

Local Compensation Plan
STATE, DIA, OMC, USAID, USDA, SSA
SANA'A, REPUBLIC OF YEMEN
40 Hour Workweek Schedule

Effective Date: JANUARY 03, 2010

Regular Salary Steps

GRADE	1	2	3	4	5	6	7	8	9	10	11
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FSN 12											
Basic Rate	\$ 26,918	\$ 28,264	\$ 29,610	\$ 30,956	\$ 32,302	\$ 33,648	\$ 34,994	\$ 36,340	\$ 37,686	\$ 39,032	\$ 40,378
Bonus	\$ 2,153	\$ 2,261	\$ 2,369	\$ 2,476	\$ 2,584	\$ 2,692	\$ 2,800	\$ 2,907	\$ 3,015	\$ 3,123	\$ 3,230
MBA	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561
UCWA	\$ 4,038	\$ 4,240	\$ 4,442	\$ 4,643	\$ 4,845	\$ 5,047	\$ 5,249	\$ 5,451	\$ 5,653	\$ 5,855	\$ 6,057
Total	\$ 33,670	\$ 35,326	\$ 36,981	\$ 38,637	\$ 40,292	\$ 41,948	\$ 43,604	\$ 45,259	\$ 46,915	\$ 48,570	\$ 50,226

FSN 11											
Basic Rate	\$ 24,481	\$ 25,705	\$ 26,929	\$ 28,153	\$ 29,377	\$ 30,601	\$ 31,825	\$ 33,049	\$ 34,273	\$ 35,497	\$ 36,721
Bonus	\$ 1,958	\$ 2,056	\$ 2,154	\$ 2,252	\$ 2,350	\$ 2,448	\$ 2,546	\$ 2,644	\$ 2,742	\$ 2,840	\$ 2,938
MBA	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561
UCWA	\$ 3,672	\$ 3,856	\$ 4,039	\$ 4,223	\$ 4,407	\$ 4,590	\$ 4,774	\$ 4,957	\$ 5,141	\$ 5,325	\$ 5,508
Total	\$ 30,673	\$ 32,178	\$ 33,684	\$ 35,189	\$ 36,695	\$ 38,200	\$ 39,706	\$ 41,211	\$ 42,717	\$ 44,222	\$ 45,728

FSN 10											
Basic Rate	\$ 19,321	\$ 20,287	\$ 21,253	\$ 22,219	\$ 23,185	\$ 24,151	\$ 25,117	\$ 26,083	\$ 27,049	\$ 28,015	\$ 28,981
Bonus	\$ 1,546	\$ 1,623	\$ 1,700	\$ 1,778	\$ 1,855	\$ 1,932	\$ 2,009	\$ 2,087	\$ 2,164	\$ 2,241	\$ 2,318
MBA	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561
UCWA	\$ 2,898	\$ 3,043	\$ 3,188	\$ 3,333	\$ 3,478	\$ 3,623	\$ 3,768	\$ 3,912	\$ 4,057	\$ 4,202	\$ 4,347
Total	\$ 24,326	\$ 25,514	\$ 26,702	\$ 27,890	\$ 29,079	\$ 30,267	\$ 31,455	\$ 32,643	\$ 33,831	\$ 35,019	\$ 36,208

FSN 09											
Basic Rate	\$ 16,103	\$ 16,908	\$ 17,713	\$ 18,518	\$ 19,323	\$ 20,128	\$ 20,933	\$ 21,738	\$ 22,543	\$ 23,348	\$ 24,153
Bonus	\$ 1,288	\$ 1,353	\$ 1,417	\$ 1,481	\$ 1,546	\$ 1,610	\$ 1,675	\$ 1,739	\$ 1,803	\$ 1,868	\$ 1,932
MBA	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561
UCWA	\$ 2,415	\$ 2,536	\$ 2,657	\$ 2,778	\$ 2,898	\$ 3,019	\$ 3,140	\$ 3,261	\$ 3,381	\$ 3,502	\$ 3,623
Total	\$ 20,368	\$ 21,358	\$ 22,348	\$ 23,338	\$ 24,328	\$ 25,318	\$ 26,309	\$ 27,299	\$ 28,289	\$ 29,279	\$ 30,269

