,271	65,170	67,125	69,139	71,213	73,350	75,550	77,816	80,150
7	48,792	50,255	51,764	53,316	54,915	56,563	58,260	60,008	61,808	63,662	65,572	67,539	69,566	71,652
8	43,619	44,928	46,275	47,664	49,094	50,566	52,083	53,645	55,255	56,912	58,620	60,379	62,190	64,056
9	38,993	40,163	41,368	42,609	43,887	45,204	46,559	47,957	49,395	50,878	52,403	53,975	55,595	57,263

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Hawaii

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

19.56 %														
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	130,758	134,681	138,721	142,883	147,169	151,584	156,132	160,815	165,641	169,990	169,990	169,990	169,990	169,990
2	105,953	109,132	112,406	115,777	119,250	122,829	126,514	130,308	134,218	138,245	142,392	146,663	151,064	155,595
3	85,854	88,429	91,082	93,815	96,630	99,528	102,514	105,589	108,757	112,019	115,380	118,841	122,407	126,078
4	69,567	71,655	73,804	76,017	78,299	80,648	83,067	85,558	88,125	90,770	93,492	96,297	99,186	102,162
5	56,370	58,061	59,803	61,597	63,445	65,348	67,309	69,328	71,408	73,550	75,757	78,030	80,371	82,781
6	50,393	51,905	53,462	55,066	56,718	58,419	60,172	61,978	63,837	65,752	67,725	69,756	71,848	74,004
7	45,050	46,401	47,794	49,228	50,704	52,225	53,792	55,406	57,068	58,780	60,544	62,360	64,231	66,157
8	40,274	41,483	42,726	44,009	45,329	46,688	48,089	49,531	51,017	52,548	54,125	55,748	57,421	59,144
9	36,003	37,083	38,196	39,341	40,521	41,737	42,989	44,279	45,607	46,976	48,385	49,836	51,332	52,872

Local pay cap is 169,990

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Houston, TX

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

33.32 %														
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	145,807	150,181	154,686	159,327	164,106	169,030	170,800	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	118,147	121,692	125,342	129,102	132,975	136,965	141,074	145,305	149,665	154,155	158,780	163,542	168,450	170,800
3	95,734	98,606	101,565	104,612	107,751	110,982	114,313	117,742	121,273	124,912	128,659	132,519	136,494	140,589
4	77,574	79,901	82,298	84,766	87,310	89,930	92,627	95,405	98,268	101,217	104,252	107,380	110,601	113,919
5	62,858	64,743	66,685	68,686	70,746	72,869	75,055	77,307	79,627	82,014	84,476	87,010	89,620	92,308
6	56,193	57,878	59,615	61,403	63,246	65,143	67,097	69,110	71,184	73,319	75,519	77,784	80,117	82,521
7	50,235	51,741	53,295	54,893	56,540	58,236	59,983	61,783	63,636	65,545	67,512	69,537	71,624	73,771
8	44,909	46,257	47,643	49,074	50,546	52,061	53,624	55,232	56,889	58,595	60,354	62,164	64,030	65,951
9	40,147	41,351	42,592	43,869	45,185	46,541	47,937	49,375	50,856	52,383	53,953	55,572	57,240	58,957

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Huntsville, AL

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

19.85 %														
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	131,075	135,007	139,057	143,229	147,526	151,952	156,511	161,205	166,043	170,403	170,403	170,403	170,403	170,403
2	106,210	109,397	112,678	116,058	119,540	123,127	126,820	130,625	134,544	138,580	142,738	147,019	151,430	155,973
3	86,062	88,643	91,303	94,043	96,864	99,769	102,763	105,846	109,020	112,291	115,660	119,130	122,704	126,384
4	69,736	71,829	73,983	76,202	78,489	80,844	83,268	85,766	88,339	90,990	93,719	96,531	99,426	102,409
5	56,507	58,202	59,948	61,747	63,598	65,506	67,472	69,496	71,582	73,728	75,941	78,219	80,566	82,982
6	50,516	52,030	53,592	55,199	56,856	58,561	60,318	62,128	63,992	65,912	67,889	69,925	72,023	74,184
7	45,159	46,514	47,910	49,347	50,827	52,352	53,923	55,541	57,207	58,923	60,691	62,511	64,387	66,318
8	40,371	41,583	42,830	44,116	45,439	46,801	48,206	49,651	51,141	52,675	54,256	55,884	57,560	59,287
9	36,090	37,173	38,288	39,437	40,620	41,838	43,093	44,386	45,718	47,090	48,502	49,957	51,456	53,000

