United States Department of State

2013 FOREIGN SERVICE (FS) SALARY TABLE

BASE SCHEDULE

Authorized by Executive Order 13641

Effective January 1, 2013

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	99,628	102,617	105,695	108,866	112,132	115,496	118,961	122,530	126,206	129,517	129,517	129,517	129,517	129,517
2	80,728	83,150	85,644	88,214	90,860	93,586	96,393	99,285	102,264	105,332	108,492	111,746	115,099	118,552
3	65,413	67,375	69,397	71,479	73,623	75,832	78,107	80,450	82,863	85,349	87,910	90,547	93,263	96,061
4	53,003	54,593	56,231	57,918	59,655	61,445	63,288	65,187	67,143	69,157	71,232	73,369	75,570	77,837
5	42,948	44,236	45,564	46,930	48,338	49,789	51,282	52,821	54,405	56,037	57,719	59,450	61,234	63,071
6	38,394	39,546	40,732	41,954	43,213	44,509	45,844	47,220	48,636	50,095	51,598	53,146	54,741	56,383
7	34,324	35,354	36,414	37,507	38,632	39,791	40,985	42,214	43,481	44,785	46,129	47,512	48,938	50,406
8	30,684	31,605	32,553	33,529	34,535	35,571	36,638	37,737	38,870	40,036	41,237	42,474	43,748	45,060
9	27,431	28,254	29,102	29,975	30,874	31,800	32,754	33,737	34,749	35,791	36,865	37,971	39,110	40,283

Base Pay Cap= GS-15, Step 10 and FS-01, Step 10, at $129,517

EXECUTIVE SCHEDULE

EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE

Pay Range

Minimum	Maximum
119,554	179,700

5 U.S.C. 5376

SFS PAY RANGE FORMULAS

Minimum= GS-15/1 x 1.2

Maximum= EX-II

SFS PAY CAPS

OC	168,606
MC	176,871
CM	179,700

E.O 12293

SFS PAY CAP FORMULAS

OC= EX-III x 1.02

MC=EX-III x 1.07

CM=EX-II

2013 Locality Rates	
LOCALITY AREA	**RATE**
Alaska	24.69%
Atlanta	19.29%
Boston	24.80%
Buffalo/Niagara	16.98%
Chicago	25.10%
Cincinnati	18.55%
Cleveland	18.68%
Columbus, Ohio	17.16%
Dallas	20.67%
Dayton, Ohio	16.24%
Denver	22.52%
Detroit	24.09%
Hartford, CT	25.82%
Hawaii	16.51%
Houston	28.71%
Huntsville, Alabama	16.02%
Indianapolis	14.68%
Los Angeles	27.16%
Miami	20.79%
Milwaukee	18.10%
Minneapolis	20.96%
New York	28.72%
Philadelphia	21.79%
Phoenix	16.76%
Pittsburgh	16.37%
Portland, Oregon	20.35%
Raleigh/Durham/Cary	17.64%
Rest of U.S.	14.16%
Richmond	16.47%
Sacramento, California	22.20%
San Diego	24.19%
San Francisco	35.15%
Seattle	21.81%
Washington, DC	24.22%
Overseas Comparability	16.52%
* Other Non Foreign Areas listed in 5 CFR 591.205	14.16%
EX-4	155,500
** Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).	
Non Foreign Areas	14.16%

* Reduction in COLA is offset by a corresponding increase in locality pay of equal value, taking into account differences in taxability and the fact that COLA will be computed using locality rates instead of base rates.

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE
OVERSEAS
Authorized by Executive Order 13641
Effective January 1, 2013

Overseas 16.52%

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	116,087	119,569	123,156	126,851	130,656	134,576	138,613	142,772	147,055	150,913	150,913	150,913	150,913	150,913
2	94,064	96,886	99,792	102,787	105,870	109,046	112,317	115,687	119,158	122,733	126,415	130,206	134,113	138,137
3	76,219	78,505	80,861	83,287	85,786	88,359	91,010	93,740	96,552	99,449	102,433	105,505	108,670	111,930
4	61,759	63,612	65,520	67,486	69,510	71,596	73,743	75,956	78,235	80,582	83,000	85,490	88,054	90,696
5	50,043	51,544	53,091	54,683	56,323	58,014	59,754	61,547	63,393	65,294	67,254	69,271	71,350	73,490
6	44,737	46,079	47,461	48,885	50,352	51,862	53,417	55,021	56,671	58,371	60,122	61,926	63,784	65,697
7	39,994	41,194	42,430	43,703	45,014	46,364	47,756	49,188	50,664	52,183	53,750	55,361	57,023	58,733
8	35,753	36,826	37,931	39,068	40,240	41,447	42,691	43,971	45,291	46,650	48,049	49,491	50,975	52,504
9	31,963	32,922	33,910	34,927	35,974	37,053	38,165	39,310	40,490	41,704	42,955	44,244	45,571	46,938

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

EXECUTIVE SCHEDULE

EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE

Pay Range

Minimum	Maximum
119,554	179,700

SFS PAY CAPS

OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

ALASKA

Authorized by Executive Order 13641

Effective January 1, 2013*

Alaska 24.69%

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	124,226	127,953	131,791	135,745	139,817	144,012	148,332	152,783	155,500	155,500	155,500	155,500	155,500	155,500
2	100,660	103,680	106,790	109,994	113,293	116,692	120,192	123,798	127,513	131,338	135,279	139,336	143,517	147,822
3	81,563	84,010	86,531	89,127	91,801	94,555	97,392	100,313	103,322	106,422	109,615	112,903	116,290	119,778
4	66,089	68,072	70,114	72,218	74,384	76,616	78,914	81,282	83,721	86,232	88,819	91,484	94,228	97,055
5	53,552	55,158	56,814	58,517	60,273	62,082	63,944	65,863	67,838	69,873	71,970	74,128	76,353	78,643
6	47,873	49,310	50,789	52,312	53,882	55,498	57,163	58,879	60,644	62,463	64,338	66,268	68,257	70,304
7	42,799	44,083	45,405	46,767	48,170	49,615	51,104	52,637	54,216	55,842	57,518	59,243	61,021	62,851
8	38,260	39,408	40,590	41,807	43,062	44,353	45,684	47,054	48,467	49,921	51,418	52,961	54,549	56,185
9	34,204	35,230	36,287	37,376	38,497	39,651	40,841	42,067	43,329	44,628	45,967	47,346	48,766	50,229

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

* Reduction in COLA is offset by a corresponding increase in locality pay of equal value, taking into account differences in taxability and the fact that COLA will be computed using locality rates instead of base rates.

