



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Base Schedule

Authorized by Executive Order 13715

Effective January 1, 2016

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	102,646	105,725	108,897	112,164	115,529	118,995	122,565	126,242	130,029	133,444	133,444	133,444	133,444	133,444
2	83,173	85,668	88,238	90,885	93,612	96,420	99,313	102,292	105,361	108,522	111,778	115,131	118,585	122,142
3	67,395	69,417	71,499	73,644	75,854	78,129	80,473	82,887	85,374	87,935	90,573	93,290	96,089	98,972
4	54,610	56,248	57,936	59,674	61,464	63,308	65,207	67,163	69,178	71,254	73,391	75,593	77,861	80,197
5	44,250	45,578	46,945	48,353	49,804	51,298	52,837	54,422	56,055	57,736	59,468	61,252	63,090	64,983
6	39,558	40,745	41,967	43,226	44,523	45,859	47,234	48,651	50,111	51,614	53,163	54,758	56,400	58,092
7	35,364	36,425	37,518	38,643	39,802	40,997	42,226	43,493	44,798	46,142	47,526	48,952	50,421	51,933
8	31,614	32,562	33,539	34,545	35,582	36,649	37,749	38,881	40,048	41,249	42,487	43,761	45,074	46,426
9	28,262	29,110	29,983	30,883	31,809	32,763	33,746	34,759	35,801	36,875	37,982	39,121	40,295	41,504

**Base Pay Cap= GS-15, Step 10 and FS-01, Step 10, at 133,444**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Overseas Comparability Pay**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>16.52 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	119,603	123,191	126,887	130,693	134,614	138,653	142,813	147,097	151,510	155,489	155,489	155,489	155,489	155,489
<b>2</b>	96,913	99,820	102,815	105,899	109,077	112,349	115,720	119,191	122,767	126,450	130,244	134,151	138,175	142,320
<b>3</b>	78,529	80,885	83,311	85,810	88,385	91,036	93,767	96,580	99,478	102,462	105,536	108,702	111,963	115,322
<b>4</b>	63,632	65,540	67,507	69,532	71,618	73,766	75,979	78,258	80,606	83,025	85,515	88,081	90,724	93,446
<b>5</b>	51,560	53,107	54,700	56,341	58,032	59,772	61,566	63,413	65,315	67,274	69,292	71,371	73,512	75,718
<b>6</b>	46,093	47,476	48,900	50,367	51,878	53,435	55,037	56,688	58,389	60,141	61,946	63,804	65,717	67,689
<b>7</b>	41,206	42,442	43,716	45,027	46,377	47,770	49,202	50,678	52,199	53,765	55,377	57,039	58,751	60,512
<b>8</b>	36,837	37,941	39,080	40,252	41,460	42,703	43,985	45,304	46,664	48,063	49,506	50,990	52,520	54,096
<b>9</b>	32,931	33,919	34,936	35,985	37,064	38,175	39,321	40,501	41,715	42,967	44,257	45,584	46,952	48,360

**Local pay cap is 155,489**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Alaska**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>25.16 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	128,472	132,325	136,295	140,384	144,596	148,934	153,402	158,004	160,300	160,300	160,300	160,300	160,300	160,300
2	104,099	107,222	110,439	113,752	117,165	120,679	124,300	128,029	131,870	135,826	139,901	144,098	148,421	152,873
3	84,352	86,882	89,488	92,173	94,939	97,786	100,720	103,741	106,854	110,059	113,361	116,762	120,265	123,873
4	68,350	70,400	72,513	74,688	76,928	79,236	81,613	84,061	86,583	89,182	91,856	94,612	97,451	100,375
5	55,383	57,045	58,756	60,519	62,335	64,205	66,131	68,115	70,158	72,262	74,430	76,663	78,963	81,333
6	49,511	50,996	52,526	54,102	55,725	57,397	59,118	60,892	62,719	64,600	66,539	68,535	70,590	72,708
7	44,262	45,590	46,958	48,366	49,816	51,312	52,850	54,436	56,069	57,751	59,484	61,268	63,107	64,999
8	39,568	40,755	41,977	43,237	44,534	45,870	47,247	48,663	50,124	51,627	53,177	54,771	56,415	58,107
9	35,373	36,434	37,527	38,653	39,812	41,006	42,236	43,504	44,809	46,153	47,538	48,964	50,433	51,946

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Albany, NY**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.49 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	117,519	121,045	124,676	128,417	132,269	136,237	140,325	144,534	148,870	152,780	152,780	152,780	152,780	152,780
2	95,225	98,081	101,024	104,054	107,176	110,391	113,703	117,114	120,628	124,247	127,975	131,813	135,768	139,840
3	77,161	79,476	81,859	84,315	86,845	89,450	92,134	94,897	97,745	100,677	103,697	106,808	110,012	113,313
4	62,523	64,398	66,331	68,321	70,370	72,481	74,655	76,895	79,202	81,579	84,025	86,546	89,143	91,818
5	50,662	52,182	53,747	55,359	57,021	58,731	60,493	62,308	64,177	66,102	68,085	70,127	72,232	74,399
6	45,290	46,649	48,048	49,489	50,974	52,504	54,078	55,701	57,372	59,093	60,866	62,692	64,572	66,510
7	40,488	41,703	42,954	44,242	45,569	46,937	48,345	49,795	51,289	52,828	54,413	56,045	57,727	59,458
8	36,195	37,280	38,399	39,551	40,738	41,959	43,219	44,515	45,851	47,226	48,643	50,102	51,605	53,153
9	32,357	33,328	34,328	35,358	36,418	37,510	38,636	39,796	40,989	42,218	43,486	44,790	46,134	47,518

**Local pay cap is 152,780**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Albuquerque, NM**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.37 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	117,396	120,918	124,545	128,282	132,131	136,095	140,178	144,383	148,714	152,620	152,620	152,620	152,620	152,620
2	95,125	97,978	100,918	103,945	107,064	110,276	113,584	116,991	120,501	124,117	127,840	131,675	135,626	139,694
3	77,080	79,392	81,773	84,227	86,754	89,356	92,037	94,798	97,642	100,571	103,588	106,696	109,897	113,194
4	62,457	64,331	66,261	68,249	70,296	72,405	74,577	76,814	79,119	81,493	83,937	86,456	89,050	91,721
5	50,609	52,128	53,691	55,301	56,961	58,670	60,430	62,242	64,110	66,033	68,014	70,054	72,156	74,321
6	45,242	46,600	47,998	49,438	50,921	52,449	54,022	55,642	57,312	59,031	60,803	62,627	64,505	66,440
7	40,446	41,659	42,909	44,196	45,522	46,888	48,294	49,743	51,235	52,773	54,355	55,986	57,666	59,396
8	36,157	37,241	38,359	39,509	40,695	41,915	43,174	44,468	45,803	47,176	48,592	50,049	51,551	53,097
9	32,323	33,293	34,292	35,321	36,380	37,471	38,595	39,754	40,946	42,174	43,440	44,743	46,085	47,468

**Local pay cap is 152,620**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Atlanta, GA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>19.58 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	122,744	126,426	130,219	134,126	138,150	142,294	146,563	150,960	155,489	159,572	159,572	159,572	159,572	159,572
2	99,458	102,442	105,515	108,680	111,941	115,299	118,758	122,321	125,991	129,771	133,664	137,674	141,804	146,057
3	80,591	83,009	85,499	88,063	90,706	93,427	96,230	99,116	102,090	105,153	108,307	111,556	114,903	118,351
4	65,303	67,261	69,280	71,358	73,499	75,704	77,975	80,314	82,723	85,206	87,761	90,394	93,106	95,900
5	52,914	54,502	56,137	57,821	59,556	61,342	63,182	65,078	67,031	69,041	71,112	73,245	75,443	77,707
6	47,303	48,723	50,184	51,690	53,241	54,838	56,482	58,177	59,923	61,720	63,572	65,480	67,443	69,466
7	42,288	43,557	44,864	46,209	47,595	49,024	50,494	52,009	53,569	55,177	56,832	58,537	60,293	62,101
8	37,804	38,938	40,106	41,309	42,549	43,825	45,140	46,494	47,889	49,326	50,806	52,329	53,899	55,516
9	33,796	34,810	35,854	36,930	38,037	39,178	40,353	41,565	42,811	44,095	45,419	46,781	48,185	49,630