Local pay cap is 170,403

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Indianapolis, IN

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

16.92 %	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	127,871	131,707	135,658	139,728	143,919	148,237	152,685	157,264	161,983	166,237	166,237	166,237	166,237	166,237
2	103,613	106,722	109,924	113,221	116,617	120,117	123,720	127,431	131,254	135,192	139,248	143,425	147,728	152,160
3	83,958	86,476	89,071	91,744	94,496	97,330	100,251	103,258	106,355	109,546	112,832	116,217	119,704	123,294
4	68,031	70,072	72,175	74,339	76,570	78,867	81,233	83,669	86,179	88,766	91,428	94,171	96,996	99,906
5	55,125	56,779	58,482	60,237	62,044	63,905	65,822	67,797	69,832	71,926	74,084	76,307	78,596	80,953
6	49,281	50,758	52,282	53,850	55,466	57,129	58,843	60,609	62,427	64,300	66,229	68,216	70,262	72,370
7	44,055	45,377	46,739	48,141	49,585	51,072	52,605	54,183	55,808	57,483	59,207	60,983	62,813	64,697
8	39,385	40,567	41,783	43,037	44,328	45,657	47,028	48,438	49,891	51,388	52,930	54,517	56,153	57,838
9	35,208	36,264	37,352	38,473	39,627	40,816	42,040	43,301	44,600	45,939	47,316	48,736	50,198	51,704

Local pay cap is 166,237

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Kansas City

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

17.13 %														
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	128,100	131,943	135,901	139,979	144,178	148,503	152,959	157,547	162,274	166,535	166,535	166,535	166,535	166,535
2	103,799	106,914	110,121	113,424	116,827	120,332	123,942	127,660	131,490	135,435	139,498	143,682	147,994	152,433
3	84,109	86,632	89,231	91,908	94,666	97,505	100,431	103,443	106,546	109,743	113,035	116,426	119,919	123,516
4	68,153	70,198	72,304	74,472	76,707	79,009	81,378	83,819	86,334	88,925	91,592	94,340	97,170	100,085
5	55,224	56,881	58,587	60,345	62,155	64,020	65,941	67,919	69,957	72,055	74,217	76,444	78,737	81,098
6	49,369	50,850	52,376	53,947	55,565	57,232	58,949	60,718	62,539	64,416	66,348	68,338	70,388	72,500
7	44,135	45,458	46,823	48,227	49,674	51,164	52,699	54,280	55,908	57,586	59,313	61,093	62,926	64,813
8	39,455	40,639	41,858	43,114	44,407	45,739	47,112	48,525	49,981	51,480	53,025	54,615	56,254	57,942
9	35,271	36,329	37,420	38,542	39,698	40,889	42,115	43,379	44,680	46,022	47,401	48,823	50,289	51,797

Local pay cap is 166,535

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Laredo, TX

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

18.88 %														
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	130,014	133,915	137,932	142,070	146,332	150,722	155,244	159,901	164,699	169,024	169,024	169,024	169,024	169,024
2	105,350	108,511	111,766	115,119	118,572	122,130	125,794	129,567	133,455	137,459	141,583	145,829	150,205	154,710
3	85,365	87,926	90,564	93,282	96,080	98,962	101,931	104,989	108,138	111,382	114,724	118,166	121,711	125,361
4	69,172	71,247	73,385	75,585	77,853	80,189	82,594	85,072	87,624	90,254	92,961	95,750	98,622	101,581
5	56,050	57,731	59,463	61,247	63,084	64,976	66,926	68,934	71,002	73,131	75,326	77,586	79,914	82,310
6	50,107	51,609	53,158	54,753	56,395	58,087	59,830	61,625	63,474	65,378	67,340	69,359	71,440	73,583
7	44,794	46,137	47,522	48,948	50,416	51,928	53,486	55,091	56,744	58,446	60,200	62,005	63,866	65,781
8	40,045	41,247	42,483	43,759	45,071	46,423	47,816	49,250	50,727	52,249	53,817	55,431	57,094	58,808
9	35,798	36,872	37,979	39,117	40,291	41,500	42,744	44,027	45,348	46,709	48,110	49,553	51,040	52,571

Local pay cap is 169,024

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Las Vegas, NV

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

17.68 %														
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	128,702	132,563	136,539	140,636	144,855	149,201	153,677	158,287	163,036	167,317	167,317	167,317	167,317	167,317
2	104,287	107,416	110,638	113,957	117,375	120,897	124,524	128,259	132,108	136,071	140,153	144,357	148,689	153,149
3	84,504	87,038	89,650	92,340	95,110	97,963	100,902	103,929	107,046	110,258	113,566	116,973	120,482	124,096
4	68,473	70,528	72,644	74,822	77,067	79,380	81,761	84,213	86,740	89,343	92,022	94,783	97,626	100,555
5	55,484	57,148	58,862	60,629	62,447	64,320	66,250	68,238	70,286	72,393	74,566	76,803	79,107	81,479
6	49,601	51,088	52,622	54,200	55,826	57,501	59,226	61,003	62,833	64,718	66,660	68,659	70,719	72,840
7	44,342	45,672	47,043	48,454	49,907	51,404	52,947	54,535	56,171	57,856	59,592	61,380	63,221	65,117
8	39,641	40,830	42,054	43,317	44,616	45,954	47,333	48,752	50,215	51,722	53,274	54,872	56,518	58,214
9	35,437	36,500	37,595	38,723	39,884	41,081	42,313	43,583	44,890	46,238	47,624	49,053	50,525	52,040

Local pay cap is 167,317

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Los Angeles, CA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