United States Department of State

2013 FOREIGN SERVICE (FS) SALARY TABLE

ATLANTA

Authorized by Executive Order 13641

Effective January 1, 2013

Atlanta 19.29%

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	118,846	122,412	126,084	129,866	133,762	137,775	141,909	146,166	150,551	154,501	154,501	154,501	154,501	154,501
2	96,300	99,190	102,165	105,230	108,387	111,639	114,987	118,437	121,991	125,651	129,420	133,302	137,302	141,421
3	78,031	80,372	82,784	85,267	87,825	90,460	93,174	95,969	98,847	101,813	104,868	108,014	111,253	114,591
4	63,227	65,124	67,078	69,090	71,162	73,298	75,496	77,762	80,095	82,497	84,973	87,522	90,147	92,852
5	51,233	52,769	54,353	55,983	57,662	59,393	61,174	63,010	64,900	66,847	68,853	70,918	73,046	75,237
6	45,800	47,174	48,589	50,047	51,549	53,095	54,687	56,329	58,018	59,758	61,551	63,398	65,301	67,259
7	40,945	42,174	43,438	44,742	46,084	47,467	48,891	50,357	51,868	53,424	55,027	56,677	58,378	60,129
8	36,603	37,702	38,832	39,997	41,197	42,433	43,705	45,016	46,368	47,759	49,192	50,667	52,187	53,752
9	32,722	33,704	34,716	35,757	36,830	37,934	39,072	40,245	41,452	42,695	43,976	45,296	46,654	48,054

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

BOSTON

Authorized by Executive Order 13641

Effective January 1, 2013

Boston 24.80%

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	124,336	128,066	131,907	135,865	139,941	144,139	148,463	152,917	155,500	155,500	155,500	155,500	155,500	155,500
2	100,749	103,771	106,884	110,091	113,393	116,795	120,298	123,908	127,625	131,454	135,398	139,459	143,644	147,953
3	81,635	84,084	86,607	89,206	91,882	94,638	97,478	100,402	103,413	106,516	109,712	113,003	116,392	119,884
4	66,148	68,132	70,176	72,282	74,449	76,683	78,983	81,353	83,794	86,308	88,898	91,565	94,311	97,141
5	53,599	55,207	56,864	58,569	60,326	62,137	64,000	65,921	67,897	69,934	72,033	74,194	76,420	78,713
6	47,916	49,353	50,834	52,359	53,930	55,547	57,213	58,931	60,698	62,519	64,394	66,326	68,317	70,366
7	42,836	44,122	45,445	46,809	48,213	49,659	51,149	52,683	54,264	55,892	57,569	59,295	61,075	62,907
8	38,294	39,443	40,626	41,844	43,100	44,393	45,724	47,096	48,510	49,965	51,464	53,008	54,598	56,235
9	34,234	35,261	36,319	37,409	38,531	39,686	40,877	42,104	43,367	44,667	46,008	47,388	48,809	50,273

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

BUFFALO

Authorized by Executive Order 13641

Effective January 1, 2013

Buffalo 16.98%

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	116,545	120,041	123,642	127,351	131,172	135,107	139,161	143,336	147,636	151,509	151,509	151,509	151,509	151,509
2	94,436	97,269	100,186	103,193	106,288	109,477	112,761	116,144	119,628	123,217	126,914	130,720	134,643	138,682
3	76,520	78,815	81,181	83,616	86,124	88,708	91,370	94,110	96,933	99,841	102,837	105,922	109,099	112,372
4	62,003	63,863	65,779	67,752	69,784	71,878	74,034	76,256	78,544	80,900	83,327	85,827	88,402	91,054
5	50,241	51,747	53,301	54,899	56,546	58,243	59,990	61,790	63,643	65,552	67,520	69,545	71,632	73,780
6	44,913	46,261	47,648	49,078	50,551	52,067	53,628	55,238	56,894	58,601	60,359	62,170	64,036	65,957
7	40,152	41,357	42,597	43,876	45,192	46,548	47,944	49,382	50,864	52,389	53,962	55,580	57,248	58,965
8	35,894	36,972	38,080	39,222	40,399	41,611	42,859	44,145	45,470	46,834	48,239	49,686	51,176	52,711
9	32,089	33,052	34,044	35,065	36,116	37,200	38,316	39,466	40,649	41,868	43,125	44,418	45,751	47,123

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

CHICAGO

Authorized by Executive Order 13641

Effective January 1, 2013

Rates in U.S Dollars

Chicago 25.10% 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	124,635	128,374	132,224	136,191	140,277	144,485	148,820	153,285	155,500	155,500	155,500	155,500	155,500	155,500
2	100,991	104,021	107,141	110,356	113,666	117,076	120,588	124,206	127,932	131,770	135,723	139,794	143,989	148,309
3	81,832	84,286	86,816	89,420	92,102	94,866	97,712	100,643	103,662	106,772	109,975	113,274	116,672	120,172
4	66,307	68,296	70,345	72,455	74,628	76,868	79,173	81,549	83,996	86,515	89,111	91,785	94,538	97,374
5	53,728	55,339	57,001	58,709	60,471	62,286	64,154	66,079	68,061	70,102	72,206	74,372	76,604	78,902
6	48,031	49,472	50,956	52,484	54,059	55,681	57,351	59,072	60,844	62,669	64,549	66,486	68,481	70,535
7	42,939	44,228	45,554	46,921	48,329	49,779	51,272	52,810	54,395	56,026	57,707	59,438	61,221	63,058
8	38,386	39,538	40,724	41,945	43,203	44,499	45,834	47,209	48,626	50,085	51,587	53,135	54,729	56,370
9	34,316	35,346	36,407	37,499	38,623	39,782	40,975	42,205	43,471	44,775	46,118	47,502	48,927	50,394

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

CINCINNATI

Authorized by Executive Order 13641

Effective January 1, 2013

Cincinnati 18.55%

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	118,109	121,652	125,301	129,061	132,932	136,921	141,028	145,259	149,617	153,542	153,542	153,542	153,542	153,542
2	95,703	98,574	101,531	104,578	107,715	110,946	114,274	117,702	121,234	124,871	128,617	132,475	136,450	140,543
3	77,547	79,873	82,270	84,738	87,280	89,899	92,596	95,373	98,234	101,181	104,217	107,343	110,563	113,880
4	62,835	64,720	66,662	68,662	70,721	72,843	75,028	77,279	79,598	81,986	84,446	86,979	89,588	92,276
5	50,915	52,442	54,016	55,636	57,305	59,025	60,795	62,619	64,497	66,432	68,426	70,478	72,593	74,771
6	45,516	46,882	48,288	49,736	51,229	52,765	54,348	55,979	57,658	59,388	61,169	63,005	64,895	66,842
7	40,691	41,912	43,169	44,465	45,798	47,172	48,588	50,045	51,547	53,093	54,686	56,325	58,016	59,756
8	36,376	37,468	38,592	39,749	40,941	42,169	43,434	44,737	46,080	47,463	48,886	50,353	51,863	53,419
9	32,519	33,495	34,500	35,535	36,601	37,699	38,830	39,995	41,195	42,430	43,703	45,015	46,365	47,755

