

Kampala, Uganda
Effective: 08/28/2012
Ref State - 2012-33719

40 HOUR WORK WEEK
LOCAL COMPENSATION PLAN
STATE, USAID, CDC, PEACE CORPS

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	WGL	
FSN13	Annual Basic	105,033,945	109,808,215	114,582,485	119,356,755	124,131,025	128,905,295	133,679,565	138,453,835	143,228,105	148,002,375	152,776,645	157,550,915	4,774,270
MBA	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	114,812,504	119,686,774	124,461,044	129,335,314	134,209,584	139,083,854	143,958,124	148,832,394	153,706,664	158,580,934	163,455,204	168,329,474		
Pay/pp	4,418,712	4,403,337	4,768,963	4,970,589	5,154,215	5,337,841	5,521,466	5,705,092	5,888,718	6,072,344	6,255,969	6,439,595		
FSN12	Annual Basic	84,548,184	88,391,253	92,234,322	96,077,461	99,920,560	103,763,659	107,606,778	111,449,897	115,292,976	119,136,075	122,979,174	126,822,273	3,640,098
MBA	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559	9,078,559		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	94,426,743	98,269,842	102,112,941	105,956,040	109,799,139	113,642,238	117,485,337	121,328,436	125,171,535	129,014,634	132,857,733	136,700,832	140,543,931	
Pay/pp	3,631,786	3,778,609	3,927,421	4,075,232	4,223,044	4,370,855	4,518,667	4,666,478	4,814,290	4,962,101	5,109,913	5,257,724		
FSN11	Annual Basic	63,911,537	66,916,607	69,921,677	72,926,747	75,931,817	78,936,887	81,941,957	84,947,027	87,952,097	90,957,167	93,962,237	96,967,307	2,966,070
MBA	7,415,788	7,415,788	7,415,788	7,415,788	7,415,788	7,415,788	7,415,788	7,415,788	7,415,788	7,415,788	7,415,788	7,415,788		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	72,127,325	75,032,395	77,937,465	80,842,535	83,747,605	86,652,675	89,557,745	92,462,815	95,367,885	98,272,955	101,178,025	104,083,095	106,988,165	
Pay/pp	2,774,128	2,685,861	2,897,595	3,109,328	3,321,062	3,532,795	3,744,529	3,956,262	4,168,000	4,379,733	4,591,466	4,803,199		
FSN10	Annual Basic	51,313,947	53,646,389	55,978,831	58,311,303	60,643,755	62,976,207	65,308,659	67,641,111	69,973,563	72,306,015	74,638,467	76,970,919	2,332,467
MBA	6,098,188	6,098,188	6,098,188	6,098,188	6,098,188	6,098,188	6,098,188	6,098,188	6,098,188	6,098,188	6,098,188	6,098,188		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	58,213,135	60,545,587	62,878,039	65,210,491	67,542,943	69,875,395	72,207,847	74,540,299	76,872,751	79,205,203	81,537,655	83,870,107	86,202,559	
Pay/pp	2,238,967	2,328,676	2,418,386	2,508,096	2,597,806	2,687,515	2,777,225	2,866,935	2,956,644	3,046,354	3,136,064	3,225,773		
FSN09	Annual Basic	41,531,489	43,418,294	45,305,099	47,191,894	49,078,699	50,965,504	52,852,309	54,739,114	56,625,919	58,512,724	60,400,529	62,287,334	1,867,796
MBA	4,278,529	4,278,529	4,278,529	4,278,529	4,278,529	4,278,529	4,278,529	4,278,529	4,278,529	4,278,529	4,278,529	4,278,529		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	46,611,028	48,498,823	50,386,618	52,274,413	54,162,208	56,050,003	57,937,798	59,825,593	61,713,388	63,601,183	65,488,978	67,376,773	69,264,568	
Pay/pp	1,792,732	1,865,339	1,937,947	2,010,554	2,083,162	2,155,769	2,228,377	2,300,984	2,373,592	2,446,199	2,518,807	2,591,414		
FSN08	Annual Basic	34,293,811	35,852,621	37,411,431	38,970,241	40,529,051	42,087,861	43,646,671	45,205,481	46,764,291	48,323,101	49,881,911	51,440,721	1,556,810
MBA	3,894,228	3,894,228	3,894,228	3,894,228	3,894,228	3,894,228	3,894,228	3,894,228	3,894,228	3,894,228	3,894,228	3,894,228		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	38,988,039	40,546,849	42,105,659	43,664,469	45,223,279	46,782,089	48,340,899	49,899,709	51,458,519	53,017,329	54,576,139	56,134,949	57,693,759	
Pay/pp	1,489,540	1,559,484	1,629,428	1,699,372	1,769,316	1,839,260	1,909,204	1,979,148	2,049,092	2,119,036	2,188,980	2,258,924		
FSN07	Annual Basic	25,208,782	26,354,636	27,500,490	28,646,344	29,792,198	30,938,052	32,083,906	33,229,760	34,375,614	35,521,468	36,667,322	37,813,176	1,146,864
MBA	2,587,241	2,587,241	2,587,241	2,587,241	2,587,241	2,587,241	2,587,241	2,587,241	2,587,241	2,587,241	2,587,241	2,587,241		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	28,606,023	29,751,877	30,897,731	32,043,585	33,189,439	34,335,293	35,481,147	36,626,001	37,771,855	38,917,709	40,063,563	41,209,417	42,355,271	
Pay/pp	1,100,232	1,144,303	1,188,374	1,232,446	1,276,517	1,320,588	1,364,660	1,408,731	1,452,802	1,496,873	1,540,944	1,585,015		
FSN06	Annual Basic	21,834,276	22,826,743	23,819,210	24,811,677	25,804,144	26,796,611	27,789,078	28,781,545	29,774,012	30,766,479	31,758,946	32,751,413	992,467
MBA	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	23,837,515	24,829,982	25,822,449	26,814,916	27,807,383	28,799,850	29,792,317	30,784,784	31,777,251	32,769,718	33,762,185	34,754,652	35,747,119	
Pay/pp	916,828	954,959	993,171	1,031,343	1,069,515	1,107,687	1,145,858	1,184,030	1,222,202	1,260,374	1,298,546	1,336,717		
FSN05	Annual Basic	18,980,728	19,843,488	20,706,248	21,569,008	22,431,768	23,294,528	24,157,288	25,020,048	25,882,808	26,745,568	27,608,328	28,471,088	862,760
MBA	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	20,983,967	21,846,727	22,709,487	23,572,247	24,435,007	25,297,767	26,160,527	27,023,287	27,886,047	28,748,807	29,611,567	30,474,327	31,337,087	
Pay/pp	807,076	840,259	873,442	906,625	939,808	972,991	1,006,174	1,039,357	1,072,540	1,105,723	1,138,906	1,172,089		
FSN04	Annual Basic	16,794,515	17,557,902	18,321,289	19,084,676	19,848,063	20,611,450	21,374,837	22,138,224	22,901,611	23,665,000	24,428,388	25,191,776	763,367
MBA	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	18,797,754	19,561,141	20,324,528	21,087,915	21,851,302	22,614,689	23,378,076	24,141,463	24,904,850	25,668,237	26,431,624	27,195,011	27,958,398	
Pay/pp	722,981	752,352	781,713	811,074	840,435	869,796	899,157	928,518	957,879	987,240	1,016,601	1,045,962		
FSN03	Annual Basic	14,683,621	15,539,240	16,394,859	17,250,478	18,106,097	18,961,716	19,817,335	20,672,954	21,528,573	22,384,192	23,239,811	24,095,430	855,619
MBA	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239		
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000		
Annual Pay	16,886,860	17,542,479	18,298,098	19,053,717	19,809,336	20,564,955	21,320,574	22,076,193	22,831,812	23,587,431	24,343,050	25,098,669	25,854,288	
Pay/pp	648,725	674,711	700,696	726,681	752,667	778,652	804,637	830,623	856,608	882,594	908,579	934,564		