32.41 %														
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	144,812	149,156	153,630	158,239	162,986	167,876	170,800	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	117,340	120,861	124,487	128,221	132,067	136,030	140,111	144,314	148,643	153,103	157,696	162,426	167,300	170,800
3	95,081	97,933	100,871	103,898	107,015	110,225	113,532	116,938	120,445	124,059	127,781	131,614	135,563	139,629
4	77,044	79,356	81,737	84,188	86,714	89,316	91,994	94,754	97,597	100,526	103,541	106,647	109,846	113,142
5	62,429	64,301	66,230	68,218	70,263	72,371	74,543	76,779	79,083	81,455	83,899	86,416	89,009	91,678
6	55,809	57,483	59,208	60,984	62,814	64,698	66,639	68,639	70,698	72,819	75,004	77,253	79,570	81,958
7	49,892	51,388	52,931	54,518	56,154	57,838	59,574	61,361	63,202	65,098	67,051	69,062	71,135	73,268
8	44,602	45,941	47,318	48,739	50,201	51,706	53,258	54,855	56,501	58,196	59,942	61,740	63,593	65,501
9	39,873	41,068	42,301	43,570	44,876	46,223	47,609	49,038	50,509	52,025	53,585	55,192	56,849	58,554

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Miami, FL

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

23.51 %	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	135,078	139,130	143,304	147,603	152,031	156,592	161,290	166,128	170,800	170,800	170,800	170,800	170,800	170,800
2	109,453	112,737	116,119	119,602	123,190	126,887	130,693	134,614	138,652	142,812	147,097	151,508	156,055	160,736
3	88,690	91,350	94,091	96,915	99,822	102,816	105,901	109,078	112,350	115,720	119,192	122,768	126,451	130,244
4	71,866	74,022	76,243	78,529	80,885	83,312	85,811	88,385	91,037	93,769	96,581	99,479	102,463	105,537
5	58,232	59,979	61,778	63,632	65,541	67,507	69,532	71,619	73,768	75,980	78,260	80,608	83,026	85,516
6	52,058	53,619	55,229	56,885	58,592	60,349	62,160	64,025	65,946	67,924	69,962	72,061	74,222	76,449
7	46,539	47,934	49,373	50,854	52,379	53,950	55,570	57,237	58,954	60,722	62,544	64,420	66,353	68,343
8	41,604	42,853	44,138	45,463	46,826	48,231	49,678	51,168	52,703	54,284	55,913	57,590	59,318	61,098
9	37,193	38,308	39,458	40,641	41,860	43,116	44,409	45,742	47,114	48,528	49,983	51,483	53,028	54,619

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Milwaukee, WI

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

20.96 %														
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	132,289	136,258	140,345	144,556	148,892	153,359	157,960	162,698	167,580	170,800	170,800	170,800	170,800	170,800
2	107,194	110,410	113,722	117,133	120,647	124,267	127,995	131,834	135,790	139,864	144,060	148,380	152,833	157,417
3	86,859	89,464	92,149	94,914	97,761	100,693	103,715	106,826	110,030	113,331	116,731	120,233	123,840	127,555
4	70,382	72,494	74,669	76,908	79,215	81,592	84,039	86,560	89,157	91,833	94,587	97,425	100,347	103,358
5	57,030	58,741	60,503	62,319	64,187	66,113	68,097	70,140	72,245	74,411	76,644	78,943	81,312	83,750
6	50,983	52,512	54,088	55,711	57,382	59,103	60,877	62,703	64,584	66,522	68,518	70,573	72,690	74,871
7	45,578	46,945	48,354	49,804	51,298	52,837	54,422	56,055	57,737	59,469	61,253	63,090	64,983	66,932
8	40,745	41,968	43,226	44,524	45,860	47,235	48,653	50,111	51,615	53,163	54,759	56,401	58,093	59,836
9	36,425	37,517	38,643	39,802	40,996	42,226	43,492	44,798	46,141	47,526	48,951	50,420	51,933	53,491

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Minneapolis, MN

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

24.66 %														
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	136,336	140,426	144,638	148,977	153,446	158,050	162,792	167,675	170,800	170,800	170,800	170,800	170,800	170,800
2	110,472	113,787	117,200	120,716	124,337	128,068	131,910	135,867	139,943	144,142	148,466	152,919	157,508	162,233
3	89,516	92,201	94,967	97,817	100,751	103,773	106,887	110,093	113,396	116,798	120,302	123,911	127,628	131,456
4	72,535	74,711	76,953	79,260	81,639	84,088	86,610	89,208	91,884	94,642	97,480	100,405	103,417	106,519
5	58,775	60,537	62,354	64,225	66,151	68,135	70,180	72,285	74,454	76,687	78,988	81,358	83,799	86,312
6	52,543	54,119	55,743	57,415	59,137	60,911	62,739	64,621	66,560	68,557	70,614	72,732	74,913	77,161
7	46,972	48,381	49,833	51,328	52,867	54,453	56,087	57,770	59,503	61,288	63,127	65,020	66,971	68,979
8	41,992	43,252	44,548	45,886	47,262	48,680	50,141	51,644	53,194	54,789	56,434	58,126	59,870	61,667
9	37,539	38,665	39,825	41,019	42,250	43,518	44,823	46,168	47,553	48,980	50,449	51,962	53,522	55,127

