

Salary and Benefits Calculation - Effective PP-23, November 6, 2022														
Work-week: 40 hours, Authorization: 22 State 111362														
FSN 1	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	WRI 587
Basic Salary	14,093	14,680	15,267	15,854	16,441	17,028	17,615	18,202	18,789	19,376	19,963	20,550	21,137	
UCWA (15%)	2,114	2,202	2,290	2,378	2,466	2,554	2,642	2,730	2,818	2,906	2,994	3,083	3,171	
IRD (35%)	4,933	5,138	5,343	5,549	5,754	5,960	6,165	6,371	6,576	6,782	6,987	7,193	7,398	
Annual Salary	21,140	22,020	22,901	23,781	24,662	25,542	26,423	27,303	28,184	29,064	29,945	30,825	31,706	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	1,691	1,762	1,832	1,902	1,973	2,043	2,114	2,184	2,255	2,325	2,396	2,466	2,536	
TOTAL	44,102	45,053	46,004	46,954	47,905	48,856	49,807	50,758	51,709	52,660	53,611	54,562	55,513	
FSN 2	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	647
Basic Salary	15,513	16,160	16,807	17,454	18,101	18,748	19,395	20,042	20,689	21,336	21,983	22,630	23,277	
UCWA (15%)	2,327	2,424	2,521	2,618	2,715	2,812	2,909	3,006	3,103	3,200	3,297	3,395	3,492	
IRD (35%)	5,430	5,656	5,882	6,109	6,335	6,562	6,788	7,015	7,241	7,468	7,694	7,921	8,147	
Annual Salary	23,270	24,240	25,211	26,181	27,152	28,122	29,093	30,063	31,034	32,004	32,975	33,945	34,916	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	1,862	1,939	2,017	2,094	2,172	2,250	2,327	2,405	2,483	2,560	2,638	2,716	2,793	
TOTAL	46,402	47,450	48,498	49,546	50,595	51,643	52,691	53,739	54,787	55,835	56,883	57,932	58,980	
FSN 3	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	776
Basic Salary	18,619	19,395	20,171	20,947	21,723	22,499	23,275	24,051	24,827	25,603	26,379	27,155	27,931	
UCWA (15%)	2,793	2,909	3,026	3,142	3,258	3,375	3,491	3,608	3,724	3,840	3,957	4,073	4,190	
IRD (35%)	6,517	6,788	7,060	7,331	7,603	7,875	8,146	8,418	8,689	8,961	9,233	9,504	9,776	
Annual Salary	27,929	29,093	30,257	31,421	32,585	33,749	34,913	36,077	37,241	38,405	39,569	40,733	41,897	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	2,234	2,327	2,421	2,514	2,607	2,700	2,793	2,886	2,979	3,072	3,165	3,259	3,352	
TOTAL	51,434	52,691	53,948	55,205	56,462	57,719	58,977	60,234	61,491	62,748	64,005	65,262	66,519	
FSN 4	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	914
Basic Salary	21,943	22,857	23,771	24,685	25,599	26,513	27,427	28,341	29,255	30,169	31,083	31,997	32,911	
UCWA (15%)	3,291	3,429	3,566	3,703	3,840	3,977	4,114	4,251	4,388	4,525	4,662	4,800	4,937	
IRD (35%)	7,680	8,000	8,320	8,640	8,960	9,280	9,599	9,919	10,239	10,559	10,879	11,199	11,519	
Annual Salary	32,915	34,286	35,657	37,028	38,399	39,770	41,141	42,512	43,883	45,254	46,625	47,996	49,367	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	2,633	2,743	2,853	2,962	3,072	3,182	3,291	3,401	3,511	3,620	3,730	3,840	3,949	
TOTAL	56,819	58,299	59,780	61,261	62,741	64,222	65,703	67,183	68,664	70,145	71,625	73,106	74,587	
FSN 5	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	1,006
Basic Salary	24,136	25,142	26,148	27,154	28,160	29,166	30,172	31,178	32,184	33,190	34,196	35,202	36,208	
UCWA (15%)	3,620	3,771	3,922	4,073	4,224	4,375	4,526	4,677	4,828	4,979	5,129	5,280	5,431	
IRD (35%)	8,448	8,800	9,152	9,504	9,856	10,208	10,560	10,912	11,264	11,617	11,969	12,321	12,673	
Annual Salary	36,204	37,713	39,222	40,731	42,240	43,749	45,258	46,767	48,276	49,785	51,294	52,803	54,312	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	2,896	3,017	3,138	3,258	3,379	3,500	3,621	3,741	3,862	3,983	4,104	4,224	4,345	
TOTAL	60,371	62,001	63,631	65,260	66,890	68,520	70,150	71,779	73,409	75,039	76,669	78,298	79,928	
FSN 6	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	1,117
Basic Salary	26,818	27,935	29,052	30,169	31,286	32,403	33,520	34,637	35,754	36,871	37,988	39,105	40,222	
UCWA (15%)	4,023	4,190	4,358	4,525	4,693	4,860	5,028	5,196	5,363	5,531	5,698	5,866	6,033	
IRD (35%)	9,386	9,777	10,168	10,559	10,950	11,341	11,732	12,123	12,514	12,905	13,296	13,687	14,078	
Annual Salary	40,227	41,903	43,578	45,254	46,929	48,605	50,280	51,956	53,631	55,307	56,982	58,658	60,333	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	3,218	3,352	3,486	3,620	3,754	3,888	4,022	4,156	4,290	4,425	4,559	4,693	4,827	
TOTAL	64,716	66,526	68,335	70,145	71,954	73,764	75,573	77,383	79,192	81,002	82,812	84,621	86,431	