Kampala, Uganda
Effective: 08/26/2012
Ref State 2012-43719

45 HOUR WORK WEEK
LOCAL COMPENSATION PLAN
STATE, USAID, CDC, PEACE CORPS

GRADE	STEP 1												WGL
	Annual Basic	Annual Pay	Meal Allowance	Annual Pay	Meal Allowance	Annual Pay	Meal Allowance	Annual Pay	Meal Allowance	Annual Pay	Meal Allowance	Annual Pay	
FNS02	13,514,704	14,128,009	14,743,314	15,357,619	15,971,924	16,586,229	17,200,534	17,814,839	18,429,144	19,043,449	19,657,754	20,272,059	814,206
MBA	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	
Annual Pay	15,517,943	16,132,248	16,746,553	17,360,858	17,975,163	18,589,468	19,203,773	19,818,078	20,432,383	21,046,688	21,660,993	22,275,298	
Pay/pp	596,844	620,471	644,098	667,725	691,352	714,980	738,607	762,234	785,861	809,488	833,115	856,742	
FNS01	10,834,921	11,327,417	11,819,913	12,312,409	12,804,905	13,297,401	13,789,897	14,282,393	14,774,889	15,267,385	15,759,881	16,252,377	482,408
MBA	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	1,203,239	
Meal Allowance	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	800,000	
Annual Pay	12,838,160	13,330,656	13,823,152	14,315,648	14,808,144	15,300,640	15,793,136	16,285,632	16,778,128	17,270,624	17,763,120	18,255,616	
Pay/pp	493,775	512,718	531,660	550,602	569,544	588,486	607,428	626,370	645,313	664,255	683,197	702,139	

GRADE

STEP 1

STEP 2

STEP 3

STEP 4

STEP 5

STEP 6

STEP 7

STEP 8

STEP 9

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STEP 12

WGL

FNS08

Annual Basic

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Annual Pay

Kampala, Uganda
Effective: 06/07/2009
Ref. State 2009-26241

40 HOUR WORK WEEK
LOCAL COMPENSATION PLAN
ERR-FSN - \$10-09 NURSE
STATE, USAID, CDC, PEACE CORPS

GRADE
FSN 09 Annual Basic
Pay/PP

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	WGI
39,060	40,835	42,810	44,385	46,160	47,835	49,710	51,485	53,260	55,035	56,810	58,585	1,776
1,502	1,571	1,639	1,707	1,773	1,844	1,912	1,980	2,048	2,117	2,185	2,253	

Kampala, Uganda
Effective: 06/07/2009
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40 HOUR WORK WEEK
LOCAL COMPENSATION PLAN
ERR-FSN - \$10-08 NURSE
STATE, USAID, CDC, PEACE CORPS

GRADE
FSN 08 Annual Basic
Pay/PP

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	WGI
36,178	37,822	39,466	41,110	42,754	44,398	46,042	47,686	49,330	50,974	52,618	54,262	1,644
1,391	1,455	1,518	1,581	1,644	1,708	1,771	1,834	1,897	1,961	2,024	2,087	