Local pay cap is $153,542

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

CLEVELAND

Authorized by Executive Order 13641

Effective January 1, 2013

Cleveland 18.68%

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	118,239	121,786	125,439	129,202	133,078	137,071	141,183	145,419	149,781	153,711	153,711	153,711	153,711	153,711
2	95,808	98,682	101,642	104,692	107,833	111,068	114,399	117,831	121,367	125,008	128,758	132,620	136,599	140,698
3	77,632	79,961	82,360	84,831	87,376	89,997	92,697	95,478	98,342	101,292	104,332	107,461	110,685	114,005
4	62,904	64,791	66,735	68,737	70,799	72,923	75,110	77,364	79,685	82,076	84,538	87,074	89,686	92,377
5	50,971	52,499	54,075	55,697	57,368	59,090	60,861	62,688	64,568	66,505	68,501	70,555	72,673	74,853
6	45,566	46,933	48,341	49,791	51,285	52,823	54,408	56,041	57,721	59,453	61,237	63,074	64,967	66,915
7	40,736	41,958	43,216	44,513	45,848	47,224	48,641	50,100	51,603	53,151	54,746	56,387	58,080	59,822
8	36,416	37,509	38,634	39,792	40,986	42,216	43,482	44,786	46,131	47,515	48,940	50,408	51,920	53,477
9	32,555	33,532	34,538	35,574	36,641	37,740	38,872	40,039	41,240	42,477	43,751	45,064	46,416	47,808

Local pay cap is $153,711

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE

Pay Range

Minimum	Maximum
119,554	179,700

SFS PAY CAPS

OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE
COLUMBUS
Authorized by Executive Order 13641
Effective January 1, 2013

Columbus 17.16%

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	116,724	120,226	123,832	127,547	131,374	135,315	139,375	143,556	147,863	151,742	151,742	151,742	151,742	151,742
2	94,581	97,419	100,341	103,352	106,452	109,645	112,934	116,322	119,813	123,407	127,109	130,922	134,850	138,896
3	76,638	78,937	81,306	83,745	86,257	88,845	91,510	94,255	97,082	99,995	102,995	106,085	109,267	112,545
4	62,098	63,961	65,880	67,857	69,892	71,989	74,148	76,373	78,665	81,024	83,455	85,959	88,538	91,194
5	50,318	51,827	53,383	54,983	56,633	58,333	60,082	61,885	63,741	65,653	67,624	69,652	71,742	73,894
6	44,982	46,332	47,722	49,153	50,628	52,147	53,711	55,323	56,982	58,691	60,452	62,266	64,135	66,058
7	40,214	41,421	42,663	43,943	45,261	46,619	48,018	49,458	50,942	52,470	54,045	55,665	57,336	59,056
8	35,949	37,028	38,139	39,283	40,461	41,675	42,925	44,213	45,540	46,906	48,313	49,763	51,255	52,792
9	32,138	33,102	34,096	35,119	36,172	37,257	38,375	39,526	40,712	41,933	43,191	44,487	45,821	47,196

Local pay cap is $151,742

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

DALLAS -FT. WORTH

Authorized by Executive Order 13641

Effective January 1, 2013

Dallas-Ft. Worth 20.67%

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	120,221	123,828	127,542	131,369	135,310	139,369	143,550	147,857	152,293	155,500	155,500	155,500	155,500	155,500
2	97,414	100,337	103,347	106,448	109,641	112,930	116,317	119,807	123,402	127,104	130,917	134,844	138,890	143,057
3	78,934	81,301	83,741	86,254	88,841	91,506	94,252	97,079	99,991	102,991	106,081	109,263	112,540	115,917
4	63,959	65,877	67,854	69,890	71,986	74,146	76,370	78,661	81,021	83,452	85,956	88,534	91,190	93,926
5	51,825	53,380	54,982	56,630	58,329	60,080	61,882	63,739	65,651	67,620	69,650	71,738	73,891	76,108
6	46,330	47,720	49,151	50,626	52,145	53,709	55,320	56,980	58,689	60,450	62,263	64,131	66,056	68,037
7	41,419	42,662	43,941	45,260	46,617	48,016	49,457	50,940	52,469	54,042	55,664	57,333	59,053	60,825
8	37,026	38,138	39,282	40,459	41,673	42,924	44,211	45,537	46,904	48,311	49,761	51,253	52,791	54,374
9	33,101	34,094	35,117	36,171	37,256	38,373	39,524	40,710	41,932	43,189	44,485	45,820	47,194	48,609

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

DAYTON

Authorized by Executive Order 13641

Effective January 1, 2013

Rates in U.S Dollars

Dayton 16.24% 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	115,808	119,282	122,860	126,546	130,342	134,253	138,280	142,429	146,702	150,551	150,551	150,551	150,551	150,551
2	93,838	96,654	99,553	102,540	105,616	108,784	112,047	115,409	118,872	122,438	126,111	129,894	133,791	137,805
3	76,036	78,317	80,667	83,087	85,579	88,147	90,792	93,515	96,320	99,210	102,187	105,252	108,409	111,661
4	61,611	63,459	65,363	67,324	69,343	71,424	73,566	75,773	78,047	80,388	82,800	85,284	87,843	90,478
5	49,923	51,420	52,964	54,551	56,188	57,875	59,610	61,399	63,240	65,137	67,093	69,105	71,178	73,314
6	44,629	45,968	47,347	48,767	50,231	51,737	53,289	54,889	56,534	58,230	59,978	61,777	63,631	65,540
7	39,898	41,095	42,328	43,598	44,906	46,253	47,641	49,070	50,542	52,058	53,620	55,228	56,886	58,592
8	35,667	36,738	37,840	38,974	40,143	41,348	42,588	43,865	45,182	46,538	47,934	49,372	50,853	52,378
9	31,886	32,842	33,828	34,843	35,888	36,964	38,073	39,216	40,392	41,603	42,852	44,137	45,461	46,825

Local pay cap is $150,551

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State

2013 FOREIGN SERVICE (FS) SALARY TABLE

DENVER

Authorized by Executive Order 13641

Effective January 1, 2013

Rates in U.S Dollars

Denver 22.52% 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	122,064	125,726	129,498	133,383	137,384	141,506	145,751	150,124	154,628	155,500	155,500	155,500	155,500	155,500
2	98,908	101,875	104,931	108,080	111,322	114,662	118,101	121,644	125,294	129,053	132,924	136,911	141,019	145,250
3	80,144	82,548	85,025	87,576	90,203	92,909	95,697	98,567	101,524	104,570	107,707	110,938	114,266	117,694
4	64,939	66,887	68,894	70,961	73,089	75,282	77,540	79,867	82,264	84,731	87,273	89,892	92,588	95,366
5	52,620	54,198	55,825	57,499	59,224	61,001	62,831	64,716	66,657	68,657	70,717	72,838	75,024	77,275
6	47,040	48,452	49,905	51,402	52,945	54,532	56,168	57,854	59,589	61,376	63,218	65,114	67,069	69,080
7	42,054	43,316	44,614	45,954	47,332	48,752	50,215	51,721	53,273	54,871	56,517	58,212	59,959	61,757
8	37,594	38,722	39,884	41,080	42,312	43,582	44,889	46,235	47,624	49,052	50,524	52,039	53,600	55,208
9	33,608	34,617	35,656	36,725	37,827	38,961	40,130	41,335	42,574	43,851	45,167	46,522	47,918	49,355