**Local pay cap is 159,572**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Austin, TX**

Authorized by Executive Order 13715

Effective January 1, 2016

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	117,540	121,066	124,698	128,439	132,292	136,261	140,349	144,560	148,896	152,807	152,807	152,807	152,807	152,807
2	95,241	98,098	101,041	104,072	107,195	110,411	113,723	117,135	120,649	124,269	127,997	131,837	135,792	139,865
3	77,174	79,489	81,874	84,330	86,860	89,466	92,150	94,914	97,762	100,694	103,715	106,826	110,032	113,333
4	62,534	64,410	66,343	68,333	70,382	72,494	74,669	76,908	79,216	81,593	84,040	86,562	89,159	91,834
5	50,671	52,191	53,757	55,369	57,031	58,741	60,504	62,319	64,189	66,113	68,097	70,140	72,244	74,412
6	45,298	46,657	48,056	49,498	50,983	52,513	54,088	55,710	57,382	59,103	60,877	62,703	64,584	66,521
7	40,495	41,710	42,962	44,250	45,577	46,946	48,353	49,804	51,298	52,837	54,422	56,055	57,737	59,468
8	36,201	37,287	38,406	39,557	40,745	41,967	43,226	44,523	45,859	47,234	48,652	50,111	51,614	53,162
9	32,363	33,334	34,334	35,364	36,424	37,517	38,643	39,803	40,996	42,226	43,493	44,797	46,142	47,526

**Local pay cap is 152,807**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



# United States Department of State 2016 Foreign Service (FS) Salary Table

## Boston, MA

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>25.19 %</b>														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	128,503	132,357	136,328	140,418	144,631	148,970	153,439	158,042	160,300	160,300	160,300	160,300	160,300	160,300
2	104,124	107,248	110,465	113,779	117,193	120,708	124,330	128,059	131,901	135,859	139,935	144,132	148,457	152,910
3	84,372	86,903	89,510	92,195	94,962	97,810	100,744	103,766	106,880	110,086	113,388	116,790	120,294	123,903
4	68,366	70,417	72,530	74,706	76,947	79,255	81,633	84,081	86,604	89,203	91,878	94,635	97,474	100,399
5	55,397	57,059	58,770	60,533	62,350	64,220	66,147	68,131	70,175	72,280	74,448	76,681	78,982	81,352
6	49,523	51,009	52,538	54,115	55,738	57,411	59,132	60,906	62,734	64,616	66,555	68,552	70,607	72,725
7	44,272	45,600	46,969	48,377	49,828	51,324	52,863	54,449	56,083	57,765	59,498	61,283	63,122	65,015
8	39,578	40,764	41,987	43,247	44,545	45,881	47,258	48,675	50,136	51,640	53,189	54,784	56,428	58,121
9	35,381	36,443	37,536	38,662	39,822	41,016	42,247	43,515	44,819	46,164	47,550	48,976	50,445	51,959

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC 173,808
EX-II	185,100	123,175	185,100	MC 182,328
EX-III	170,400			CM 185,100
EX-IV	160,300			
EX-V	150,200			





**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Buffalo, NY**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>17.31 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	120,414	124,026	127,747	131,580	135,527	139,593	143,781	148,094	152,537	156,543	156,543	156,543	156,543	156,543
<b>2</b>	97,570	100,497	103,512	106,617	109,816	113,110	116,504	119,999	123,599	127,307	131,127	135,060	139,112	143,285
<b>3</b>	79,061	81,433	83,875	86,392	88,984	91,653	94,403	97,235	100,152	103,157	106,251	109,438	112,722	116,104
<b>4</b>	64,063	65,985	67,965	70,004	72,103	74,267	76,494	78,789	81,153	83,588	86,095	88,678	91,339	94,079
<b>5</b>	51,910	53,468	55,071	56,723	58,425	60,178	61,983	63,842	65,758	67,730	69,762	71,855	74,011	76,232
<b>6</b>	46,405	47,798	49,231	50,708	52,230	53,797	55,410	57,072	58,785	60,548	62,366	64,237	66,163	68,148
<b>7</b>	41,486	42,730	44,012	45,332	46,692	48,094	49,535	51,022	52,553	54,129	55,753	57,426	59,149	60,923
<b>8</b>	37,086	38,198	39,345	40,525	41,741	42,993	44,283	45,611	46,980	48,389	49,841	51,336	52,876	54,462
<b>9</b>	33,154	34,149	35,173	36,229	37,315	38,434	39,587	40,776	41,998	43,258	44,557	45,893	47,270	48,688

**Local pay cap is 156,543**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Charlotte, NC**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.44 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	117,468	120,992	124,622	128,360	132,211	136,178	140,263	144,471	148,805	152,713	152,713	152,713	152,713	152,713
2	95,183	98,038	100,980	104,009	107,130	110,343	113,654	117,063	120,575	124,193	127,919	131,756	135,709	139,779
3	77,127	79,441	81,823	84,278	86,807	89,411	92,093	94,856	97,702	100,633	103,652	106,761	109,964	113,264
4	62,496	64,370	66,302	68,291	70,339	72,450	74,623	76,861	79,167	81,543	83,989	86,509	89,104	91,777
5	50,640	52,159	53,724	55,335	56,996	58,705	60,467	62,281	64,149	66,073	68,055	70,097	72,200	74,367
6	45,270	46,629	48,027	49,468	50,952	52,481	54,055	55,676	57,347	59,067	60,840	62,665	64,544	66,480
7	40,471	41,685	42,936	44,223	45,549	46,917	48,323	49,773	51,267	52,805	54,389	56,021	57,702	59,432
8	36,179	37,264	38,382	39,533	40,720	41,941	43,200	44,495	45,831	47,205	48,622	50,080	51,583	53,130
9	32,343	33,313	34,313	35,343	36,402	37,494	38,619	39,778	40,971	42,200	43,467	44,770	46,114	47,497

**Local pay cap is 152,713**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Chicago, IL**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>25.44 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	128,759	132,621	136,600	140,699	144,920	149,267	153,746	158,358	160,300	160,300	160,300	160,300	160,300	160,300
2	104,332	107,462	110,686	114,006	117,427	120,949	124,578	128,315	132,165	136,130	140,214	144,420	148,753	153,215
3	84,540	87,077	89,688	92,379	95,151	98,005	100,945	103,973	107,093	110,306	113,615	117,023	120,534	124,150
4	68,503	70,557	72,675	74,855	77,100	79,414	81,796	84,249	86,777	89,381	92,062	94,824	97,669	100,599
5	55,507	57,173	58,888	60,654	62,474	64,348	66,279	68,267	70,315	72,424	74,597	76,835	79,140	81,515
6	49,622	51,111	52,643	54,223	55,850	57,526	59,250	61,028	62,859	64,745	66,688	68,688	70,748	72,871
7	44,361	45,692	47,063	48,474	49,928	51,427	52,968	54,558	56,195	57,881	59,617	61,405	63,248	65,145
8	39,657	40,846	42,071	43,333	44,634	45,973	47,352	48,772	50,236	51,743	53,296	54,894	56,541	58,237
9	35,452	36,516	37,611	38,740	39,901	41,098	42,331	43,602	44,909	46,256	47,645	49,073	50,546	52,063

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Cincinnati, OH**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>18.76 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	121,902	125,559	129,326	133,206	137,202	141,318	145,558	149,925	154,422	158,478	158,478	158,478	158,478	158,478
2	98,776	101,739	104,791	107,935	111,174	114,508	117,944	121,482	125,127	128,881	132,748	136,730	140,832	145,056
3	80,038	82,440	84,912	87,460	90,084	92,786	95,570	98,437	101,390	104,432	107,564	110,791	114,115	117,539
4	64,855	66,800	68,805	70,869	72,995	75,185	77,440	79,763	82,156	84,621	87,159	89,774	92,468	95,242
5	52,551	54,128	55,752	57,424	59,147	60,922	62,749	64,632	66,571	68,567	70,624	72,743	74,926	77,174
6	46,979	48,389	49,840	51,335	52,876	54,462	56,095	57,778	59,512	61,297	63,136	65,031	66,981	68,990
7	41,998	43,258	44,556	45,892	47,269	48,688	50,148	51,652	53,202	54,798	56,442	58,135	59,880	61,676
8	37,545	38,671	39,831	41,026	42,257	43,524	44,831	46,175	47,561	48,987	50,458	51,971	53,530	55,136
9	33,564	34,571	35,608	36,677	37,776	38,909	40,077	41,280	42,517	43,793	45,107	46,460	47,854	49,290