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

New York, NY

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

33.98 %														
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	146,529	150,924	155,452	160,115	164,919	169,867	170,800	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	118,732	122,294	125,963	129,741	133,633	137,643	141,772	146,025	150,406	154,918	159,566	164,352	169,284	170,800
3	96,208	99,094	102,067	105,130	108,284	111,532	114,878	118,324	121,874	125,530	129,296	133,175	137,170	141,285
4	77,958	80,297	82,706	85,186	87,742	90,375	93,085	95,877	98,754	101,718	104,768	107,912	111,148	114,483
5	63,169	65,063	67,015	69,026	71,096	73,229	75,427	77,690	80,021	82,420	84,894	87,441	90,064	92,765
6	56,471	58,165	59,910	61,707	63,559	65,465	67,429	69,453	71,536	73,682	75,893	78,169	80,514	82,930
7	50,484	51,998	53,559	55,165	56,820	58,524	60,280	62,089	63,951	65,870	67,846	69,881	71,978	74,136
8	45,131	46,486	47,879	49,317	50,796	52,319	53,889	55,505	57,171	58,886	60,653	62,472	64,347	66,277
9	40,345	41,555	42,803	44,086	45,409	46,771	48,174	49,619	51,108	52,642	54,220	55,847	57,523	59,249

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Omaha, NE

Authorized by Executive Order 13901

Effective January 5, 2020

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	127,225	131,042	134,973	139,022	143,193	147,489	151,914	156,471	161,166	165,398	165,398	165,398	165,398	165,398
2	103,090	106,184	109,369	112,649	116,029	119,510	123,096	126,788	130,592	134,510	138,546	142,701	146,983	151,392
3	83,534	86,040	88,621	91,281	94,019	96,839	99,745	102,737	105,818	108,993	112,263	115,631	119,100	122,672
4	67,688	69,719	71,811	73,964	76,183	78,469	80,823	83,247	85,745	88,318	90,967	93,696	96,506	99,402
5	54,847	56,492	58,187	59,933	61,731	63,582	65,490	67,455	69,479	71,563	73,710	75,922	78,199	80,545
6	49,032	50,502	52,018	53,578	55,186	56,841	58,547	60,303	62,112	63,976	65,895	67,872	69,907	72,005
7	43,833	45,148	46,503	47,898	49,334	50,814	52,339	53,910	55,527	57,192	58,908	60,675	62,496	64,370
8	39,186	40,362	41,572	42,820	44,104	45,427	46,790	48,193	49,639	51,128	52,663	54,242	55,870	57,546
9	35,030	36,081	37,164	38,278	39,427	40,610	41,828	43,083	44,375	45,707	47,078	48,490	49,945	51,443

Local pay cap is 165,398

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Palm Bay, FL

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

16.73 %														
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	127,663	131,493	135,437	139,501	143,685	147,996	152,437	157,009	161,720	165,967	165,967	165,967	165,967	165,967
2	103,445	106,549	109,745	113,037	116,428	119,921	123,519	127,224	131,041	134,973	139,022	143,192	147,488	151,912
3	83,821	86,336	88,926	91,595	94,342	97,172	100,088	103,090	106,182	109,368	112,649	116,028	119,509	123,094
4	67,921	69,959	72,057	74,218	76,445	78,739	81,101	83,533	86,039	88,621	91,279	94,018	96,838	99,743
5	55,036	56,686	58,387	60,139	61,943	63,801	65,715	67,687	69,718	71,809	73,964	76,183	78,468	80,822
6	49,201	50,676	52,197	53,762	55,376	57,037	58,748	60,510	62,326	64,196	66,122	68,105	70,148	72,252
7	43,984	45,303	46,663	48,062	49,504	50,989	52,519	54,095	55,718	57,389	59,111	60,884	62,711	64,591
8	39,321	40,501	41,715	42,967	44,256	45,583	46,951	48,359	49,810	51,304	52,844	54,429	56,062	57,744
9	35,151	36,205	37,292	38,410	39,562	40,749	41,971	43,231	44,528	45,864	47,239	48,657	50,117	51,620

Local pay cap is 165,967

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Philadelphia, PA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

