AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

BPA NO.	1. CONTRACT ID CODE	PAGE	OF PAGES
		1	13

2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
01	02-03-2011		

6. ISSUED BY CODE 696

USAID/RWANDA
OFFICE OF ACQUISITION & ASSISTANCE
2657 AVENUE DE LA GENDARMERIE, KACYIRU
KIGALI, RWANDA

7. ADMINISTERED BY (If other than Item 6) CODE 696

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)

To All Applicants

CODE

FACILITY CODE

(X) X 9A. AMENDMENT OF SOLICITATION NO.

USAID-RWANDA-RFA-696-11-000001

9B. DATED (SEE ITEM 11)
01-20-2011

10A. MODIFICATION OF CONTRACT/ORDER NO. X

10B. DATED (SEE ITEM 13)

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

[X] The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers [ ] is extended, [X] is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:
(a) By completing Items 8 and 15, and returning 1 copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required) N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(X)	
	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor [ ] is not, [ ] is required to sign this document and return ____________ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

THIS RFA AMENDMENT NO.01 IS BEING ISSUED TO PROVIDE ANSWERS TO THE QUESTIONS RECEIVED FROM POTENTIAL APPLICANTS UNDER THE RFA (SEE ATTACHED).

Amendment cont'd.....

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
		LAURALEA GILPIN REGIONAL AGREEMENT OFFICER	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY (Signature of Contracting Officer)	16C. DATE SIGNED

The purpose of this Amendment No. 01 is to answer questions received by the Issuing Office by Thursday, January 27, 2011.

PLEASE NOTE: The closing date for this RFA remains Monday, February 21, 2011, 3:00 P.M. Rwanda Time.

Below are USAID/Rwanda clarifications for questions arising from USAID RWANDA-RFA-696-11-000001 - "LITERACY, LANGUAGE AND LEARNING" - EARLY LITERACY AND NUMERACY INITIATIVE PROJECT.

1) Is there a specified Facilities & Administrative rate which should be applied?

   Answer: No, this is the Indirect Cost Rate. Follow the instructions on page 8 of the RFA for submission of this rate.

2) Per the terms of the RFA, we understand that a Cost-Share match of 10% of the total amount requested is required. However, what kinds of resources does this include (i.e., personnel, facilities/space, etc.)?

   Answer: See 22 CFR 226.23 to see what constitutes cost share.

3) Are there any blanket waivers in effect which will apply to this award?

   Answer: **No**

4) For the electronic submission of the application, please advise if there is a MB limit per email or a limit on the number of attachments per email.

   Answer: Yes, there is a 20 MB limit per email including attachments. Your submission should be in 2 parts, technical and cost.

5) Please confirm that Microsoft Office 2003 is an acceptable format for the submission documents of documents that must be in Microsoft format.

   Answer: Yes, Microsoft 2003 is an acceptable format.

6) On pages 8-9, the RFA requests several cost documents from the applicant (i.e. SF 424/A, Certifications, NICRA, Evidence of responsibility, etc.). Are these items required from each proposed subgrantee or subcontractor, or only from the prime? If so, please clarify which documents are required, if not all documents are required.

   Answer: The cost documents are required from the prime. See 22 CFR 226.47 – 51 for responsibilities of contractor toward sub-contractors.

7) On page 9, the RFA states: "**Cost Sharing or Matching:** The minimum cost share for this RFA is **10%** of the total USAID funds. Applications with a cost share less than this are non-responsive and will not be considered for award." Would USAID accept leveraging as opposed instead of Cost Sharing?

   Answer: See ADS 303.3.10.2 for acceptable leveraging.

8) Is it USAID's intention that the project will be housed in the Ministry of Education? What facilities for housing the project might be available to the project in such circumstances, and should the project budget therefore assume that at least some project space will be provided by the Government of Rwanda?

   Answer: Any proposed LTTA embedded at the Ministry can expect to have office space, but not beyond that.

9) Should the project also budget for separate space, such as a compound?

   Answer: The project should budget for the space required to perform the award.

10) Is the Chief of Party the policy advisor mentioned in section 5.4, page 36, or is USAID anticipating a separate policy advisor position?

    Answer: Decision is up to applicants.

11) Taking into account that the project will eventually have to reach the many thousands of teachers in primary levels in Rwanda, does USAID have any guidance in terms of their expectations for the intensity or duration of the teacher training?

    Answer: Applicants should propose, guided by best practices.

12) Will the project be able to use MINEDUC warehousing facilities and distribution services for instructional materials or is this to be covered under the agreement budget?

    Answer: Applicants should propose the most effective methods of achieving the project's multiple objectives within the specified timeframe. No prior agreement with MINEDUC exists for this project's use of warehousing facilities and distribution services.

13) In terms of source and origin restrictions, which USAID geographic codes are applicable to this agreement for procurement of goods/services?

    Answer: Code 935

14) For the emailed submission of the Technical Proposal, should this include the various grants.gov forms as well as the sections outlined in the RFA?

Answer: Follow the Technical Application format in Section A, Part I of the RFA.

15) Can USAID provide the USAID/Rwanda Local Compensation Plan?

Answer: Yes, it is attached.

16) Would a program geared to the literacy of adults, namely parents and those who work with children such as teachers and school officials benefiting from English literacy and training in pedagogical skills and deployment of materials/resources fall within the scope of this RFA?

Answer: The main objective of this project is to strengthen teaching and learning in Rwanda so that children leave primary school with strong literacy and numeracy skills. If applicant deems proposed program is critical to meeting the main objective, and all other objectives of the project are met within the budget and timeframe, then acceptable to propose.

17) Can adult education itself be the focus of a successful application (i.e a program on business communications, including customer service, reading technical manuals, filling out job applications, computer literacy etc)?