**Local pay cap is 158,478**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Cleveland, OH**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>18.87 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	122,015	125,675	129,446	133,329	137,329	141,449	145,693	150,064	154,565	158,625	158,625	158,625	158,625	158,625
2	98,868	101,834	104,889	108,035	111,277	114,614	118,053	121,595	125,243	129,000	132,871	136,856	140,962	145,190
3	80,112	82,516	84,991	87,541	90,168	92,872	95,658	98,528	101,484	104,528	107,664	110,894	114,221	117,648
4	64,915	66,862	68,869	70,934	73,062	75,254	77,512	79,837	82,232	84,700	87,240	89,857	92,553	95,330
5	52,600	54,179	55,804	57,477	59,202	60,978	62,807	64,691	66,633	68,631	70,690	72,810	74,995	77,245
6	47,023	48,434	49,886	51,383	52,924	54,513	56,147	57,831	59,567	61,354	63,195	65,091	67,043	69,054
7	42,037	43,298	44,598	45,935	47,313	48,733	50,194	51,700	53,251	54,849	56,494	58,189	59,935	61,733
8	37,580	38,706	39,868	41,064	42,296	43,565	44,872	46,218	47,605	49,033	50,504	52,019	53,579	55,187
9	33,595	34,603	35,641	36,711	37,811	38,945	40,114	41,318	42,557	43,833	45,149	46,503	47,899	49,336

**Local pay cap is 158,625**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Colorado Springs, CO**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.52 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	117,550	121,076	124,709	128,450	132,304	136,273	140,361	144,572	148,909	152,820	152,820	152,820	152,820	152,820
2	95,250	98,107	101,050	104,082	107,204	110,420	113,733	117,145	120,659	124,279	128,008	131,848	135,804	139,877
3	77,181	79,496	81,881	84,337	86,868	89,473	92,158	94,922	97,770	100,703	103,724	106,836	110,041	113,343
4	62,539	64,415	66,348	68,339	70,389	72,500	74,675	76,915	79,223	81,600	84,047	86,569	89,166	91,842
5	50,675	52,196	53,761	55,374	57,036	58,746	60,509	62,324	64,194	66,119	68,103	70,146	72,251	74,419
6	45,302	46,661	48,061	49,502	50,988	52,518	54,092	55,715	57,387	59,108	60,882	62,709	64,589	66,527
7	40,499	41,714	42,966	44,254	45,581	46,950	48,357	49,808	51,303	52,842	54,427	56,060	57,742	59,474
8	36,204	37,290	38,409	39,561	40,749	41,970	43,230	44,527	45,863	47,238	48,656	50,115	51,619	53,167
9	32,366	33,337	34,337	35,367	36,428	37,520	38,646	39,806	40,999	42,229	43,497	44,801	46,146	47,530

**Local pay cap is 152,820**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Columbus, OH**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>17.41 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	120,517	124,132	127,856	131,692	135,643	139,712	143,904	148,221	152,667	156,677	156,677	156,677	156,677	156,677
2	97,653	100,583	103,600	106,708	109,910	113,207	116,603	120,101	123,704	127,416	131,239	135,175	139,231	143,407
3	79,128	81,502	83,947	86,465	89,060	91,731	94,483	97,318	100,238	103,244	106,342	109,532	112,818	116,203
4	64,118	66,041	68,023	70,063	72,165	74,330	76,560	78,856	81,222	83,659	86,168	88,754	91,417	94,159
5	51,954	53,513	55,118	56,771	58,475	60,229	62,036	63,897	65,814	67,788	69,821	71,916	74,074	76,297
6	46,445	47,839	49,273	50,752	52,274	53,843	55,457	57,121	58,835	60,600	62,419	64,291	66,219	68,206
7	41,521	42,767	44,050	45,371	46,732	48,135	49,578	51,065	52,597	54,175	55,800	57,475	59,199	60,975
8	37,118	38,231	39,378	40,559	41,777	43,030	44,321	45,650	47,020	48,430	49,884	51,380	52,921	54,509
9	33,182	34,178	35,203	36,260	37,347	38,467	39,621	40,811	42,034	43,295	44,595	45,932	47,310	48,730

**Local pay cap is 156,677**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Dallas, TX**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>21.04 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,243	127,970	131,809	135,763	139,836	144,032	148,353	152,803	157,387	160,300	160,300	160,300	160,300	160,300
2	100,673	103,693	106,803	110,007	113,308	116,707	120,208	123,814	127,529	131,355	135,296	139,355	143,535	147,841
3	81,575	84,022	86,542	89,139	91,814	94,567	97,405	100,326	103,337	106,437	109,630	112,918	116,306	119,796
4	66,100	68,083	70,126	72,229	74,396	76,628	78,927	81,294	83,733	86,246	88,832	91,498	94,243	97,070
5	53,560	55,168	56,822	58,526	60,283	62,091	63,954	65,872	67,849	69,884	71,980	74,139	76,364	78,655
6	47,881	49,318	50,797	52,321	53,891	55,508	57,172	58,887	60,654	62,474	64,348	66,279	68,267	70,315
7	42,805	44,089	45,412	46,773	48,176	49,623	51,110	52,644	54,223	55,850	57,525	59,252	61,030	62,860
8	38,266	39,413	40,596	41,813	43,068	44,360	45,691	47,062	48,474	49,928	51,426	52,968	54,558	56,194
9	34,208	35,235	36,291	37,381	38,502	39,656	40,846	42,072	43,334	44,634	45,973	47,352	48,773	50,236

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				





**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Davenport, IA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.43 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	117,458	120,981	124,611	128,349	132,200	136,166	140,251	144,459	148,792	152,700	152,700	152,700	152,700	152,700
<b>2</b>	95,175	98,030	100,971	104,000	107,120	110,333	113,644	117,053	120,565	124,182	127,908	131,744	135,697	139,767
<b>3</b>	77,120	79,434	81,816	84,271	86,800	89,403	92,085	94,848	97,693	100,624	103,643	106,752	109,955	113,254
<b>4</b>	62,490	64,365	66,296	68,285	70,333	72,443	74,616	76,855	79,160	81,536	83,981	86,501	89,096	91,769
<b>5</b>	50,635	52,155	53,719	55,330	56,991	58,700	60,461	62,275	64,144	66,067	68,049	70,091	72,194	74,360
<b>6</b>	45,266	46,625	48,023	49,464	50,948	52,476	54,050	55,671	57,342	59,062	60,834	62,660	64,539	66,475
<b>7</b>	40,467	41,681	42,932	44,219	45,545	46,913	48,319	49,769	51,262	52,800	54,384	56,016	57,697	59,427
<b>8</b>	36,176	37,261	38,379	39,530	40,716	41,937	43,196	44,492	45,827	47,201	48,618	50,076	51,578	53,125
<b>9</b>	32,340	33,311	34,310	35,339	36,399	37,491	38,616	39,775	40,967	42,196	43,463	44,766	46,110	47,493

**Local pay cap is 152,700**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Dayton, OH**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>16.50 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	119,583	123,170	126,865	130,671	134,591	138,629	142,788	147,072	151,484	155,462	155,462	155,462	155,462	155,462
2	96,897	99,803	102,797	105,881	109,058	112,329	115,700	119,170	122,746	126,428	130,221	134,128	138,152	142,295
3	78,515	80,871	83,296	85,795	88,370	91,020	93,751	96,563	99,461	102,444	105,518	108,683	111,944	115,302
4	63,621	65,529	67,495	69,520	71,606	73,754	75,966	78,245	80,592	83,011	85,501	88,066	90,708	93,430
5	51,551	53,098	54,691	56,331	58,022	59,762	61,555	63,402	65,304	67,262	69,280	71,359	73,500	75,705
6	46,085	47,468	48,892	50,358	51,869	53,426	55,028	56,678	58,379	60,130	61,935	63,793	65,706	67,677
7	41,199	42,435	43,708	45,019	46,369	47,762	49,193	50,669	52,190	53,755	55,368	57,029	58,740	60,502
8	36,830	37,935	39,073	40,245	41,453	42,696	43,978	45,296	46,656	48,055	49,497	50,982	52,511	54,086
9	32,925	33,913	34,930	35,979	37,057	38,169	39,314	40,494	41,708	42,959	44,249	45,576	46,944	48,352

**Local pay cap is 155,462**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

**Denver, CO**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>22.93 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	126,183	129,968	133,867	137,883	142,020	146,281	150,669	155,189	159,845	160,300	160,300	160,300	160,300	160,300
2	102,245	105,312	108,471	111,725	115,077	118,529	122,085	125,748	129,520	133,406	137,409	141,531	145,777	150,149
3	82,849	85,334	87,894	90,531	93,247	96,044	98,925	101,893	104,950	108,098	111,341	114,681	118,122	121,666
4	67,132	69,146	71,221	73,357	75,558	77,825	80,159	82,563	85,041	87,593	90,220	92,926	95,715	98,586
5	54,397	56,029	57,709	59,440	61,224	63,061	64,953	66,901	68,908	70,975	73,104	75,297	77,557	79,884
6	48,629	50,088	51,590	53,138	54,732	56,374	58,065	59,807	61,601	63,449	65,353	67,314	69,333	71,412
7	43,473	44,777	46,121	47,504	48,929	50,398	51,908	53,466	55,070	56,722	58,424	60,177	61,983	63,841
8	38,863	40,028	41,229	42,466	43,741	45,053	46,405	47,796	49,231	50,707	52,229	53,795	55,409	57,071
9	34,742	35,785	36,858	37,964	39,103	40,276	41,484	42,729	44,010	45,330	46,691	48,091	49,535	51,021

