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To: USAID Implementing Partners
From: R. Brian Aaron, Supervisory Contracting Officer / Office Director
Subject: Local Compensation Plan R. Brian
Date: October 25, 2020 Aaron

Digitally signed by R.
 Brian Aaron
 Date: 2021.09.02
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Effective October 25, 2020, the U.S. Embassy Kampala Local Compensation Plan (LCP) was revised based on the results of a study done by a Washington-contracted survey company. It is summarized as follows: There are 13 Grades on the plan, with Grade 13 as the most senior level. There are 12 Steps for each grade, representing incremental increases. For a 40-hour work week annual base salary ranges are noted below in **Ugandan Shillings (UGX)**:

GRADE	RANGE (Annual basic)		Within Grade Increase (WGI)
	STEP 1	STEP 12	
FSN13 (Senior Level)	296,234,048	444,351,094	13,465,186
FSN12	209,421,709	314,132,568	9,519,169
FSN11	149,012,612	223,518,923	6,773,301
FSN10	110,518,834	165,778,247	5,023,583
FSN09	81,272,210	121,908,322	3,694,192
FSN08	65,013,460	97,520,209	2,955,159
FSN07	46,502,771	69,754,153	2,113,762
FSN06	41,397,171	62,044,391	1,877,020
FSN05	35,206,469	52,758,333	1,595,624
FSN04	31,231,362	46,795,658	1,414,936
FSN03	27,720,491	41,529,319	1,255,348
FSN02	23,971,244	35,905,430	1,084,926
FSN01(Entry level)	20,362,831	30,492,797	920,906

Note: The Local Compensation Plan (LCP) is not for public distribution.

QUESTIONS: Contact Kampala Office of Acquisition and Assistance (OAA) at kampalaco@usaid.gov with any questions or concerns regarding the implementation of the LCP.