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

DETROIT

Authorized by Executive Order 13641

Effective January 1, 2013

Rates in U.S Dollars

Detroit 24.09% 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	123,628	127,337	131,157	135,092	139,145	143,319	147,619	152,047	155,500	155,500	155,500	155,500	155,500	155,500
2	100,175	103,181	106,276	109,465	112,748	116,131	119,614	123,203	126,899	130,706	134,628	138,666	142,826	147,111
3	81,171	83,606	86,115	88,698	91,359	94,100	96,923	99,830	102,825	105,910	109,088	112,360	115,730	119,202
4	65,771	67,744	69,777	71,870	74,026	76,247	78,534	80,891	83,318	85,817	88,392	91,044	93,775	96,588
5	53,294	54,892	56,540	58,235	59,983	61,783	63,636	65,546	67,511	69,536	71,624	73,772	75,985	78,265
6	47,643	49,073	50,544	52,061	53,623	55,231	56,888	58,595	60,352	62,163	64,028	65,949	67,928	69,966
7	42,593	43,871	45,186	46,542	47,938	49,377	50,858	52,383	53,956	55,574	57,241	58,958	60,727	62,549
8	38,076	39,219	40,395	41,606	42,854	44,140	45,464	46,828	48,234	49,681	51,171	52,706	54,287	55,915
9	34,039	35,060	36,113	37,196	38,312	39,461	40,644	41,864	43,120	44,413	45,746	47,118	48,532	49,987

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

HARTFORD

Authorized by Executive Order 13641

Effective January 1, 2013

Hartford
25.82%

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	125,352	129,113	132,985	136,975	141,084	145,317	149,677	154,167	155,500	155,500	155,500	155,500	155,500	155,500
2	101,572	104,619	107,757	110,991	114,320	117,750	121,282	124,920	128,669	132,529	136,505	140,599	144,818	149,162
3	82,303	84,771	87,315	89,935	92,632	95,412	98,274	101,222	104,258	107,386	110,608	113,926	117,344	120,864
4	66,688	68,689	70,750	72,872	75,058	77,310	79,629	82,018	84,479	87,013	89,624	92,313	95,082	97,935
5	54,037	55,658	57,329	59,047	60,819	62,645	64,523	66,459	68,452	70,506	72,622	74,800	77,045	79,356
6	48,307	49,757	51,249	52,787	54,371	56,001	57,681	59,412	61,194	63,030	64,921	66,868	68,875	70,941
7	43,186	44,482	45,816	47,191	48,607	50,065	51,567	53,114	54,708	56,348	58,040	59,780	61,574	63,421
8	38,607	39,765	40,958	42,186	43,452	44,755	46,098	47,481	48,906	50,373	51,884	53,441	55,044	56,694
9	34,514	35,549	36,616	37,715	38,846	40,011	41,211	42,448	43,721	45,032	46,384	47,775	49,208	50,684

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

HAWAII

Authorized by Executive Order 13641

Effective January 1, 2013*

Hawaii 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	116,077	119,559	123,145	126,840	130,645	134,564	138,601	142,760	147,043	150,900	150,900	150,900	150,900	150,900
2	94,056	96,878	99,784	102,778	105,861	109,037	112,307	115,677	119,148	122,722	126,404	130,195	134,102	138,125
3	76,213	78,499	80,854	83,280	85,778	88,352	91,002	93,732	96,544	99,440	102,424	105,496	108,661	111,921
4	61,754	63,606	65,515	67,480	69,504	71,590	73,737	75,949	78,228	80,575	82,992	85,482	88,047	90,688
5	50,039	51,539	53,087	54,678	56,319	58,009	59,749	61,542	63,387	65,289	67,248	69,265	71,344	73,484
6	44,733	46,075	47,457	48,881	50,347	51,857	53,413	55,016	56,666	58,366	60,117	61,920	63,779	65,692
7	39,991	41,191	42,426	43,699	45,010	46,360	47,752	49,184	50,660	52,179	53,745	55,356	57,018	58,728
8	35,750	36,823	37,928	39,065	40,237	41,444	42,687	43,967	45,287	46,646	48,045	49,486	50,971	52,499
9	31,960	32,919	33,907	34,924	35,971	37,050	38,162	39,307	40,486	41,700	42,951	44,240	45,567	46,934

Local pay cap is $143,777

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

* Reduction in COLA is offset by a corresponding increase in locality pay of equal value, taking into account differences in taxability and the fact that COLA will be computed using locality rates instead of base rates.

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

HOUSTON

Authorized by Executive Order 13641

Effective January 1, 2013

Houston 28.71%

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	128,231	132,078	136,040	140,121	144,325	148,655	153,115	155,500	155,500	155,500	155,500	155,500	155,500	155,500
2	103,905	107,022	110,232	113,540	116,946	120,455	124,067	127,790	131,624	135,573	139,640	143,828	148,144	152,588
3	84,193	86,718	89,321	92,001	94,760	97,603	100,532	103,547	106,653	109,853	113,149	116,543	120,039	123,640
4	68,220	70,267	72,375	74,546	76,782	79,086	81,458	83,902	86,420	89,012	91,683	94,433	97,266	100,184
5	55,278	56,936	58,645	60,404	62,216	64,083	66,005	67,986	70,025	72,125	74,290	76,518	78,814	81,179
6	49,417	50,900	52,426	53,999	55,619	57,288	59,006	60,777	62,599	64,477	66,412	68,404	70,457	72,571
7	44,178	45,504	46,868	48,275	49,723	51,215	52,752	54,334	55,964	57,643	59,373	61,153	62,988	64,878
8	39,493	40,679	41,899	43,155	44,450	45,783	47,157	48,571	50,030	51,530	53,076	54,668	56,308	57,997
9	35,306	36,366	37,457	38,581	39,738	40,930	42,158	43,423	44,725	46,067	47,449	48,872	50,338	51,848

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

HUNTSVILLE

Authorized by Executive Order 13641

Effective January 1, 2013

Rates in U.S Dollars

Huntsville 16.02% 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	115,588	119,056	122,627	126,306	130,096	133,998	138,019	142,159	146,424	150,266	150,266	150,266	150,266	150,266
2	93,661	96,471	99,364	102,346	105,416	108,578	111,835	115,190	118,647	122,206	125,872	129,648	133,538	137,544
3	75,892	78,168	80,514	82,930	85,417	87,980	90,620	93,338	96,138	99,022	101,993	105,053	108,204	111,450
4	61,494	63,339	65,239	67,196	69,212	71,288	73,427	75,630	77,899	80,236	82,643	85,123	87,676	90,306
5	49,828	51,323	52,863	54,448	56,082	57,765	59,497	61,283	63,121	65,014	66,966	68,974	71,044	73,175
6	44,545	45,881	47,257	48,675	50,136	51,639	53,188	54,785	56,427	58,120	59,864	61,660	63,511	65,416
7	39,823	41,018	42,248	43,516	44,821	46,166	47,551	48,977	50,447	51,960	53,519	55,123	56,778	58,481
8	35,600	36,668	37,768	38,900	40,068	41,269	42,507	43,782	45,097	46,450	47,843	49,278	50,756	52,279
9	31,825	32,780	33,764	34,777	35,820	36,894	38,001	39,142	40,316	41,525	42,771	44,054	45,375	46,736

