



United States Department of State
2016 Consular Agent Salary Schedule (Pay Plan FZ)
 Effective January 1, 2016

	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
100 %	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
95 %	37,580	38,708	39,869	41,065	42,297	43,566	44,872	46,218	47,605	49,033	50,505	52,020	53,580	55,187
90 %	35,602	36,671	37,770	38,903	40,071	41,273	42,511	43,786	45,100	46,453	47,847	49,282	50,760	52,283
85 %	33,624	34,633	35,672	36,742	37,845	38,980	40,149	41,353	42,594	43,872	45,189	46,544	47,940	49,378
80 %	31,646	32,596	33,574	34,581	35,618	36,687	37,787	38,921	40,089	41,291	42,530	43,806	45,120	46,474
75 %	29,669	30,559	31,475	32,420	33,392	34,394	35,426	36,488	37,583	38,711	39,872	41,069	42,300	43,569
70 %	27,691	28,522	29,377	30,258	31,166	32,101	33,064	34,056	35,078	36,130	37,214	38,331	39,480	40,664
65 %	25,713	26,484	27,279	28,097	28,940	29,808	30,702	31,623	32,572	33,549	34,556	35,593	36,660	37,760
60 %	23,735	24,447	25,180	25,936	26,714	27,515	28,340	29,191	30,067	30,968	31,898	32,855	33,840	34,855
55 %	21,757	22,410	23,082	23,774	24,488	25,222	25,979	26,758	27,561	28,388	29,240	30,117	31,020	31,951
50 %	19,779	20,373	20,984	21,613	22,262	22,930	23,617	24,326	25,056	25,807	26,582	27,379	28,200	29,046
45 %	17,801	18,335	18,885	19,452	20,035	20,637	21,255	21,893	22,550	23,226	23,923	24,641	25,380	26,141
40 %	15,823	16,298	16,787	17,290	17,809	18,344	18,894	19,460	20,044	20,646	21,265	21,903	22,560	23,237
35 %	13,845	14,261	14,688	15,129	15,583	16,051	16,532	17,028	17,539	18,065	18,607	19,165	19,740	20,332
30 %	11,867	12,224	12,590	12,968	13,357	13,758	14,170	14,595	15,033	15,484	15,949	16,427	16,920	17,428
25 %	9,890	10,186	10,492	10,807	11,131	11,465	11,809	12,163	12,528	12,904	13,291	13,690	14,100	14,523
20 %	7,912	8,149	8,393	8,645	8,905	9,172	9,447	9,730	10,022	10,323	10,633	10,952	11,280	11,618
15 %	5,934	6,112	6,295	6,484	6,678	6,879	7,085	7,298	7,517	7,742	7,974	8,214	8,460	8,714
10 %	3,956	4,075	4,197	4,323	4,452	4,586	4,723	4,865	5,011	5,161	5,316	5,476	5,640	5,809