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Detroit, MI

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

24.40 %														
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	127,692	131,522	135,468	139,532	143,718	148,030	152,471	157,045	160,300	160,300	160,300	160,300	160,300	160,300
2	103,467	106,571	109,768	113,061	116,453	119,946	123,545	127,251	131,069	135,001	139,052	143,223	147,520	151,945
3	83,839	86,355	88,945	91,613	94,362	97,192	100,108	103,111	106,205	109,391	112,673	116,053	119,535	123,121
4	67,935	69,973	72,072	74,234	76,461	78,755	81,118	83,551	86,057	88,640	91,298	94,038	96,859	99,765
5	55,047	56,699	58,400	60,151	61,956	63,815	65,729	67,701	69,732	71,824	73,978	76,197	78,484	80,839
6	49,210	50,687	52,207	53,773	55,387	57,049	58,759	60,522	62,338	64,208	66,135	68,119	70,162	72,266
7	43,993	45,313	46,672	48,072	49,514	51,000	52,529	54,105	55,729	57,401	59,122	60,896	62,724	64,605
8	39,328	40,507	41,723	42,974	44,264	45,591	46,960	48,368	49,820	51,314	52,854	54,439	56,072	57,754
9	35,158	36,213	37,299	38,418	39,570	40,757	41,980	43,240	44,536	45,873	47,250	48,667	50,127	51,631

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Harrisburg, PA

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

14.47 %														
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	117,499	121,023	124,654	128,394	132,246	136,214	140,300	144,509	148,844	152,753	152,753	152,753	152,753	152,753
2	95,208	98,064	101,006	104,036	107,158	110,372	113,684	117,094	120,607	124,225	127,952	131,790	135,744	139,816
3	77,147	79,462	81,845	84,300	86,830	89,434	92,117	94,881	97,728	100,659	103,679	106,789	109,993	113,293
4	62,512	64,387	66,319	68,309	70,358	72,469	74,642	76,881	79,188	81,564	84,011	86,531	89,127	91,802
5	50,653	52,173	53,738	55,350	57,011	58,721	60,483	62,297	64,166	66,090	68,073	70,115	72,219	74,386
6	45,282	46,641	48,040	49,481	50,965	52,495	54,069	55,691	57,362	59,083	60,856	62,681	64,561	66,498
7	40,481	41,696	42,947	44,235	45,561	46,929	48,336	49,786	51,280	52,819	54,403	56,035	57,717	59,448
8	36,189	37,274	38,392	39,544	40,731	41,952	43,211	44,507	45,843	47,218	48,635	50,093	51,596	53,144
9	32,352	33,322	34,322	35,352	36,412	37,504	38,629	39,789	40,981	42,211	43,478	44,782	46,126	47,510

**Local pay cap is 152,753**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Hartford, CT**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

Class	26.20 %													
	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	129,539	133,425	137,428	141,551	145,798	150,172	154,677	159,317	160,300	160,300	160,300	160,300	160,300	160,300
2	104,964	108,113	111,356	114,697	118,138	121,682	125,333	129,093	132,966	136,955	141,064	145,295	149,654	154,143
3	85,052	87,604	90,232	92,939	95,728	98,599	101,557	104,603	107,742	110,974	114,303	117,732	121,264	124,903
4	68,918	70,985	73,115	75,309	77,568	79,895	82,291	84,760	87,303	89,923	92,619	95,398	98,261	101,209
5	55,844	57,519	59,245	61,021	62,853	64,738	66,680	68,681	70,741	72,863	75,049	77,300	79,620	82,009
6	49,922	51,420	52,962	54,551	56,188	57,874	59,609	61,398	63,240	65,137	67,092	69,105	71,177	73,312
7	44,629	45,968	47,348	48,767	50,230	51,738	53,289	54,888	56,535	58,231	59,978	61,777	63,631	65,539
8	39,897	41,093	42,326	43,596	44,904	46,251	47,639	49,068	50,541	52,056	53,619	55,226	56,883	58,590
9	35,667	36,737	37,839	38,974	40,143	41,347	42,587	43,866	45,181	46,536	47,933	49,371	50,852	52,378

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Hawaii

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>16.81 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	119,901	123,497	127,203	131,019	134,949	138,998	143,168	147,463	151,887	155,876	155,876	155,876	155,876	155,876
<b>2</b>	97,154	100,069	103,071	106,163	109,348	112,628	116,008	119,487	123,072	126,765	130,568	134,485	138,519	142,674
<b>3</b>	78,724	81,086	83,518	86,024	88,605	91,262	94,001	96,820	99,725	102,717	105,798	108,972	112,242	115,609
<b>4</b>	63,790	65,703	67,675	69,705	71,796	73,950	76,168	78,453	80,807	83,232	85,728	88,300	90,949	93,678
<b>5</b>	51,688	53,240	54,836	56,481	58,176	59,921	61,719	63,570	65,478	67,441	69,465	71,548	73,695	75,907
<b>6</b>	46,208	47,594	49,022	50,492	52,007	53,568	55,174	56,829	58,535	60,290	62,100	63,963	65,881	67,857
<b>7</b>	41,309	42,548	43,825	45,139	46,493	47,889	49,324	50,804	52,329	53,898	55,515	57,181	58,897	60,663
<b>8</b>	36,928	38,036	39,177	40,352	41,563	42,810	44,095	45,417	46,780	48,183	49,629	51,117	52,651	54,230
<b>9</b>	33,013	34,003	35,023	36,074	37,156	38,270	39,419	40,602	41,819	43,074	44,367	45,697	47,069	48,481

**Local pay cap is 155,876**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Houston, TX**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>29.11 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	132,526	136,502	140,597	144,815	149,159	153,634	158,244	160,300	160,300	160,300	160,300	160,300	160,300	160,300
2	107,385	110,606	113,924	117,342	120,862	124,488	128,223	132,069	136,032	140,113	144,317	148,646	153,105	157,698
3	87,014	89,624	92,312	95,082	97,935	100,872	103,899	107,015	110,226	113,533	116,939	120,447	124,061	127,783
4	70,507	72,622	74,801	77,045	79,356	81,737	84,189	86,714	89,316	91,996	94,755	97,598	100,526	103,542
5	57,131	58,846	60,611	62,429	64,302	66,231	68,218	70,264	72,373	74,543	76,779	79,082	81,455	83,900
6	51,073	52,606	54,184	55,809	57,484	59,209	60,984	62,813	64,698	66,639	68,639	70,698	72,818	75,003
7	45,658	47,028	48,439	49,892	51,388	52,931	54,518	56,154	57,839	59,574	61,361	63,202	65,099	67,051
8	40,817	42,041	43,302	44,601	45,940	47,318	48,738	50,199	51,706	53,257	54,855	56,500	58,195	59,941
9	36,489	37,584	38,711	39,873	41,069	42,300	43,569	44,877	46,223	47,609	49,039	50,509	52,025	53,586

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				





**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Huntsville, AL**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>16.37 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	119,449	123,032	126,723	130,525	134,441	138,474	142,629	146,908	151,315	155,289	155,289	155,289	155,289	155,289
<b>2</b>	96,788	99,692	102,683	105,763	108,936	112,204	115,571	119,037	122,609	126,287	130,076	133,978	137,997	142,137
<b>3</b>	78,428	80,781	83,203	85,700	88,271	90,919	93,646	96,456	99,350	102,330	105,400	108,562	111,819	115,174
<b>4</b>	63,550	65,456	67,420	69,443	71,526	73,672	75,881	78,158	80,502	82,918	85,405	87,968	90,607	93,325
<b>5</b>	51,494	53,039	54,630	56,268	57,957	59,695	61,486	63,331	65,231	67,187	69,203	71,279	73,418	75,621
<b>6</b>	46,034	47,415	48,837	50,302	51,811	53,366	54,966	56,615	58,314	60,063	61,866	63,722	65,633	67,602
<b>7</b>	41,153	42,388	43,660	44,969	46,318	47,708	49,138	50,613	52,131	53,695	55,306	56,965	58,675	60,434
<b>8</b>	36,789	37,892	39,029	40,200	41,407	42,648	43,929	45,246	46,604	48,001	49,442	50,925	52,453	54,026
<b>9</b>	32,888	33,875	34,891	35,939	37,016	38,126	39,270	40,449	41,662	42,911	44,200	45,525	46,891	48,298