Local pay cap is $150,266

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

INDIANAPOLIS

Authorized by Executive Order 13641

Effective January 1, 2013

Indianapolis 14.68%

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	114,253	117,681	121,211	124,848	128,593	132,451	136,424	140,517	144,733	148,530	148,530	148,530	148,530	148,530
2	92,579	95,356	98,217	101,164	104,198	107,324	110,543	113,860	117,276	120,795	124,419	128,150	131,996	135,955
3	75,016	77,266	79,584	81,972	84,431	86,964	89,573	92,260	95,027	97,878	100,815	103,839	106,954	110,163
4	60,784	62,607	64,486	66,420	68,412	70,465	72,579	74,756	77,000	79,309	81,689	84,140	86,664	89,263
5	49,253	50,730	52,253	53,819	55,434	57,098	58,810	60,575	62,392	64,263	66,192	68,177	70,223	72,330
6	44,030	45,351	46,711	48,113	49,557	51,043	52,574	54,152	55,776	57,449	59,173	60,948	62,777	64,660
7	39,363	40,544	41,760	43,013	44,303	45,632	47,002	48,411	49,864	51,359	52,901	54,487	56,122	57,806
8	35,188	36,245	37,332	38,451	39,605	40,793	42,016	43,277	44,576	45,913	47,291	48,709	50,170	51,675
9	31,458	32,402	33,374	34,375	35,406	36,468	37,562	38,690	39,850	41,045	42,277	43,545	44,851	46,197

Local cap is 148,530

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE

Pay Range

Minimum	Maximum
119,554	179,700

SFS PAY CAPS

OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

LOS ANGELES

Authorized by Executive Order 13641

Effective January 1, 2013

Rates in U.S Dollars

Los Angeles 27.16% 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	126,687	130,488	134,402	138,434	142,587	146,865	151,271	155,500	155,500	155,500	155,500	155,500	155,500	155,500
2	102,654	105,734	108,905	112,173	115,538	119,004	122,573	126,251	130,039	133,940	137,958	142,096	146,360	150,751
3	83,179	85,674	88,245	90,893	93,619	96,428	99,321	102,300	105,369	108,530	111,786	115,140	118,593	122,151
4	67,399	69,420	71,503	73,649	75,857	78,133	80,477	82,892	85,379	87,940	90,579	93,296	96,095	98,978
5	54,613	56,250	57,939	59,676	61,467	63,312	65,210	67,167	69,181	71,257	73,395	75,597	77,865	80,201
6	48,822	50,287	51,795	53,349	54,950	56,598	58,295	60,045	61,846	63,701	65,612	67,580	69,609	71,697
7	43,646	44,956	46,304	47,694	49,124	50,598	52,117	53,679	55,290	56,949	58,658	60,416	62,230	64,096
8	39,018	40,189	41,394	42,635	43,915	45,232	46,589	47,986	49,427	50,910	52,437	54,010	55,630	57,298
9	34,881	35,928	37,006	38,116	39,259	40,437	41,650	42,900	44,187	45,512	46,878	48,284	49,732	51,224

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

MIAMI

Authorized by Executive Order 13641

Effective January 1, 2013

Rates in U.S Dollars

Miami 20.79% 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	120,341	123,951	127,669	131,499	135,444	139,508	143,693	148,004	152,444	155,500	155,500	155,500	155,500	155,500
2	97,511	100,437	103,449	106,554	109,750	113,043	116,433	119,926	123,525	127,231	131,047	134,978	139,028	143,199
3	79,012	81,382	83,825	86,339	88,929	91,597	94,345	97,176	100,090	103,093	106,186	109,372	112,652	116,032
4	64,022	65,943	67,921	69,959	72,057	74,219	76,446	78,739	81,102	83,535	86,041	88,622	91,281	94,019
5	51,877	53,433	55,037	56,687	58,387	60,140	61,944	63,802	65,716	67,687	69,719	71,810	73,965	76,183
6	46,376	47,768	49,200	50,676	52,197	53,762	55,375	57,037	58,747	60,510	62,325	64,195	66,122	68,105
7	41,460	42,704	43,984	45,305	46,664	48,064	49,506	50,990	52,521	54,096	55,719	57,390	59,112	60,885
8	37,063	38,176	39,321	40,500	41,715	42,966	44,255	45,583	46,951	48,359	49,810	51,304	52,843	54,428
9	33,134	34,128	35,152	36,207	37,293	38,411	39,564	40,751	41,973	43,232	44,529	45,865	47,241	48,658

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

MILWAUKEE

Authorized by Executive Order 13641

Effective January 1, 2013

Milwaukee 18.10%

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	117,661	121,191	124,826	128,571	132,428	136,401	140,493	144,708	149,049	152,960	152,960	152,960	152,960	152,960
2	95,340	98,200	101,146	104,181	107,306	110,525	113,840	117,256	120,774	124,397	128,129	131,972	135,932	140,010
3	77,253	79,570	81,958	84,417	86,949	89,558	92,244	95,011	97,861	100,797	103,822	106,936	110,144	113,448
4	62,597	64,474	66,409	68,401	70,453	72,567	74,743	76,986	79,296	81,674	84,125	86,649	89,248	91,925
5	50,722	52,243	53,811	55,424	57,087	58,801	60,564	62,382	64,252	66,180	68,166	70,210	72,317	74,487
6	45,343	46,704	48,104	49,548	51,035	52,565	54,142	55,767	57,439	59,162	60,937	62,765	64,649	66,588
7	40,537	41,753	43,005	44,296	45,624	46,993	48,403	49,855	51,351	52,891	54,478	56,112	57,796	59,529
8	36,238	37,326	38,445	39,598	40,786	42,009	43,269	44,567	45,905	47,283	48,701	50,162	51,666	53,216
9	32,396	33,368	34,369	35,400	36,462	37,556	38,682	39,843	41,039	42,269	43,538	44,844	46,189	47,574

Local pay cap is $152,960

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE
MINNEAPOLIS
Authorized by Executive Order 13641
Effective January 1, 2013

Minneapolis 20.96%					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	120,510	124,126	127,849	131,684	135,635	139,704	143,895	148,212	152,659	155,500	155,500	155,500	155,500	155,500
2	97,649	100,578	103,595	106,704	109,904	113,202	116,597	120,095	123,699	127,410	131,232	135,168	139,224	143,400
3	79,124	81,497	83,943	86,461	89,054	91,726	94,478	97,312	100,231	103,238	106,336	109,526	112,811	116,195
4	64,112	66,036	68,017	70,058	72,159	74,324	76,553	78,850	81,216	83,652	86,162	88,747	91,409	94,152
5	51,950	53,508	55,114	56,767	58,470	60,225	62,031	63,892	65,808	67,782	69,817	71,911	74,069	76,291
6	46,441	47,835	49,269	50,748	52,270	53,838	55,453	57,117	58,830	60,595	62,413	64,285	66,215	68,201
7	41,518	42,764	44,046	45,368	46,729	48,131	49,575	51,062	52,595	54,172	55,798	57,471	59,195	60,971
8	37,115	38,229	39,376	40,557	41,774	43,027	44,317	45,647	47,017	48,428	49,880	51,377	52,918	54,505
9	33,181	34,176	35,202	36,258	37,345	38,465	39,619	40,808	42,032	43,293	44,592	45,930	47,307	48,726