26.04 %	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	137,845	141,980	146,239	150,627	155,145	159,800	164,594	169,531	170,800	170,800	170,800	170,800	170,800	170,800
2	111,695	115,047	118,498	122,052	125,714	129,486	133,370	137,371	141,493	145,738	150,110	154,612	159,252	164,028
3	90,507	93,222	96,019	98,900	101,867	104,922	108,070	111,312	114,651	118,091	121,634	125,282	129,041	132,912
4	73,338	75,538	77,804	80,137	82,542	85,019	87,569	90,195	92,902	95,690	98,559	101,516	104,562	107,699
5	59,425	61,208	63,044	64,936	66,883	68,890	70,957	73,086	75,279	77,536	79,863	82,259	84,727	87,268
6	53,125	54,718	56,360	58,050	59,792	61,586	63,433	65,337	67,297	69,316	71,395	73,537	75,742	78,015
7	47,492	48,916	50,384	51,896	53,452	55,056	56,708	58,409	60,161	61,966	63,825	65,740	67,712	69,743
8	42,457	43,731	45,042	46,394	47,786	49,219	50,696	52,216	53,783	55,396	57,058	58,770	60,533	62,349
9	37,954	39,093	40,266	41,473	42,717	43,999	45,319	46,679	48,079	49,522	51,007	52,537	54,114	55,737

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Phoenix, AZ

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

20.12 %														
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	131,370	135,312	139,370	143,552	147,858	152,294	156,864	161,569	166,417	170,787	170,787	170,787	170,787	170,787
2	106,449	109,643	112,932	116,319	119,809	123,404	127,106	130,919	134,847	138,892	143,059	147,350	151,772	156,324
3	86,256	88,843	91,509	94,255	97,082	99,994	102,994	106,084	109,266	112,544	115,921	119,398	122,980	126,669
4	69,893	71,990	74,150	76,373	78,665	81,026	83,456	85,959	88,538	91,195	93,930	96,748	99,650	102,640
5	56,634	58,333	60,083	61,886	63,742	65,654	67,624	69,653	71,743	73,894	76,112	78,395	80,747	83,169
6	50,629	52,148	53,713	55,324	56,984	58,693	60,454	62,268	64,136	66,060	68,042	70,083	72,185	74,351
7	45,261	46,619	48,018	49,458	50,942	52,470	54,044	55,666	57,336	59,056	60,828	62,652	64,532	66,467
8	40,462	41,677	42,926	44,215	45,541	46,907	48,315	49,763	51,256	52,794	54,378	56,010	57,690	59,421
9	36,172	37,256	38,375	39,525	40,711	41,933	43,190	44,486	45,821	47,196	48,611	50,070	51,572	53,119

Local pay cap is 170,787

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Pittsburgh, PA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

19.40 %														
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	130,583	134,501	138,535	142,691	146,972	151,381	155,923	160,600	165,419	169,763	169,763	169,763	169,763	169,763
2	105,811	108,986	112,255	115,622	119,091	122,664	126,344	130,134	134,038	138,060	142,202	146,467	150,862	155,387
3	85,739	88,311	90,960	93,690	96,500	99,395	102,377	105,448	108,611	111,869	115,226	118,682	122,243	125,910
4	69,474	71,559	73,706	75,916	78,194	80,540	82,956	85,444	88,007	90,648	93,367	96,168	99,053	102,025
5	56,295	57,983	59,723	61,515	63,360	65,260	67,219	69,235	71,313	73,451	75,655	77,925	80,263	82,670
6	50,326	51,835	53,391	54,992	56,642	58,341	60,092	61,895	63,751	65,664	67,634	69,663	71,752	73,905
7	44,990	46,339	47,730	49,162	50,636	52,155	53,720	55,332	56,992	58,702	60,463	62,277	64,145	66,069
8	40,220	41,427	42,669	43,950	45,268	46,626	48,025	49,465	50,949	52,477	54,052	55,674	57,344	59,065
9	35,955	37,033	38,145	39,289	40,467	41,681	42,931	44,220	45,546	46,913	48,320	49,770	51,263	52,801

Local pay cap is 169,763

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Portland, OR

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

23.74 %														
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	135,329	139,389	143,571	147,878	152,314	156,884	161,591	166,438	170,800	170,800	170,800	170,800	170,800	170,800
2	109,657	112,947	116,335	119,825	123,420	127,123	130,937	134,864	138,911	143,078	147,371	151,791	156,345	161,035
3	88,855	91,521	94,266	97,095	100,008	103,007	106,098	109,281	112,559	115,936	119,414	122,996	126,686	130,486
4	71,999	74,160	76,385	78,675	81,036	83,468	85,971	88,550	91,206	93,943	96,761	99,664	102,653	105,733
5	58,341	60,091	61,894	63,751	65,663	67,633	69,662	71,752	73,905	76,121	78,405	80,758	83,181	85,675
6	52,155	53,719	55,332	56,991	58,701	60,462	62,276	64,144	66,068	68,051	70,093	72,195	74,360	76,591
7	46,625	48,023	49,465	50,949	52,477	54,051	55,673	57,344	59,064	60,836	62,661	64,540	66,477	68,470
8	41,682	42,933	44,220	45,547	46,914	48,320	49,771	51,263	52,801	54,385	56,017	57,697	59,429	61,212
9	37,262	38,379	39,531	40,717	41,938	43,196	44,492	45,827	47,202	48,619	50,076	51,579	53,127	54,720