**Local pay cap is 155,289**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Indianapolis, IN**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.92 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	117,961	121,499	125,144	128,899	132,766	136,749	140,852	145,077	149,429	153,354	153,354	153,354	153,354	153,354
2	95,582	98,450	101,403	104,445	107,579	110,806	114,130	117,554	121,081	124,713	128,455	132,309	136,278	140,366
3	77,450	79,774	82,167	84,632	87,171	89,786	92,480	95,254	98,112	101,055	104,086	107,209	110,425	113,739
4	62,758	64,640	66,580	68,577	70,634	72,754	74,936	77,184	79,499	81,885	84,341	86,871	89,478	92,162
5	50,852	52,378	53,949	55,567	57,235	58,952	60,720	62,542	64,418	66,350	68,341	70,391	72,503	74,678
6	45,460	46,824	48,228	49,675	51,166	52,701	54,281	55,910	57,588	59,315	61,095	62,928	64,815	66,759
7	40,640	41,860	43,116	44,409	45,740	47,114	48,526	49,982	51,482	53,026	54,617	56,256	57,944	59,681
8	36,331	37,420	38,543	39,699	40,891	42,117	43,381	44,682	46,023	47,403	48,826	50,290	51,799	53,353
9	32,479	33,453	34,456	35,491	36,555	37,651	38,781	39,945	41,143	42,377	43,649	44,958	46,307	47,696

**Local pay cap is 153,354**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Kansas City

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

14.49 %														
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	117,519	121,045	124,676	128,417	132,269	136,237	140,325	144,534	148,870	152,780	152,780	152,780	152,780	152,780
2	95,225	98,081	101,024	104,054	107,176	110,391	113,703	117,114	120,628	124,247	127,975	131,813	135,768	139,840
3	77,161	79,476	81,859	84,315	86,845	89,450	92,134	94,897	97,745	100,677	103,697	106,808	110,012	113,313
4	62,523	64,398	66,331	68,321	70,370	72,481	74,655	76,895	79,202	81,579	84,025	86,546	89,143	91,818
5	50,662	52,182	53,747	55,359	57,021	58,731	60,493	62,308	64,177	66,102	68,085	70,127	72,232	74,399
6	45,290	46,649	48,048	49,489	50,974	52,504	54,078	55,701	57,372	59,093	60,866	62,692	64,572	66,510
7	40,488	41,703	42,954	44,242	45,569	46,937	48,345	49,795	51,289	52,828	54,413	56,045	57,727	59,458
8	36,195	37,280	38,399	39,551	40,738	41,959	43,219	44,515	45,851	47,226	48,643	50,102	51,605	53,153
9	32,357	33,328	34,328	35,358	36,418	37,510	38,636	39,796	40,989	42,218	43,486	44,790	46,134	47,518

**Local pay cap is 152,780**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Laredo, TX**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.59 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	117,622	121,150	124,785	128,529	132,385	136,356	140,447	144,661	149,000	152,913	152,913	152,913	152,913	152,913
2	95,308	98,167	101,112	104,145	107,270	110,488	113,803	117,216	120,733	124,355	128,086	131,929	135,887	139,963
3	77,228	79,545	81,931	84,389	86,921	89,528	92,214	94,980	97,830	100,765	103,788	106,901	110,108	113,412
4	62,578	64,455	66,389	68,380	70,432	72,545	74,721	76,962	79,271	81,650	84,099	86,622	89,221	91,898
5	50,706	52,228	53,794	55,408	57,070	58,782	60,546	62,362	64,233	66,160	68,144	70,189	72,295	74,464
6	45,330	46,690	48,090	49,533	51,019	52,550	54,125	55,749	57,422	59,144	60,919	62,747	64,629	66,568
7	40,524	41,739	42,992	44,281	45,609	46,978	48,387	49,839	51,334	52,874	54,460	56,094	57,777	59,510
8	36,226	37,313	38,432	39,585	40,773	41,996	43,257	44,554	45,891	47,267	48,686	50,146	51,650	53,200
9	32,385	33,357	34,358	35,389	36,450	37,543	38,670	39,830	41,024	42,255	43,524	44,829	46,174	47,559

**Local pay cap is 152,913**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Las Vegas, NV**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.55 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	117,581	121,108	124,742	128,484	132,338	136,309	140,398	144,610	148,948	152,860	152,860	152,860	152,860	152,860
<b>2</b>	95,275	98,133	101,077	104,109	107,233	110,449	113,763	117,175	120,691	124,312	128,042	131,883	135,839	139,914
<b>3</b>	77,201	79,517	81,902	84,359	86,891	89,497	92,182	94,947	97,796	100,730	103,751	106,864	110,070	113,372
<b>4</b>	62,556	64,432	66,366	68,357	70,407	72,519	74,695	76,935	79,243	81,621	84,069	86,592	89,190	91,866
<b>5</b>	50,688	52,210	53,775	55,388	57,050	58,762	60,525	62,340	64,211	66,137	68,121	70,164	72,270	74,438
<b>6</b>	45,314	46,673	48,073	49,515	51,001	52,531	54,107	55,730	57,402	59,124	60,898	62,725	64,606	66,544
<b>7</b>	40,509	41,725	42,977	44,266	45,593	46,962	48,370	49,821	51,316	52,856	54,441	56,075	57,757	59,489
<b>8</b>	36,214	37,300	38,419	39,571	40,759	41,981	43,241	44,538	45,875	47,251	48,669	50,128	51,632	53,181
<b>9</b>	32,374	33,346	34,346	35,376	36,437	37,530	38,656	39,816	41,010	42,240	43,508	44,813	46,158	47,543

**Local pay cap is 152,860**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



# United States Department of State 2016 Foreign Service (FS) Salary Table

**Los Angeles, CA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>27.65 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	131,028	134,958	139,007	143,177	147,473	151,897	156,454	160,300	160,300	160,300	160,300	160,300	160,300	160,300
2	106,170	109,355	112,636	116,015	119,496	123,080	126,773	130,576	134,493	138,528	142,685	146,965	151,374	155,914
3	86,030	88,611	91,268	94,007	96,828	99,732	102,724	105,805	108,980	112,249	115,616	119,085	122,658	126,338
4	69,710	71,801	73,955	76,174	78,459	80,813	83,237	85,734	88,306	90,956	93,684	96,494	99,390	102,371
5	56,485	58,180	59,925	61,723	63,575	65,482	67,446	69,470	71,554	73,700	75,911	78,188	80,534	82,951
6	50,496	52,011	53,571	55,178	56,834	58,539	60,294	62,103	63,967	65,885	67,863	69,899	71,995	74,154
7	45,142	46,497	47,892	49,328	50,807	52,333	53,901	55,519	57,185	58,900	60,667	62,487	64,362	66,292
8	40,355	41,565	42,813	44,097	45,420	46,782	48,187	49,632	51,121	52,654	54,235	55,861	57,537	59,263
9	36,076	37,159	38,273	39,422	40,604	41,822	43,077	44,370	45,700	47,071	48,484	49,938	51,437	52,980

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Miami, FL**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>21.05 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,253	127,980	131,820	135,775	139,848	144,043	148,365	152,816	157,400	160,300	160,300	160,300	160,300	160,300
2	100,681	103,701	106,812	110,016	113,317	116,716	120,218	123,824	127,539	131,366	135,307	139,366	143,547	147,853
3	81,582	84,029	86,550	89,146	91,821	94,575	97,413	100,335	103,345	106,445	109,639	112,928	116,316	119,806
4	66,105	68,088	70,132	72,235	74,402	76,634	78,933	81,301	83,740	86,253	88,840	91,505	94,251	97,078
5	53,565	55,172	56,827	58,531	60,288	62,096	63,959	65,878	67,855	69,889	71,986	74,146	76,370	78,662
6	47,885	49,322	50,801	52,325	53,895	55,512	57,177	58,892	60,659	62,479	64,354	66,285	68,272	70,320
7	42,808	44,092	45,416	46,777	48,180	49,627	51,115	52,648	54,228	55,855	57,530	59,256	61,035	62,865
8	38,269	39,416	40,599	41,817	43,072	44,364	45,695	47,065	48,478	49,932	51,431	52,973	54,562	56,199
9	34,211	35,238	36,294	37,384	38,505	39,660	40,850	42,076	43,337	44,637	45,977	47,356	48,777	50,241