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

NEW YORK

Authorized by Executive Order 13641

Effective January 1, 2013

New York 28.72%

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	128,241	132,089	136,051	140,132	144,336	148,666	153,127	155,500	155,500	155,500	155,500	155,500	155,500	155,500
2	103,913	107,031	110,241	113,549	116,955	120,464	124,077	127,800	131,634	135,583	139,651	143,839	148,155	152,600
3	84,200	86,725	89,328	92,008	94,768	97,611	100,539	103,555	106,661	109,861	113,158	116,552	120,048	123,650
4	68,225	70,272	72,381	74,552	76,788	79,092	81,464	83,909	86,426	89,019	91,690	94,441	97,274	100,192
5	55,283	56,941	58,650	60,408	62,221	64,088	66,010	67,991	70,030	72,131	74,296	76,524	78,820	81,185
6	49,421	50,904	52,430	54,003	55,624	57,292	59,010	60,782	62,604	64,482	66,417	68,410	70,463	72,576
7	44,182	45,508	46,872	48,279	49,727	51,219	52,756	54,338	55,969	57,647	59,377	61,157	62,993	64,883
8	39,496	40,682	41,902	43,159	44,453	45,787	47,160	48,575	50,033	51,534	53,080	54,673	56,312	58,001
9	35,309	36,369	37,460	38,584	39,741	40,933	42,161	43,426	44,729	46,070	47,453	48,876	50,342	51,852

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

PHILADELPHIA

Authorized by Executive Order 13641

Effective January 1, 2013

Philadelphia 21.79%

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	121,337	124,977	128,726	132,588	136,566	140,663	144,883	149,229	153,706	155,500	155,500	155,500	155,500	155,500
2	98,319	101,268	104,306	107,436	110,658	113,978	117,397	120,919	124,547	128,284	132,132	136,095	140,179	144,384
3	79,666	82,056	84,519	87,054	89,665	92,356	95,127	97,980	100,919	103,947	107,066	110,277	113,585	116,993
4	64,552	66,489	68,484	70,538	72,654	74,834	77,078	79,391	81,773	84,226	86,753	89,356	92,037	94,798
5	52,306	53,875	55,492	57,156	58,871	60,638	62,456	64,331	66,260	68,247	70,296	72,404	74,577	76,814
6	46,760	48,163	49,608	51,096	52,629	54,208	55,833	57,509	59,234	61,011	62,841	64,727	66,669	68,669
7	41,803	43,058	44,349	45,680	47,050	48,461	49,916	51,412	52,956	54,544	56,181	57,865	59,602	61,389
8	37,370	38,492	39,646	40,835	42,060	43,322	44,621	45,960	47,340	48,760	50,223	51,729	53,281	54,879
9	33,408	34,411	35,443	36,507	37,601	38,729	39,891	41,088	42,321	43,590	44,898	46,245	47,632	49,061

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State

2013 FOREIGN SERVICE (FS) SALARY TABLE

PHOENIX

Authorized by Executive Order 13641

Effective January 1, 2013

Phoenix 16.76%														
	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	116,326	119,816	123,409	127,112	130,925	134,853	138,899	143,066	147,358	151,224	151,224	151,224	151,224	151,224
2	94,258	97,086	99,998	102,999	106,088	109,271	112,548	115,925	119,403	122,986	126,675	130,475	134,390	138,421
3	76,376	78,667	81,028	83,459	85,962	88,541	91,198	93,933	96,751	99,653	102,644	105,723	108,894	112,161
4	61,886	63,743	65,655	67,625	69,653	71,743	73,895	76,112	78,396	80,748	83,170	85,666	88,236	90,882
5	50,146	51,650	53,201	54,795	56,439	58,134	59,877	61,674	63,523	65,429	67,393	69,414	71,497	73,642
6	44,829	46,174	47,559	48,985	50,455	51,969	53,527	55,134	56,787	58,491	60,246	62,053	63,916	65,833
7	40,077	41,279	42,517	43,793	45,107	46,460	47,854	49,289	50,768	52,291	53,860	55,475	57,140	58,854
8	35,827	36,902	38,009	39,148	40,323	41,533	42,779	44,062	45,385	46,746	48,148	49,593	51,080	52,612
9	32,028	32,989	33,979	34,999	36,048	37,130	38,244	39,391	40,573	41,790	43,044	44,335	45,665	47,034

Local pay cap is $151,224

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

PITTSBURGH

Authorized by Executive Order 13641

Effective January 1, 2013

Pittsburgh 16.37%

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	115,937	119,415	122,997	126,687	130,488	134,403	138,435	142,588	146,866	150,719	150,719	150,719	150,719	150,719
2	93,943	96,762	99,664	102,655	105,734	108,906	112,173	115,538	119,005	122,575	126,252	130,039	133,941	137,959
3	76,121	78,404	80,757	83,180	85,675	88,246	90,893	93,620	96,428	99,321	102,301	105,370	108,530	111,786
4	61,680	63,530	65,436	67,399	69,421	71,504	73,648	75,858	78,134	80,478	82,893	85,380	87,941	90,579
5	49,979	51,477	53,023	54,612	56,251	57,939	59,677	61,468	63,311	65,210	67,168	69,182	71,258	73,396
6	44,679	46,020	47,400	48,822	50,287	51,795	53,349	54,950	56,598	58,296	60,045	61,846	63,702	65,613
7	39,943	41,141	42,375	43,647	44,956	46,305	47,694	49,124	50,599	52,116	53,680	55,290	56,949	58,657
8	35,707	36,779	37,882	39,018	40,188	41,394	42,636	43,915	45,233	46,590	47,987	49,427	50,910	52,436
9	31,921	32,879	33,866	34,882	35,928	37,006	38,116	39,260	40,437	41,650	42,900	44,187	45,512	46,877

Local pay cap is $150,719

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

PORTLAND-SALEM

Authorized by Executive Order 13641

Effective January 1, 2013

Portland-Salem 20.35%

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	119,902	123,500	127,204	131,020	134,951	138,999	143,170	147,465	151,889	155,500	155,500	155,500	155,500	155,500
2	97,156	100,071	103,073	106,166	109,350	112,631	116,009	119,489	123,075	126,767	130,570	134,486	138,522	142,677
3	78,725	81,086	83,519	86,025	88,605	91,264	94,002	96,822	99,726	102,718	105,800	108,973	112,242	115,609
4	63,789	65,703	67,674	69,704	71,795	73,949	76,167	78,453	80,807	83,230	85,728	88,300	90,948	93,677
5	51,688	53,238	54,836	56,480	58,175	59,921	61,718	63,570	65,476	67,441	69,465	71,548	73,695	75,906
6	46,207	47,594	49,021	50,492	52,007	53,567	55,173	56,829	58,533	60,289	62,098	63,961	65,881	67,857
7	41,309	42,549	43,824	45,140	46,494	47,888	49,325	50,805	52,329	53,899	55,516	57,181	58,897	60,664
8	36,928	38,037	39,178	40,352	41,563	42,810	44,094	45,416	46,780	48,183	49,629	51,117	52,651	54,230
9	33,013	34,004	35,024	36,075	37,157	38,271	39,419	40,602	41,820	43,074	44,367	45,698	47,069	48,481