FSN 08											
Basic Rate	\$ 13,426	\$ 14,097	\$ 14,768	\$ 15,439	\$ 16,110	\$ 16,781	\$ 17,452	\$ 18,123	\$ 18,794	\$ 19,465	\$ 20,136
Bonus	\$ 1,074	\$ 1,128	\$ 1,181	\$ 1,235	\$ 1,289	\$ 1,342	\$ 1,396	\$ 1,450	\$ 1,504	\$ 1,557	\$ 1,611

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MBA	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561
UCWA	\$ 2,014	\$ 2,115	\$ 2,215	\$ 2,316	\$ 2,417	\$ 2,517	\$ 2,618	\$ 2,718	\$ 2,819	\$ 2,920	\$ 3,020
Total	\$ 17,075	\$ 17,900	\$ 18,726	\$ 19,551	\$ 20,376	\$ 21,202	\$ 22,027	\$ 22,852	\$ 23,678	\$ 24,503	\$ 25,328

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[illegible]

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UCWA	\$ 915	\$ 961	\$ 1,007	\$ 1,052	\$ 1,098	\$ 1,144	\$ 1,190	\$ 1,235	\$ 1,281	\$ 1,327	\$ 1,373
Total	\$ 8,065	\$ 8,440	\$ 8,816	\$ 9,191	\$ 9,566	\$ 9,941	\$ 10,316	\$ 10,691	\$ 11,066	\$ 11,442	\$ 11,817

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FSN 02											
Basic Rate	\$ 5,275	\$ 5,539	\$ 5,803	\$ 6,067	\$ 6,331	\$ 6,595	\$ 6,859	\$ 7,123	\$ 7,387	\$ 7,651	\$ 7,915
Bonus	\$ 422	\$ 443	\$ 464	\$ 485	\$ 506	\$ 528	\$ 549	\$ 570	\$ 591	\$ 612	\$ 633
MBA	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561
UCWA	\$ 791	\$ 831	\$ 870	\$ 910	\$ 950	\$ 989	\$ 1,029	\$ 1,068	\$ 1,108	\$ 1,148	\$ 1,187
Total	\$ 7,049	\$ 7,374	\$ 7,699	\$ 8,023	\$ 8,348	\$ 8,673	\$ 8,998	\$ 9,322	\$ 9,647	\$ 9,972	\$ 10,296

FSN 01											
Basic Rate	\$ 4,626	\$ 4,857	\$ 5,088	\$ 5,319	\$ 5,550	\$ 5,781	\$ 6,012	\$ 6,243	\$ 6,474	\$ 6,705	\$ 6,936
Bonus	\$ 369	\$ 388	\$ 406	\$ 425	\$ 443	\$ 461	\$ 480	\$ 498	\$ 517	\$ 535	\$ 554
MBA	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561	\$ 561
UCWA	\$ 694	\$ 729	\$ 763	\$ 798	\$ 833	\$ 867	\$ 902	\$ 936	\$ 971	\$ 1,006	\$ 1,040
Total	\$ 6,250	\$ 6,534	\$ 6,818	\$ 7,102	\$ 7,387	\$ 7,671	\$ 7,955	\$ 8,239	\$ 8,523	\$ 8,807	\$ 9,091

Amount of WGI

\$	1,346.00

\$	1,224.00

\$	966.00

\$	805.00

\$	671.00

Amount of WGI

Amount of WGI

\$	596.00

\$	459.00

\$	417.00

\$	374.00

\$	305.00

Amount of WGI

Amount of WGI

\$	264.00

\$	231.00