FSN 7	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	
Basic Salary	30,622	31,897	33,172	34,447	35,722	36,997	38,272	39,547	40,822	42,097	43,372	44,647	45,922	1,275
UCWA (15%)	4,593	4,785	4,976	5,167	5,358	5,550	5,741	5,932	6,123	6,315	6,506	6,697	6,888	
IRD (35%)	10,718	11,164	11,610	12,056	12,503	12,949	13,395	13,841	14,288	14,734	15,180	15,626	16,073	
Annual Salary	45,933	47,846	49,758	51,671	53,583	55,496	57,408	59,321	61,233	63,146	65,058	66,971	68,883	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	3,675	3,828	3,981	4,134	4,287	4,440	4,593	4,746	4,899	5,052	5,205	5,358	5,511	
TOTAL	70,879	72,944	75,010	77,075	79,141	81,206	83,272	85,337	87,403	89,468	91,534	93,599	95,665	
FSN 8	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	
Basic Salary	36,324	37,838	39,352	40,866	42,380	43,894	45,408	46,922	48,436	49,950	51,464	52,978	54,492	1,514
UCWA (15%)	5,449	5,676	5,903	6,130	6,357	6,584	6,811	7,038	7,265	7,493	7,720	7,947	8,174	
IRD (35%)	12,713	13,243	13,773	14,303	14,833	15,363	15,893	16,423	16,953	17,483	18,012	18,542	19,072	
Annual Salary	54,486	56,757	59,028	61,299	63,570	65,841	68,112	70,383	72,654	74,925	77,196	79,467	81,738	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	4,359	4,541	4,722	4,904	5,086	5,267	5,449	5,631	5,812	5,994	6,176	6,357	6,539	
TOTAL	80,116	82,569	85,021	87,474	89,927	92,379	94,832	97,285	99,737	102,190	104,643	107,095	109,548	
FSN 9	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	
Basic Salary	42,605	44,381	46,157	47,933	49,709	51,485	53,261	55,037	56,813	58,589	60,365	62,141	63,917	1,776
UCWA (15%)	6,391	6,657	6,924	7,190	7,456	7,723	7,989	8,256	8,522	8,788	9,055	9,321	9,588	
IRD (35%)	14,912	15,533	16,155	16,777	17,398	18,020	18,641	19,263	19,885	20,506	21,128	21,749	22,371	
Annual Salary	63,908	66,572	69,236	71,900	74,564	77,228	79,892	82,556	85,220	87,884	90,548	93,212	95,876	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	5,113	5,326	5,539	5,752	5,965	6,178	6,391	6,604	6,818	7,031	7,244	7,457	7,670	
TOTAL	90,291	93,168	96,045	98,922	101,800	104,677	107,554	110,431	113,308	116,185	119,062	121,939	124,817	
FSN 10	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	
Basic Salary	56,538	58,894	61,250	63,606	65,962	68,318	70,674	73,030	75,386	77,742	80,098	82,454	84,810	2,356
UCWA (15%)	8,481	8,834	9,188	9,541	9,894	10,248	10,601	10,955	11,308	11,661	12,015	12,368	12,722	
IRD (35%)	19,788	20,613	21,438	22,262	23,087	23,911	24,736	25,561	26,385	27,210	28,034	28,859	29,684	
Annual Salary	84,807	88,341	91,875	95,409	98,943	102,477	106,011	109,545	113,079	116,613	120,147	123,681	127,215	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	6,785	7,067	7,350	7,633	7,915	8,198	8,481	8,764	9,046	9,329	9,612	9,894	10,177	