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State

2013 FOREIGN SERVICE (FS) SALARY TABLE

RALEIGH

Authorized by Executive Order 13641

Effective January 1, 2013

Raleigh 17.64%

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	117,202	120,719	124,340	128,070	131,912	135,869	139,946	144,144	148,469	152,364	152,364	152,364	152,364	152,364
2	94,968	97,818	100,752	103,775	106,888	110,095	113,397	116,799	120,303	123,913	127,630	131,458	135,402	139,465
3	76,952	79,260	81,639	84,088	86,610	89,209	91,885	94,641	97,480	100,405	103,417	106,519	109,715	113,006
4	62,353	64,223	66,150	68,135	70,178	72,284	74,452	76,686	78,987	81,356	83,797	86,311	88,901	91,567
5	50,524	52,039	53,601	55,208	56,865	58,572	60,328	62,139	64,002	65,922	67,901	69,937	72,036	74,197
6	45,167	46,522	47,917	49,355	50,836	52,360	53,931	55,550	57,215	58,932	60,700	62,521	64,397	66,329
7	40,379	41,590	42,837	44,123	45,447	46,810	48,215	49,661	51,151	52,685	54,266	55,893	57,571	59,298
8	36,097	37,180	38,295	39,444	40,627	41,846	43,101	44,394	45,727	47,098	48,511	49,966	51,465	53,009
9	32,270	33,238	34,236	35,263	36,320	37,410	38,532	39,688	40,879	42,105	43,368	44,669	46,009	47,389

Local Pay cap is $152,364

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

REST OF US

Authorized by Executive Order 13641

Effective January 1, 2013

Rest of U.S. 14.16%

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	113,735	117,148	120,661	124,281	128,010	131,850	135,806	139,880	144,077	147,857	147,857	147,857	147,857	147,857
2	92,159	94,924	97,771	100,705	103,726	106,838	110,042	113,344	116,745	120,247	123,854	127,569	131,397	135,339
3	74,675	76,915	79,224	81,600	84,048	86,570	89,167	91,842	94,596	97,434	100,358	103,368	106,469	109,663
4	60,508	62,323	64,193	66,119	68,102	70,146	72,250	74,417	76,650	78,950	81,318	83,758	86,271	88,859
5	49,029	50,500	52,016	53,575	55,183	56,839	58,544	60,300	62,109	63,972	65,892	67,868	69,905	72,002
6	43,831	45,146	46,500	47,895	49,332	50,811	52,336	53,906	55,523	57,188	58,904	60,671	62,492	64,367
7	39,184	40,360	41,570	42,818	44,102	45,425	46,788	48,192	49,638	51,127	52,661	54,240	55,868	57,543
8	35,029	36,080	37,163	38,277	39,425	40,608	41,826	43,081	44,374	45,705	47,076	48,488	49,943	51,440
9	31,315	32,255	33,223	34,219	35,246	36,303	37,392	38,514	39,669	40,859	42,085	43,348	44,648	45,987

Local pay cap is $147,857

EXECUTIVE SCHEDULE

EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE

Pay Range

Minimum	Maximum
119,554	179,700

SFS PAY CAPS

OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE
RICHMOND
Authorized by Executive Order 13641
Effective January 1, 2013

Rates in U.S Dollars

Richmond 16.47% 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	116,037	119,518	123,103	126,796	130,600	134,518	138,554	142,711	146,992	150,848	150,848	150,848	150,848	150,848
2	94,024	96,845	99,750	102,743	105,825	109,000	112,269	115,637	119,107	122,680	126,361	130,151	134,056	138,078
3	76,187	78,472	80,827	83,252	85,749	88,322	90,971	93,700	96,511	99,406	102,389	105,460	108,623	111,882
4	61,733	63,584	65,492	67,457	69,480	71,565	73,712	75,923	78,201	80,547	82,964	85,453	88,016	90,657
5	50,022	51,522	53,068	54,659	56,299	57,989	59,728	61,521	63,366	65,266	67,225	69,241	71,319	73,459
6	44,717	46,059	47,441	48,864	50,330	51,840	53,395	54,997	56,646	58,346	60,096	61,899	63,757	65,669
7	39,977	41,177	42,411	43,684	44,995	46,345	47,735	49,167	50,642	52,161	53,726	55,337	56,998	58,708
8	35,738	36,810	37,914	39,051	40,223	41,430	42,672	43,952	45,272	46,630	48,029	49,469	50,953	52,481
9	31,949	32,907	33,895	34,912	35,959	37,037	38,149	39,293	40,472	41,686	42,937	44,225	45,551	46,918

Local pay cap is $150,848

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

SACRAMENTO

Authorized by Executive Order 13641

Effective January 1, 2013

Sacramento 22.20%

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	121,745	125,398	129,159	133,034	137,025	141,136	145,370	149,732	154,224	155,500	155,500	155,500	155,500	155,500
2	98,650	101,609	104,657	107,798	111,031	114,362	117,792	121,326	124,967	128,716	132,577	136,554	140,651	144,871
3	79,935	82,332	84,803	87,347	89,967	92,667	95,447	98,310	101,259	104,296	107,426	110,648	113,967	117,387
4	64,770	66,713	68,714	70,776	72,898	75,086	77,338	79,659	82,049	84,510	87,046	89,657	92,347	95,117
5	52,482	54,056	55,679	57,348	59,069	60,842	62,667	64,547	66,483	68,477	70,533	72,648	74,828	77,073
6	46,917	48,325	49,775	51,268	52,806	54,390	56,021	57,703	59,433	61,216	63,053	64,944	66,894	68,900
7	41,944	43,203	44,498	45,834	47,208	48,625	50,084	51,586	53,134	54,727	56,370	58,060	59,802	61,596
8	37,496	38,621	39,780	40,972	42,202	43,468	44,772	46,115	47,499	48,924	50,392	51,903	53,460	55,063
9	33,521	34,526	35,563	36,629	37,728	38,860	40,025	41,227	42,463	43,737	45,049	46,401	47,792	49,226

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

SAN DIEGO

Authorized by Executive Order 13641

Effective January 1, 2013

San Diego 24.19%

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	123,728	127,440	131,263	135,201	139,257	143,434	147,738	152,170	155,500	155,500	155,500	155,500	155,500	155,500
2	100,256	103,264	106,361	109,553	112,839	116,224	119,710	123,302	127,002	130,812	134,736	138,777	142,941	147,230
3	81,236	83,673	86,184	88,770	91,432	94,176	97,001	99,911	102,908	105,995	109,175	112,450	115,823	119,298
4	65,824	67,799	69,833	71,928	74,086	76,309	78,597	80,956	83,385	85,886	88,463	91,117	93,850	96,666
5	53,337	54,937	56,586	58,282	60,031	61,833	63,687	65,598	67,566	69,592	71,681	73,831	76,047	78,328
6	47,682	49,112	50,585	52,103	53,666	55,276	56,934	58,643	60,401	62,213	64,080	66,002	67,983	70,022
7	42,627	43,906	45,223	46,580	47,977	49,416	50,899	52,426	53,999	55,618	57,288	59,005	60,776	62,599
8	38,106	39,250	40,428	41,640	42,889	44,176	45,501	46,866	48,273	49,721	51,212	52,748	54,331	55,960
9	34,067	35,089	36,142	37,226	38,342	39,492	40,677	41,898	43,155	44,449	45,783	47,156	48,571	50,027