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Raleigh, NC

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

20.49 %														
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	131,775	135,728	139,800	143,994	148,314	152,763	157,347	162,066	166,929	170,800	170,800	170,800	170,800	170,800
2	106,777	109,981	113,280	116,678	120,178	123,784	127,498	131,322	135,262	139,320	143,500	147,804	152,239	156,806
3	86,521	89,117	91,790	94,545	97,381	100,302	103,312	106,411	109,603	112,891	116,278	119,766	123,359	127,059
4	70,108	72,212	74,378	76,609	78,908	81,275	83,713	86,224	88,811	91,476	94,220	97,046	99,957	102,956
5	56,809	58,512	60,268	62,076	63,938	65,856	67,832	69,867	71,964	74,122	76,346	78,637	80,996	83,425
6	50,785	52,308	53,878	55,494	57,159	58,874	60,640	62,460	64,333	66,263	68,252	70,299	72,407	74,580
7	45,401	46,762	48,166	49,611	51,099	52,631	54,211	55,837	57,512	59,238	61,015	62,845	64,731	66,672
8	40,587	41,805	43,058	44,351	45,681	47,051	48,463	49,917	51,414	52,957	54,546	56,182	57,868	59,604
9	36,283	37,371	38,493	39,647	40,836	42,062	43,323	44,623	45,962	47,342	48,761	50,224	51,731	53,283

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Richmond, VA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

19.95 %														
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	131,185	135,120	139,173	143,349	147,649	152,079	156,642	161,340	166,181	170,545	170,545	170,545	170,545	170,545
2	106,298	109,488	112,772	116,155	119,639	123,229	126,926	130,734	134,656	138,696	142,857	147,141	151,557	156,103
3	86,134	88,717	91,379	94,121	96,945	99,852	102,849	105,934	109,111	112,385	115,757	119,229	122,806	126,490
4	69,794	71,888	74,045	76,265	78,554	80,911	83,338	85,837	88,413	91,066	93,797	96,611	99,509	102,495
5	56,554	58,250	59,998	61,798	63,651	65,561	67,528	69,554	71,641	73,790	76,004	78,284	80,633	83,051
6	50,558	52,074	53,637	55,245	56,903	58,610	60,368	62,180	64,045	65,967	67,946	69,984	72,083	74,245
7	45,197	46,553	47,950	49,388	50,870	52,395	53,968	55,587	57,255	58,972	60,741	62,564	64,441	66,373
8	40,405	41,618	42,865	44,152	45,477	46,840	48,246	49,693	51,184	52,719	54,301	55,930	57,608	59,337
9	36,121	37,204	38,320	39,470	40,653	41,873	43,129	44,423	45,756	47,130	48,543	49,999	51,499	53,044

Local pay cap is 170,545

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Sacramento, CA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

26.37 %														
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	138,206	142,352	146,622	151,021	155,551	160,218	165,025	169,975	170,800	170,800	170,800	170,800	170,800	170,800
2	111,988	115,348	118,808	122,372	126,043	129,825	133,720	137,731	141,863	146,119	150,503	155,017	159,668	164,458
3	90,744	93,466	96,270	99,159	102,133	105,197	108,353	111,604	114,951	118,400	121,952	125,611	129,379	133,260
4	73,530	75,736	78,008	80,347	82,758	85,242	87,798	90,432	93,145	95,940	98,818	101,782	104,835	107,981
5	59,581	61,368	63,209	65,106	67,058	69,070	71,143	73,277	75,476	77,739	80,072	82,474	84,948	87,496
6	53,264	54,861	56,508	58,202	59,949	61,747	63,599	65,508	67,473	69,497	71,582	73,729	75,941	78,219
7	47,616	49,044	50,516	52,032	53,592	55,200	56,856	58,562	60,319	62,129	63,993	65,912	67,890	69,926
8	42,568	43,845	45,160	46,516	47,911	49,347	50,829	52,353	53,923	55,541	57,208	58,924	60,692	62,513
9	38,054	39,195	40,371	41,582	42,829	44,115	45,438	46,801	48,205	49,652	51,141	52,675	54,256	55,883

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

San Antonio, TX

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

16.77 %														
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	127,707	131,538	135,484	139,548	143,735	148,047	152,489	157,063	161,775	166,024	166,024	166,024	166,024	166,024
2	103,480	106,585	109,782	113,075	116,468	119,962	123,561	127,268	131,086	135,019	139,070	143,241	147,539	151,964
3	83,850	86,365	88,957	91,626	94,375	97,205	100,122	103,125	106,219	109,405	112,688	116,068	119,550	123,136
4	67,944	69,983	72,082	74,244	76,472	78,766	81,128	83,562	86,069	88,652	91,311	94,050	96,871	99,778
5	55,055	56,706	58,407	60,160	61,964	63,823	65,738	67,710	69,742	71,833	73,989	76,209	78,495	80,849
6	49,217	50,693	52,215	53,781	55,395	57,056	58,768	60,531	62,347	64,218	66,144	68,128	70,172	72,277
7	43,999	45,318	46,679	48,079	49,521	51,006	52,537	54,114	55,737	57,409	59,131	60,905	62,732	64,614
8	39,334	40,515	41,729	42,982	44,271	45,599	46,967	48,375	49,827	51,322	52,862	54,448	56,081	57,764
9	35,163	36,217	37,305	38,423	39,576	40,763	41,986	43,246	44,543	45,880	47,256	48,673	50,134	51,638