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Milwaukee, WI**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>18.39 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	121,523	125,168	128,923	132,791	136,775	140,878	145,105	149,458	153,941	157,984	157,984	157,984	157,984	157,984
2	98,469	101,422	104,465	107,599	110,827	114,152	117,577	121,103	124,737	128,479	132,334	136,304	140,393	144,604
3	79,789	82,183	84,648	87,187	89,804	92,497	95,272	98,130	101,074	104,106	107,229	110,446	113,760	117,173
4	64,653	66,592	68,590	70,648	72,767	74,950	77,199	79,514	81,900	84,358	86,888	89,495	92,180	94,945
5	52,388	53,960	55,578	57,245	58,963	60,732	62,554	64,430	66,364	68,354	70,404	72,516	74,692	76,933
6	46,833	48,238	49,685	51,175	52,711	54,292	55,920	57,598	59,326	61,106	62,940	64,828	66,772	68,775
7	41,867	43,124	44,418	45,749	47,122	48,536	49,991	51,491	53,036	54,628	56,266	57,954	59,693	61,483
8	37,428	38,550	39,707	40,898	42,126	43,389	44,691	46,031	47,413	48,835	50,300	51,809	53,363	54,964
9	33,459	34,463	35,497	36,562	37,659	38,788	39,952	41,151	42,385	43,656	44,967	46,315	47,705	49,137

**Local pay cap is 157,984**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				





**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Minneapolis, MN**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>21.30 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	124,510	128,244	132,092	136,055	140,137	144,341	148,671	153,132	157,725	160,300	160,300	160,300	160,300	160,300
2	100,889	103,915	107,033	110,244	113,551	116,957	120,467	124,080	127,803	131,637	135,587	139,654	143,844	148,158
3	81,750	84,203	86,728	89,330	92,011	94,770	97,614	100,542	103,559	106,665	109,865	113,161	116,556	120,053
4	66,242	68,229	70,276	72,385	74,556	76,793	79,096	81,469	83,913	86,431	89,023	91,694	94,445	97,279
5	53,675	55,286	56,944	58,652	60,412	62,224	64,091	66,014	67,995	70,034	72,135	74,299	76,528	78,824
6	47,984	49,424	50,906	52,433	54,006	55,627	57,295	59,014	60,785	62,608	64,487	66,421	68,413	70,466
7	42,897	44,184	45,509	46,874	48,280	49,729	51,220	52,757	54,340	55,970	57,649	59,379	61,161	62,995
8	38,348	39,498	40,683	41,903	43,161	44,455	45,790	47,163	48,578	50,035	51,537	53,082	54,675	56,315
9	34,282	35,310	36,369	37,461	38,584	39,742	40,934	42,163	43,427	44,729	46,072	47,454	48,878	50,344

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**New York, NY**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>29.20 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	132,619	136,597	140,695	144,916	149,263	153,742	158,354	160,300	160,300	160,300	160,300	160,300	160,300	160,300
2	107,460	110,683	114,003	117,423	120,947	124,575	128,312	132,161	136,126	140,210	144,417	148,749	153,212	157,807
3	87,074	89,687	92,377	95,148	98,003	100,943	103,971	107,090	110,303	113,612	117,020	120,531	124,147	127,872
4	70,556	72,672	74,853	77,099	79,411	81,794	84,247	86,775	89,378	92,060	94,821	97,666	100,596	103,615
5	57,171	58,887	60,653	62,472	64,347	66,277	68,265	70,313	72,423	74,595	76,833	79,138	81,512	83,958
6	51,109	52,643	54,221	55,848	57,524	59,250	61,026	62,857	64,743	66,685	68,687	70,747	72,869	75,055
7	45,690	47,061	48,473	49,927	51,424	52,968	54,556	56,193	57,879	59,615	61,404	63,246	65,144	67,097
8	40,845	42,070	43,332	44,632	45,972	47,351	48,772	50,234	51,742	53,294	54,893	56,539	58,236	59,982
9	36,515	37,610	38,738	39,901	41,097	42,330	43,600	44,909	46,255	47,643	49,073	50,544	52,061	53,623

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Palm Bay, FL

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

14.42 %														
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	117,448	120,971	124,600	128,338	132,188	136,154	140,239	144,446	148,779	152,687	152,687	152,687	152,687	152,687
2	95,167	98,021	100,962	103,991	107,111	110,324	113,634	117,043	120,554	124,171	127,896	131,733	135,685	139,755
3	77,113	79,427	81,809	84,263	86,792	89,395	92,077	94,839	97,685	100,615	103,634	106,742	109,945	113,244
4	62,485	64,359	66,290	68,279	70,327	72,437	74,610	76,848	79,153	81,529	83,974	86,494	89,089	91,761
5	50,631	52,150	53,714	55,326	56,986	58,695	60,456	62,270	64,138	66,062	68,043	70,085	72,188	74,354
6	45,262	46,620	48,019	49,459	50,943	52,472	54,045	55,666	57,337	59,057	60,829	62,654	64,533	66,469
7	40,463	41,677	42,928	44,215	45,541	46,909	48,315	49,765	51,258	52,796	54,379	56,011	57,692	59,422
8	36,173	37,257	38,375	39,526	40,713	41,934	43,192	44,488	45,823	47,197	48,614	50,071	51,574	53,121
9	32,337	33,308	34,307	35,336	36,396	37,487	38,612	39,771	40,964	42,192	43,459	44,762	46,106	47,489

**Local pay cap is 152,687**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Philadelphia, PA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>22.22 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	125,454	129,217	133,094	137,087	141,200	145,436	149,799	154,293	158,921	160,300	160,300	160,300	160,300	160,300
<b>2</b>	101,654	104,703	107,844	111,080	114,413	117,845	121,380	125,021	128,772	132,636	136,615	140,713	144,935	149,282
<b>3</b>	82,370	84,841	87,386	90,008	92,709	95,489	98,354	101,304	104,344	107,474	110,698	114,019	117,440	120,964
<b>4</b>	66,744	68,746	70,809	72,934	75,121	77,375	79,696	82,087	84,549	87,087	89,698	92,390	95,162	98,017
<b>5</b>	54,082	55,705	57,376	59,097	60,870	62,696	64,577	66,515	68,510	70,565	72,682	74,862	77,109	79,422
<b>6</b>	48,348	49,799	51,292	52,831	54,416	56,049	57,729	59,461	61,246	63,083	64,976	66,925	68,932	71,000
<b>7</b>	43,222	44,519	45,854	47,229	48,646	50,107	51,609	53,157	54,752	56,395	58,086	59,829	61,625	63,473
<b>8</b>	38,639	39,797	40,991	42,221	43,488	44,792	46,137	47,520	48,947	50,415	51,928	53,485	55,089	56,742
<b>9</b>	34,542	35,578	36,645	37,745	38,877	40,043	41,244	42,482	43,756	45,069	46,422	47,814	49,249	50,726

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Phoenix, AZ

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>17.12 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	120,219	123,825	127,540	131,366	135,308	139,367	143,548	147,855	152,290	156,290	156,290	156,290	156,290	156,290
2	97,412	100,334	103,344	106,445	109,638	112,927	116,315	119,804	123,399	127,101	130,914	134,841	138,887	143,053
3	78,933	81,301	83,740	86,252	88,840	91,505	94,250	97,077	99,990	102,989	106,079	109,261	112,539	115,916
4	63,959	65,878	67,855	69,890	71,987	74,146	76,370	78,661	81,021	83,453	85,956	88,535	91,191	93,927
5	51,826	53,381	54,982	56,631	58,330	60,080	61,883	63,739	65,652	67,620	69,649	71,738	73,891	76,108
6	46,330	47,721	49,152	50,626	52,145	53,710	55,320	56,980	58,690	60,450	62,265	64,133	66,056	68,037
7	41,418	42,661	43,941	45,259	46,616	48,016	49,455	50,939	52,467	54,042	55,662	57,333	59,053	60,824
8	37,026	38,137	39,281	40,459	41,674	42,923	44,212	45,537	46,904	48,311	49,761	51,253	52,791	54,374
9	33,100	34,094	35,116	36,170	37,255	38,372	39,523	40,710	41,930	43,188	44,485	45,819	47,194	48,609

**Local pay cap is 156,290**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Pittsburgh, PA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>16.68 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	119,767	123,360	127,061	130,873	134,799	138,843	143,009	147,299	151,718	155,702	155,702	155,702	155,702	155,702
2	97,046	99,957	102,956	106,045	109,226	112,503	115,878	119,354	122,935	126,623	130,423	134,335	138,365	142,515
3	78,636	80,996	83,425	85,928	88,506	91,161	93,896	96,713	99,614	102,603	105,681	108,851	112,117	115,481
4	63,719	65,630	67,600	69,628	71,716	73,868	76,084	78,366	80,717	83,139	85,633	88,202	90,848	93,574
5	51,631	53,180	54,775	56,418	58,111	59,855	61,650	63,500	65,405	67,366	69,387	71,469	73,613	75,822
6	46,156	47,541	48,967	50,436	51,949	53,508	55,113	56,766	58,470	60,223	62,031	63,892	65,808	67,782
7	41,263	42,501	43,776	45,089	46,441	47,835	49,269	50,748	52,270	53,838	55,453	57,117	58,831	60,595
8	36,887	37,993	39,133	40,307	41,517	42,762	44,046	45,366	46,728	48,129	49,574	51,060	52,592	54,170
9	32,976	33,966	34,984	36,034	37,115	38,228	39,375	40,557	41,773	43,026	44,317	45,646	47,016	48,427