TOTAL	112,863	116,679	120,496	124,313	128,129	131,946	135,763	139,580	143,396	147,213	151,030	154,846	158,663	
FSN 11	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	
Basic Salary	62,941	65,563	68,185	70,807	73,429	76,051	78,673	81,295	83,917	86,539	89,161	91,783	94,405	2,622
UCWA (15%)	9,441	9,834	10,228	10,621	11,014	11,408	11,801	12,194	12,588	12,981	13,374	13,767	14,161	
IRD (35%)	22,029	22,947	23,865	24,782	25,700	26,618	27,536	28,453	29,371	30,289	31,206	32,124	33,042	
Annual Salary	94,412	98,345	102,278	106,211	110,144	114,077	118,010	121,943	125,876	129,809	133,742	137,675	141,608	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	7,553	7,868	8,182	8,497	8,811	9,126	9,441	9,755	10,070	10,385	10,699	11,014	11,329	
TOTAL	123,235	127,483	131,731	135,978	140,226	144,474	148,721	152,969	157,217	161,464	165,712	169,959	174,207	
FSN 12	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	
Basic Salary	70,085	73,006	75,927	78,848	81,769	84,690	87,611	90,532	93,453	96,374	99,295	102,216	105,137	2,921
UCWA (15%)	10,513	10,951	11,389	11,827	12,265	12,704	13,142	13,580	14,018	14,456	14,894	15,332	15,771	
IRD (35%)	24,530	25,552	26,574	27,597	28,619	29,642	30,664	31,686	32,709	33,731	34,753	35,776	36,798	
Annual Salary	105,128	109,509	113,891	118,272	122,654	127,035	131,417	135,798	140,180	144,561	148,943	153,324	157,706	
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	
Retirement (12%/annum)	8,410	8,761	9,111	9,462	9,812	10,163	10,513	10,864	11,214	11,565	11,915	12,266	12,616	
TOTAL	134,809	139,541	144,273	149,005	153,737	158,469	163,201	167,933	172,665	177,397	182,129	186,861	191,593	

FSN 9 -Exception Rate Range	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
Basic Salary	46,065	47,985	49,905	51,825	53,745	55,665	57,585	59,505	61,425	63,345	65,265	67,185	69,105
UCWA (15%)	6,910	7,198	7,486	7,774	8,062	8,350	8,638	8,926	9,214	9,502	9,790	10,078	10,366
IRD (35%)	16,123	16,795	17,467	18,139	18,811	19,483	20,155	20,827	21,499	22,171	22,843	23,515	24,187
Annual Salary	69,098	71,978	74,858	77,738	80,618	83,498	86,378	89,258	92,138	95,018	97,898	100,778	103,658
Health Insurance (Max)	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271	21,271
Retirement (12%/annum)	5,528	5,758	5,989	6,219	6,449	6,680	6,910	7,141	7,371	7,601	7,832	8,062	8,293
TOTAL	95,896	99,007	102,117	105,228	108,338	111,448	114,559	117,669	120,780	123,890	127,000	130,111	133,221

1,920

UCWA=Unique Conditions of Work Allowance

IRD - Iraq Retention Differential