Local pay cap is 166,024

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

San Diego, CA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

29.77 %														
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	141,924	146,182	150,567	155,084	159,736	164,529	169,465	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	115,001	118,451	122,005	125,664	129,434	133,318	137,317	141,436	145,680	150,050	154,552	159,188	163,964	168,883
3	93,185	95,980	98,860	101,827	104,881	108,027	111,269	114,606	118,044	121,585	125,233	128,990	132,860	136,845
4	75,508	77,774	80,107	82,509	84,985	87,535	90,160	92,865	95,651	98,521	101,476	104,521	107,656	110,886
5	61,184	63,019	64,910	66,858	68,862	70,928	73,057	75,248	77,506	79,831	82,226	84,693	87,234	89,850
6	54,697	56,337	58,028	59,768	61,562	63,408	65,311	67,270	69,288	71,367	73,508	75,713	77,984	80,324
7	48,897	50,364	51,876	53,431	55,034	56,685	58,386	60,138	61,942	63,800	65,714	67,685	69,716	71,807
8	43,713	45,025	46,375	47,767	49,200	50,675	52,196	53,761	55,374	57,035	58,747	60,509	62,325	64,195
9	39,078	40,249	41,458	42,701	43,982	45,301	46,660	48,060	49,502	50,988	52,517	54,092	55,715	57,387

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

San Francisco, CA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

41.44 %														
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	154,687	159,328	164,107	169,031	170,800	170,800	170,800	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	125,343	129,104	132,976	136,965	141,074	145,307	149,666	154,155	158,781	163,544	168,451	170,800	170,800	170,800
3	101,565	104,612	107,750	110,984	114,313	117,742	121,275	124,913	128,659	132,519	136,495	140,590	144,808	149,151
4	82,298	84,768	87,311	89,929	92,628	95,407	98,268	101,216	104,253	107,381	110,602	113,920	117,337	120,858
5	66,686	68,686	70,747	72,870	75,055	77,307	79,626	82,015	84,476	87,010	89,621	92,309	95,079	97,930
6	59,616	61,403	63,246	65,143	67,098	69,110	71,184	73,320	75,519	77,785	80,119	82,522	84,997	87,547
7	53,295	54,893	56,541	58,237	59,983	61,782	63,637	65,546	67,512	69,538	71,624	73,772	75,986	78,264
8	47,644	49,074	50,545	52,063	53,624	55,232	56,890	58,596	60,354	62,164	64,030	65,951	67,929	69,968
9	42,592	43,869	45,186	46,541	47,937	49,375	50,856	52,382	53,954	55,573	57,239	58,956	60,726	62,548

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Seattle, WA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

27.02 %														
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	138,917	143,084	147,376	151,798	156,351	161,042	165,874	170,800	170,800	170,800	170,800	170,800	170,800	170,800
2	112,564	115,941	119,419	123,001	126,691	130,493	134,407	138,439	142,593	146,871	151,277	155,814	160,490	165,304
3	91,211	93,947	96,765	99,669	102,659	105,738	108,911	112,178	115,542	119,009	122,579	126,257	130,044	133,945
4	73,908	76,126	78,409	80,761	83,184	85,680	88,250	90,897	93,624	96,434	99,326	102,306	105,375	108,536
5	59,887	61,683	63,534	65,441	67,403	69,425	71,508	73,654	75,864	78,139	80,484	82,898	85,385	87,946
6	53,538	55,143	56,798	58,502	60,257	62,065	63,927	65,845	67,820	69,855	71,950	74,109	76,331	78,622
7	47,861	49,296	50,776	52,299	53,868	55,484	57,149	58,864	60,629	62,448	64,322	66,251	68,239	70,285
8	42,787	44,071	45,392	46,755	48,157	49,601	51,090	52,622	54,201	55,827	57,502	59,227	61,004	62,834
9	38,250	39,397	40,579	41,796	43,050	44,341	45,671	47,042	48,453	49,907	51,404	52,946	54,535	56,171

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 170,800

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

St. Louis, MO

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

17.65 %														
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	128,669	132,529	136,505	140,600	144,818	149,163	153,638	158,246	162,995	167,275	167,275	167,275	167,275	167,275
2	104,260	107,389	110,610	113,928	117,345	120,867	124,493	128,227	132,074	136,036	140,118	144,320	148,651	153,110
3	84,482	87,016	89,627	92,316	95,086	97,938	100,877	103,903	107,019	110,230	113,537	116,943	120,451	124,064
4	68,456	70,510	72,625	74,803	77,048	79,360	81,740	84,192	86,717	89,320	91,999	94,759	97,601	100,530
5	55,470	57,133	58,847	60,613	62,431	64,304	66,233	68,221	70,268	72,375	74,547	76,783	79,087	81,459
6	49,588	51,075	52,608	54,186	55,812	57,486	59,211	60,987	62,817	64,702	66,643	68,642	70,701	72,822
7	44,331	45,660	47,031	48,441	49,894	51,391	52,933	54,521	56,157	57,841	59,577	61,364	63,205	65,100
8	39,630	40,820	42,043	43,306	44,605	45,942	47,321	48,740	50,202	51,708	53,260	54,858	56,504	58,199
9	35,428	36,490	37,586	38,713	39,874	41,070	42,302	43,572	44,879	46,226	47,612	49,040	50,512	52,027