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State

2013 FOREIGN SERVICE (FS) SALARY TABLE

SAN FRANCISCO-OAKLAND

Authorized by Executive Order 13641

Effective January 1, 2013

San Francisco-Oakland 35.15%

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	134,647	138,687	142,847	147,132	151,546	155,500	155,500	155,500	155,500	155,500	155,500	155,500	155,500	155,500
2	109,104	112,377	115,748	119,221	122,797	126,481	130,275	134,184	138,210	142,356	146,627	151,025	155,500	155,500
3	88,406	91,057	93,790	96,604	99,501	102,487	105,562	108,728	111,989	115,349	118,810	122,374	126,045	129,826
4	71,634	73,782	75,996	78,276	80,624	83,043	85,534	88,100	90,744	93,466	96,270	99,158	102,133	105,197
5	58,044	59,785	61,580	63,426	65,329	67,290	69,308	71,388	73,528	75,734	78,007	80,347	82,758	85,240
6	51,889	53,446	55,049	56,701	58,402	60,154	61,958	63,818	65,732	67,703	69,735	71,827	73,982	76,202
7	46,389	47,781	49,214	50,691	52,211	53,778	55,391	57,052	58,765	60,527	62,343	64,212	66,140	68,124
8	41,469	42,714	43,995	45,314	46,674	48,074	49,516	51,002	52,533	54,109	55,732	57,404	59,125	60,899
9	37,073	38,185	39,331	40,511	41,726	42,978	44,267	45,596	46,963	48,372	49,823	51,318	52,857	54,442

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE

SEATTLE

Authorized by Executive Order 13641

Effective January 1, 2013

Seattle 21.81%

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	121,357	124,998	128,747	132,610	136,588	140,686	144,906	149,254	153,732	155,500	155,500	155,500	155,500	155,500
2	98,335	101,285	104,323	107,453	110,677	113,997	117,416	120,939	124,568	128,305	132,154	136,118	140,202	144,408
3	79,680	82,069	84,532	87,069	89,680	92,371	95,142	97,996	100,935	103,964	107,083	110,295	113,604	117,012
4	64,563	66,500	68,495	70,550	72,666	74,846	77,091	79,404	81,787	84,240	86,768	89,371	92,052	94,813
5	52,315	53,884	55,502	57,165	58,881	60,648	62,467	64,341	66,271	68,259	70,308	72,416	74,589	76,827
6	46,768	48,171	49,616	51,104	52,638	54,216	55,843	57,519	59,244	61,021	62,852	64,737	66,680	68,680
7	41,810	43,065	44,356	45,687	47,058	48,469	49,924	51,421	52,964	54,553	56,190	57,874	59,611	61,400
8	37,376	38,498	39,653	40,842	42,067	43,329	44,629	45,967	47,348	48,768	50,231	51,738	53,289	54,888
9	33,414	34,416	35,449	36,513	37,608	38,736	39,898	41,095	42,328	43,597	44,905	46,252	47,640	49,069

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE
WASHINGTON-BALTIMORE
Authorized by Executive Order 13641
Effective January 1, 2013

Washington-Baltimore 24.22%

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	123,758	127,471	131,294	135,233	139,290	143,469	147,773	152,207	155,500	155,500	155,500	155,500	155,500	155,500
2	100,280	103,289	106,387	109,579	112,866	116,253	119,739	123,332	127,032	130,843	134,769	138,811	142,976	147,265
3	81,256	83,693	86,205	88,791	91,454	94,199	97,025	99,935	102,932	106,021	109,202	112,477	115,851	119,327
4	65,840	67,815	69,850	71,946	74,103	76,327	78,616	80,975	83,405	85,907	88,484	91,139	93,873	96,689
5	53,350	54,950	56,600	58,296	60,045	61,848	63,703	65,614	67,582	69,609	71,699	73,849	76,065	78,347
6	47,693	49,124	50,597	52,115	53,679	55,289	56,947	58,657	60,416	62,228	64,095	66,018	67,999	70,039
7	42,637	43,917	45,233	46,591	47,989	49,428	50,912	52,438	54,012	55,632	57,301	59,019	60,791	62,614
8	38,116	39,260	40,437	41,650	42,899	44,186	45,512	46,877	48,284	49,733	51,225	52,761	54,344	55,974
9	34,075	35,097	36,151	37,235	38,352	39,502	40,687	41,908	43,165	44,460	45,794	47,168	48,582	50,040

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

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE	
Pay Range	
Minimum	Maximum
119,554	179,700

SFS PAY CAPS	
OC	168,606
MC	176,871
CM	179,700

United States Department of State
2013 FOREIGN SERVICE (FS) SALARY TABLE
PUERTO RICO & OTHER NON FOREIGN AREAS
Authorized by Executive Order 13641
Effective January 1, 2013*

Non Foreign Areas 14.16%

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	113,735	117,148	120,661	124,281	128,010	131,850	135,806	139,880	144,077	147,857	147,857	147,857	147,857	147,857
2	92,159	94,924	97,771	100,705	103,726	106,838	110,042	113,344	116,745	120,247	123,854	127,569	131,397	135,339
3	74,675	76,915	79,224	81,600	84,048	86,570	89,167	91,842	94,596	97,434	100,358	103,368	106,469	109,663
4	60,508	62,323	64,193	66,119	68,102	70,146	72,250	74,417	76,650	78,950	81,318	83,758	86,271	88,859
5	49,029	50,500	52,016	53,575	55,183	56,839	58,544	60,300	62,109	63,972	65,892	67,868	69,905	72,002
6	43,831	45,146	46,500	47,895	49,332	50,811	52,336	53,906	55,523	57,188	58,904	60,671	62,492	64,367
7	39,184	40,360	41,570	42,818	44,102	45,425	46,788	48,192	49,638	51,127	52,661	54,240	55,868	57,543
8	35,029	36,080	37,163	38,277	39,425	40,608	41,826	43,081	44,374	45,705	47,076	48,488	49,943	51,440
9	31,315	32,255	33,223	34,219	35,246	36,303	37,392	38,514	39,669	40,859	42,085	43,348	44,648	45,987

Local pay cap is $141,743

EXECUTIVE SCHEDULE	
EX-I	199,700
EX-II	179,700
EX-III	165,300
EX-IV	155,500
EX-V	145,700

SENIOR FOREIGN SERVICE

Pay Range

Minimum	Maximum
119,554	179,700

SFS PAY CAPS

OC	168,606
MC	176,871
CM	179,700

* Reduction in COLA is offset by a corresponding increase in locality pay of equal value, taking into account differences in taxability and the fact that COLA will be computed using locality rates instead of base rates.