**Local pay cap is 155,702**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Portland, OR**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>20.69 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	123,883	127,600	131,428	135,371	139,432	143,615	147,924	152,361	156,932	160,300	160,300	160,300	160,300	160,300
2	100,381	103,393	106,494	109,689	112,980	116,369	119,861	123,456	127,160	130,975	134,905	138,952	143,120	147,413
3	81,339	83,779	86,292	88,881	91,548	94,294	97,123	100,036	103,038	106,129	109,313	112,592	115,970	119,449
4	65,909	67,886	69,923	72,021	74,181	76,406	78,698	81,059	83,491	85,996	88,576	91,233	93,970	96,790
5	53,405	55,008	56,658	58,357	60,108	61,912	63,769	65,682	67,653	69,682	71,772	73,925	76,143	78,428
6	47,743	49,175	50,650	52,169	53,735	55,347	57,007	58,717	60,479	62,293	64,162	66,087	68,069	70,111
7	42,681	43,961	45,280	46,638	48,037	49,479	50,963	52,492	54,067	55,689	57,359	59,080	60,853	62,678
8	38,155	39,299	40,478	41,692	42,944	44,232	45,559	46,925	48,334	49,783	51,278	52,815	54,400	56,032
9	34,109	35,133	36,186	37,273	38,390	39,542	40,728	41,951	43,208	44,504	45,840	47,215	48,632	50,091

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Raleigh, NC

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

17.94 %														
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	121,061	124,692	128,433	132,286	136,255	140,343	144,553	148,890	153,356	157,384	157,384	157,384	157,384	157,384
2	98,094	101,037	104,068	107,190	110,406	113,718	117,130	120,643	124,263	127,991	131,831	135,786	139,859	144,054
3	79,486	81,870	84,326	86,856	89,462	92,145	94,910	97,757	100,690	103,711	106,822	110,026	113,327	116,728
4	64,407	66,339	68,330	70,380	72,491	74,665	76,905	79,212	81,589	84,037	86,557	89,154	91,829	94,584
5	52,188	53,755	55,367	57,028	58,739	60,501	62,316	64,185	66,111	68,094	70,137	72,241	74,408	76,641
6	46,655	48,055	49,496	50,981	52,510	54,086	55,708	57,379	59,101	60,874	62,700	64,582	66,518	68,514
7	41,708	42,960	44,249	45,576	46,942	48,352	49,801	51,296	52,835	54,420	56,052	57,734	59,467	61,250
8	37,286	38,404	39,556	40,742	41,965	43,224	44,521	45,856	47,233	48,649	50,109	51,612	53,160	54,755
9	33,332	34,332	35,362	36,423	37,516	38,641	39,800	40,995	42,224	43,490	44,796	46,139	47,524	48,950

**Local pay cap is 157,384**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				





**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Richmond, VA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>16.76 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	119,849	123,445	127,148	130,963	134,892	138,939	143,107	147,400	151,822	155,809	155,809	155,809	155,809	155,809
2	97,113	100,026	103,027	106,117	109,301	112,580	115,958	119,436	123,020	126,710	130,512	134,427	138,460	142,613
3	78,690	81,051	83,482	85,987	88,567	91,223	93,960	96,779	99,683	102,673	105,753	108,925	112,194	115,560
4	63,763	65,675	67,646	69,675	71,765	73,918	76,136	78,420	80,772	83,196	85,691	88,262	90,911	93,638
5	51,666	53,217	54,813	56,457	58,151	59,896	61,692	63,543	65,450	67,413	69,435	71,518	73,664	75,874
6	46,188	47,574	49,001	50,471	51,985	53,545	55,150	56,805	58,510	60,265	62,073	63,935	65,853	67,828
7	41,291	42,530	43,806	45,120	46,473	47,868	49,303	50,782	52,306	53,875	55,491	57,156	58,872	60,637
8	36,913	38,019	39,160	40,335	41,546	42,791	44,076	45,397	46,760	48,162	49,608	51,095	52,628	54,207
9	32,999	33,989	35,008	36,059	37,140	38,254	39,402	40,585	41,801	43,055	44,348	45,678	47,048	48,460

**Local pay cap is 155,809**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Sacramento, CA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>22.61 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	125,854	129,629	133,519	137,524	141,650	145,900	150,277	154,785	159,429	160,300	160,300	160,300	160,300	160,300
2	101,978	105,038	108,189	111,434	114,778	118,221	121,768	125,420	129,183	133,059	137,051	141,162	145,397	149,758
3	82,633	85,112	87,665	90,295	93,005	95,794	98,668	101,628	104,677	107,817	111,052	114,383	117,815	121,350
4	66,957	68,966	71,035	73,166	75,361	77,622	79,950	82,349	84,819	87,365	89,985	92,685	95,465	98,330
5	54,255	55,883	57,559	59,286	61,065	62,896	64,783	66,727	68,729	70,790	72,914	75,101	77,355	79,676
6	48,502	49,957	51,456	52,999	54,590	56,228	57,914	59,651	61,441	63,284	65,183	67,139	69,152	71,227
7	43,360	44,661	46,001	47,380	48,801	50,266	51,773	53,327	54,927	56,575	58,272	60,020	61,821	63,675
8	38,762	39,924	41,122	42,356	43,627	44,935	46,284	47,672	49,103	50,575	52,093	53,655	55,265	56,923
9	34,652	35,692	36,762	37,866	39,001	40,171	41,376	42,618	43,896	45,212	46,570	47,966	49,406	50,888

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**San Diego, CA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>24.73 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	128,030	131,871	135,827	139,902	144,099	148,422	152,875	157,462	160,300	160,300	160,300	160,300	160,300	160,300
2	103,742	106,854	110,059	113,361	116,762	120,265	123,873	127,589	131,417	135,359	139,421	143,603	147,911	152,348
3	84,062	86,584	89,181	91,856	94,613	97,450	100,374	103,385	106,487	109,681	112,972	116,361	119,852	123,448
4	68,115	70,158	72,264	74,431	76,664	78,964	81,333	83,772	86,286	88,875	91,541	94,287	97,116	100,030
5	55,193	56,849	58,554	60,311	62,121	63,984	65,904	67,881	69,917	72,014	74,174	76,400	78,692	81,053
6	49,341	50,821	52,345	53,916	55,534	57,200	58,915	60,682	62,503	64,378	66,310	68,300	70,348	72,458
7	44,110	45,433	46,796	48,199	49,645	51,136	52,668	54,249	55,877	57,553	59,279	61,058	62,890	64,776
8	39,432	40,615	41,833	43,088	44,381	45,712	47,084	48,496	49,952	51,450	52,994	54,583	56,221	57,907
9	35,251	36,309	37,398	38,520	39,675	40,865	42,091	43,355	44,655	45,994	47,375	48,796	50,260	51,768

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**San Francisco, CA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>35.75 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	139,342	143,522	147,828	152,263	156,831	160,300	160,300	160,300	160,300	160,300	160,300	160,300	160,300	160,300
<b>2</b>	112,907	116,294	119,783	123,376	127,078	130,890	134,817	138,861	143,028	147,319	151,739	156,290	160,300	160,300
<b>3</b>	91,489	94,234	97,060	99,972	102,972	106,060	109,242	112,519	115,895	119,372	122,953	126,641	130,441	134,354
<b>4</b>	74,133	76,357	78,648	81,007	83,437	85,941	88,519	91,174	93,909	96,727	99,628	102,617	105,696	108,867
<b>5</b>	60,069	61,872	63,728	65,639	67,609	69,637	71,726	73,878	76,095	78,377	80,728	83,150	85,645	88,214
<b>6</b>	53,700	55,311	56,970	58,679	60,440	62,254	64,120	66,044	68,026	70,066	72,169	74,334	76,563	78,860
<b>7</b>	48,007	49,447	50,931	52,458	54,031	55,653	57,322	59,042	60,813	62,638	64,517	66,452	68,447	70,499
<b>8</b>	42,916	44,203	45,529	46,895	48,303	49,751	51,244	52,781	54,365	55,996	57,676	59,406	61,188	63,023
<b>9</b>	38,366	39,517	40,702	41,924	43,181	44,476	45,810	47,185	48,600	50,058	51,561	53,107	54,700	56,342

**Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

**Seattle, WA**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

22.26 %														
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	125,495	129,259	133,137	137,132	141,246	145,483	149,848	154,343	158,973	160,300	160,300	160,300	160,300	160,300
2	101,687	104,738	107,880	111,116	114,450	117,883	121,420	125,062	128,814	132,679	136,660	140,759	144,982	149,331
3	82,397	84,869	87,415	90,037	92,739	95,521	98,386	101,338	104,378	107,509	110,735	114,056	117,478	121,003
4	66,766	68,769	70,833	72,957	75,146	77,400	79,722	82,113	84,577	87,115	89,728	92,420	95,193	98,049
5	54,100	55,724	57,395	59,116	60,890	62,717	64,599	66,536	68,533	70,588	72,706	74,887	77,134	79,448
6	48,364	49,815	51,309	52,848	54,434	56,067	57,748	59,481	61,266	63,103	64,997	66,947	68,955	71,023
7	43,236	44,533	45,870	47,245	48,662	50,123	51,626	53,175	54,770	56,413	58,105	59,849	61,645	63,493
8	38,651	39,810	41,005	42,235	43,503	44,807	46,152	47,536	48,963	50,431	51,945	53,502	55,107	56,760
9	34,553	35,590	36,657	37,758	38,890	40,056	41,258	42,496	43,770	45,083	46,437	47,829	49,265	50,743

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**St. Louis, MO**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.49 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
1	117,519	121,045	124,676	128,417	132,269	136,237	140,325	144,534	148,870	152,780	152,780	152,780	152,780	152,780
2	95,225	98,081	101,024	104,054	107,176	110,391	113,703	117,114	120,628	124,247	127,975	131,813	135,768	139,840
3	77,161	79,476	81,859	84,315	86,845	89,450	92,134	94,897	97,745	100,677	103,697	106,808	110,012	113,313
4	62,523	64,398	66,331	68,321	70,370	72,481	74,655	76,895	79,202	81,579	84,025	86,546	89,143	91,818
5	50,662	52,182	53,747	55,359	57,021	58,731	60,493	62,308	64,177	66,102	68,085	70,127	72,232	74,399
6	45,290	46,649	48,048	49,489	50,974	52,504	54,078	55,701	57,372	59,093	60,866	62,692	64,572	66,510
7	40,488	41,703	42,954	44,242	45,569	46,937	48,345	49,795	51,289	52,828	54,413	56,045	57,727	59,458
8	36,195	37,280	38,399	39,551	40,738	41,959	43,219	44,515	45,851	47,226	48,643	50,102	51,605	53,153
9	32,357	33,328	34,328	35,358	36,418	37,510	38,636	39,796	40,989	42,218	43,486	44,790	46,134	47,518

**Local pay cap is 152,780**

<b>EXECUTIVE SCHEDULE</b>		<b>SENIOR FOREIGN SERVICE (SFS) PAY RANGE</b>		<b>SFS PAY CAPS</b>	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



**United States Department of State  
2016 Foreign Service (FS) Salary Table**

**Tuscon, AZ**

Authorized by Executive Order 13715

Effective January 1, 2016

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	117,540	121,066	124,698	128,439	132,292	136,261	140,349	144,560	148,896	152,807	152,807	152,807	152,807	152,807
2	95,241	98,098	101,041	104,072	107,195	110,411	113,723	117,135	120,649	124,269	127,997	131,837	135,792	139,865
3	77,174	79,489	81,874	84,330	86,860	89,466	92,150	94,914	97,762	100,694	103,715	106,826	110,032	113,333
4	62,534	64,410	66,343	68,333	70,382	72,494	74,669	76,908	79,216	81,593	84,040	86,562	89,159	91,834
5	50,671	52,191	53,757	55,369	57,031	58,741	60,504	62,319	64,189	66,113	68,097	70,140	72,244	74,412
6	45,298	46,657	48,056	49,498	50,983	52,513	54,088	55,710	57,382	59,103	60,877	62,703	64,584	66,521
7	40,495	41,710	42,962	44,250	45,577	46,946	48,353	49,804	51,298	52,837	54,422	56,055	57,737	59,468
8	36,201	37,287	38,406	39,557	40,745	41,967	43,226	44,523	45,859	47,234	48,652	50,111	51,614	53,162
9	32,363	33,334	34,334	35,364	36,424	37,517	38,643	39,803	40,996	42,226	43,493	44,797	46,142	47,526

**Local pay cap is 152,807**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

**Washington, DC**

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

24.78 %														
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	128,082	131,924	135,882	139,958	144,157	148,482	152,937	157,525	160,300	160,300	160,300	160,300	160,300	160,300
2	103,783	106,897	110,103	113,406	116,809	120,313	123,923	127,640	131,469	135,414	139,477	143,660	147,970	152,409
3	84,095	86,619	89,216	91,893	94,651	97,489	100,414	103,426	106,530	109,725	113,017	116,407	119,900	123,497
4	68,142	70,186	72,293	74,461	76,695	78,996	81,365	83,806	86,320	88,911	91,577	94,325	97,155	100,070
5	55,215	56,872	58,578	60,335	62,145	64,010	65,930	67,908	69,945	72,043	74,204	76,430	78,724	81,086
6	49,360	50,842	52,366	53,937	55,556	57,223	58,939	60,707	62,529	64,404	66,337	68,327	70,376	72,487
7	44,127	45,451	46,815	48,219	49,665	51,156	52,690	54,271	55,899	57,576	59,303	61,082	62,915	64,802
8	39,448	40,631	41,850	43,105	44,399	45,731	47,103	48,516	49,972	51,471	53,015	54,605	56,243	57,930
9	35,265	36,323	37,413	38,536	39,691	40,882	42,108	43,372	44,672	46,013	47,394	48,815	50,280	51,789

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 160,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				





## United States Department of State 2016 Foreign Service (FS) Salary Table

### Rest of U.S.

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.35 %</b>														
Class	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
1	117,376	120,897	124,524	128,260	132,107	136,071	140,153	144,358	148,688	152,593	152,593	152,593	152,593	152,593
2	95,108	97,961	100,900	103,927	107,045	110,256	113,564	116,971	120,480	124,095	127,818	131,652	135,602	139,669
3	77,066	79,378	81,759	84,212	86,739	89,341	92,021	94,781	97,625	100,554	103,570	106,677	109,878	113,174
4	62,447	64,320	66,250	68,237	70,284	72,393	74,564	76,801	79,105	81,479	83,923	86,441	89,034	91,705
5	50,600	52,118	53,682	55,292	56,951	58,659	60,419	62,232	64,099	66,021	68,002	70,042	72,143	74,308
6	45,235	46,592	47,989	49,429	50,912	52,440	54,012	55,632	57,302	59,021	60,792	62,616	64,493	66,428
7	40,439	41,652	42,902	44,188	45,514	46,880	48,285	49,734	51,227	52,763	54,346	55,977	57,656	59,385
8	36,151	37,235	38,352	39,502	40,688	41,908	43,166	44,460	45,795	47,168	48,584	50,041	51,542	53,088
9	32,318	33,287	34,286	35,315	36,374	37,464	38,589	39,747	40,938	42,167	43,432	44,735	46,077	47,460

**Local pay cap is 152,593**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				



## United States Department of State 2016 Foreign Service (FS) Salary Table

### Non Foreign Areas

Authorized by Executive Order 13715

Effective January 1, 2016

Rates in U.S. Dollars

<b>14.35 %</b>														
<b>Class</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>1</b>	117,376	120,897	124,524	128,260	132,107	136,071	140,153	144,358	148,688	152,593	152,593	152,593	152,593	152,593
<b>2</b>	95,108	97,961	100,900	103,927	107,045	110,256	113,564	116,971	120,480	124,095	127,818	131,652	135,602	139,669
<b>3</b>	77,066	79,378	81,759	84,212	86,739	89,341	92,021	94,781	97,625	100,554	103,570	106,677	109,878	113,174
<b>4</b>	62,447	64,320	66,250	68,237	70,284	72,393	74,564	76,801	79,105	81,479	83,923	86,441	89,034	91,705
<b>5</b>	50,600	52,118	53,682	55,292	56,951	58,659	60,419	62,232	64,099	66,021	68,002	70,042	72,143	74,308
<b>6</b>	45,235	46,592	47,989	49,429	50,912	52,440	54,012	55,632	57,302	59,021	60,792	62,616	64,493	66,428
<b>7</b>	40,439	41,652	42,902	44,188	45,514	46,880	48,285	49,734	51,227	52,763	54,346	55,977	57,656	59,385
<b>8</b>	36,151	37,235	38,352	39,502	40,688	41,908	43,166	44,460	45,795	47,168	48,584	50,041	51,542	53,088
<b>9</b>	32,318	33,287	34,286	35,315	36,374	37,464	38,589	39,747	40,938	42,167	43,432	44,735	46,077	47,460

**Local pay cap is 152,593**

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	205,700	Minimum	Maximum	OC	173,808
EX-II	185,100	123,175	185,100	MC	182,328
EX-III	170,400			CM	185,100
EX-IV	160,300				
EX-V	150,200				