Local pay cap is 167,275

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Tuscon, AZ

Authorized by Executive Order 13901

Effective January 5, 2020

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	128,166	132,011	135,971	140,050	144,252	148,579	153,037	157,628	162,357	166,621	166,621	166,621	166,621	166,621
2	103,853	106,969	110,177	113,482	116,886	120,394	124,006	127,725	131,557	135,504	139,570	143,756	148,070	152,511
3	84,152	86,676	89,277	91,955	94,714	97,555	100,482	103,496	106,601	109,799	113,093	116,486	119,980	123,579
4	68,188	70,234	72,341	74,511	76,747	79,049	81,420	83,862	86,378	88,971	91,639	94,388	97,220	100,137
5	55,253	56,910	58,617	60,376	62,187	64,053	65,974	67,954	69,993	72,092	74,255	76,483	78,777	81,140
6	49,394	50,876	52,403	53,974	55,594	57,261	58,979	60,749	62,571	64,449	66,382	68,373	70,424	72,537
7	44,157	45,481	46,847	48,252	49,699	51,190	52,726	54,308	55,937	57,615	59,344	61,124	62,958	64,846
8	39,475	40,660	41,879	43,136	44,430	45,763	47,136	48,549	50,006	51,506	53,052	54,643	56,283	57,972
9	35,289	36,348	37,439	38,561	39,718	40,910	42,137	43,401	44,703	46,045	47,426	48,848	50,314	51,824

Local pay cap is 166,621

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



**United States Department of State
2020 Foreign Service Salary Schedule**

Virginia Beach, VA

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

16.51 %	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	127,422	131,245	135,182	139,238	143,414	147,717	152,149	156,713	161,415	165,654	165,654	165,654	165,654	165,654
2	103,250	106,348	109,538	112,824	116,208	119,695	123,286	126,984	130,794	134,718	138,760	142,922	147,210	151,626
3	83,664	86,173	88,758	91,422	94,165	96,989	99,899	102,896	105,982	109,162	112,437	115,810	119,284	122,862
4	67,793	69,827	71,922	74,078	76,301	78,591	80,948	83,376	85,877	88,454	91,107	93,841	96,656	99,555
5	54,932	56,580	58,277	60,026	61,826	63,681	65,592	67,559	69,587	71,673	73,824	76,039	78,320	80,669
6	49,108	50,580	52,099	53,661	55,271	56,929	58,637	60,396	62,208	64,075	65,997	67,977	70,016	72,116
7	43,901	45,218	46,575	47,972	49,411	50,893	52,420	53,993	55,613	57,281	58,999	60,769	62,593	64,470
8	39,246	40,424	41,636	42,886	44,172	45,497	46,863	48,268	49,716	51,207	52,744	54,326	55,956	57,635
9	35,085	36,137	37,221	38,338	39,488	40,672	41,892	43,149	44,444	45,778	47,150	48,565	50,022	51,523

Local pay cap is 165,654

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				



United States Department of State 2020 Foreign Service Salary Schedule

Rest of U.S.

Authorized by Executive Order 13901

Effective January 5, 2020

Rates in U.S. Dollars

15.95 %														
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	126,810	130,614	134,532	138,568	142,725	147,007	151,418	155,960	160,639	164,858	164,858	164,858	164,858	164,858
2	102,754	105,837	109,012	112,281	115,650	119,120	122,694	126,374	130,165	134,071	138,093	142,235	146,503	150,897
3	83,261	85,759	88,332	90,982	93,712	96,523	99,419	102,401	105,473	108,637	111,896	115,253	118,711	122,272
4	67,467	69,491	71,576	73,722	75,934	78,213	80,559	82,975	85,464	88,029	90,669	93,390	96,191	99,077
5	54,668	56,308	57,997	59,737	61,529	63,375	65,276	67,235	69,252	71,329	73,469	75,674	77,944	80,281
6	48,872	50,337	51,848	53,403	55,006	56,655	58,355	60,106	61,909	63,767	65,680	67,650	69,679	71,770
7	43,690	45,000	46,351	47,741	49,173	50,648	52,168	53,734	55,345	57,006	58,716	60,477	62,292	64,160
8	39,058	40,230	41,436	42,680	43,960	45,278	46,637	48,036	49,477	50,961	52,491	54,065	55,687	57,358
9	34,916	35,963	37,043	38,153	39,298	40,477	41,691	42,942	44,230	45,558	46,924	48,331	49,782	51,275

Local pay cap is 164,858

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	219,200	Minimum	Maximum	OC	185,130
EX-II	197,300	131,239	197,300	MC	194,205
EX-III	181,500			CM	197,300
EX-IV	170,800				
EX-V	160,100				