Answer: The main objective of this program is to strengthen teaching and learning in Rwanda so that children leave primary school with strong literacy and numeracy skills.

18) With respect to the technological infrastructure in Rwanda, does a program that utilizes, in part, technological interfaces such as blended learning or even online learning fall within the RFA guidelines?

Answer: The RFA lists ICT as one of the guiding principles for the initiative and encourages applicants to explore nontraditional, innovative methods of enhancing teaching and learning.

19) The RFA focus is primary education, but would USAID be open to incorporate activities related to transition from ECCD to primary education? At least for 5-6 year olds preparing to enter primary school?

Answer: The main objective of this project is to strengthen teaching and learning in Rwanda so that children leave primary school with strong literacy and numeracy skills. If applicant deems proposed program is critical to meeting the main objective, and all other objectives of the project are met within the budget and timeframe, then acceptable to propose.

20) What happens to French language learning? Even though the RFA is for strengthening English & Kinyarwanda, the project will require a lot of translation issues on French/English as most teachers and some children are speaking French. What is the expectation on the role the multilingual education will play on early literacy?

Answer: In 2009, the Government of Rwanda established English as the Language of Instruction in schools. The government is expected to modify this decision to establish Kinyarwanda as the Language of Instruction for grades 1-3. French is still offered as a language for study, beginning in S1 (7^{th} grade).

21) On page 29, the RFA outlines the mixed management model. What role will USAID/Rwanda play in successful applicants in negotiating placement of project staff within the MINEDUC, facilitating key contacts and lines of authority?

Answer: USAID/Rwanda intends to support the successful applicant in negotiating placement of project staff within the MINEDUC, and facilitating key contacts and lines of authority.

22) On page 32, the RFA states that “nationwide coverage is expected over the life of the project.” Does this mean that proponents should cover all schools in the country, or does it mean that all districts should be covered by the project (which could mean that only selected schools/sectors are covered within a district)?

Answer: All primary schools in the country should be covered by the end of the five years.

23) On page 39, the RFA states that proponents should budget for independent midterm and final evaluations within the program budget. Does USAID expect that successful applicants will apply the recently released USAID guidelines on Monitoring and Evaluation? Are there rough benchmarks on how much should be set aside for these external evaluations? (Cost will be dependent on which entity does the external evaluations; will it be USAID determining this, or will it be something that the Recipient and USAID will decide on jointly?)

Answer: The RFA is amended to state that the impact evaluations will be funded and administered separately.

24) Nationwide Geographic coverage : Does it mean:
- Being present in all Provinces and Districts at the same time?
- Being present in all Provinces and Districts progressively?

Answer: Progressively – rollout strategy should describe the proposed progression.

25) Is this a new contract or an existing one?

Answer: This is a new award.

26) Please provide the option year prices for the contract.

Answer: USAID may not extend an award through the exercise of an option clause for an Assistance Agreement, see ADS 303.3.6.5.a.

27) Will there be a pre-proposal conference?

Answer: No

28) Will USAID-Rwanda accept a proposal which focuses solely on the Literacy component?

Answer: No.

29) Is there a web page (or can a document be emailed to me) where I can find a list/chart of the maximum daily rate(s) of pay allowed by USAID for Consultants/Contractors, who will be paid on a stipend/honorarium basis?

Answer: The standard that USAID uses to determine the "USAID contractor salary threshold" (CST), formerly known as the "maximum daily rate" can be found at www.usaid.gov/business/faqombudsman.html.

33) How does the project goal of achieving proficient literacy among 100,000 children in the first three grades by 2015 relate to the GoR's goal of assuring all of its children a comprehensive quality basic education by 2015? There seem to be a little more than 300,000 Rwandan children in each age cohort -- just under a total of one million for grades P1-P3. It has been estimated that only a quarter of them live in urban areas. Is it essential that this project demonstrate cost effective approaches to literacy, language and learning that, given constraints on financial and human resources, can realistically be scaled to all of Rwanda's school-aged children by 2015, or shortly thereafter?

Answer: The main objective of this project is to strengthen teaching and learning in Rwanda so that **all** children leave primary school with strong literacy and numeracy skills. A solid foundation in early literacy and numeracy is fundamental to the GoR's goal of quality basic education as described in the Education Sector Strategic Plan.

34) The RFA asks the Respondent to "incorporate proven instructional methods." (p.30) It also calls for the "development and initiation of new methods for teaching literacy and numeracy in the early grades." (p. 33) Sometimes "best practices" are still not good enough to achieve desired goals. Do such "new methods" also need to be "proven methods" or will the development and evaluation of truly innovative approaches to literacy and numeracy be encouraged?

Answer: The RFA encourages applicants to explore nontraditional, innovative methods of enhancing teaching and learning (4.7). The RFA also states that rollout of interventions should be evidence-based (4.10).

35) Although "Numeracy" appears in the RFA subtitle, the RFA emphasizes Literacy. What is expected concerning the learning of basic numeracy?

Answer: The main objective of this project is to strengthen teaching and learning in Rwanda so that children leave primary school with strong literacy and numeracy skills. Within literacy and numeracy, greater weight should be given to literacy (pg 32). Applicants are to propose benchmarks for literacy and numeracy.

36) The GoR has invested heavily in the training and development of educational leaders. Is additional in-country and international graduate-level training of Rwandan educators in "literacy, language and learning" within the scope of the RFA?

Answer: The main objective of this project is to strengthen teaching and learning in Rwanda so that children leave primary school with strong literacy and numeracy skills. If applicant deems proposed program is critical to meeting the main objective, and all other objectives of the project are met within the budget and timeframe, then acceptable to propose.

37) There is no mention in the RFA of "open educational resources," as distinct from proprietary, for-profit content that has restricted licenses. The cost advantages and the adaptability of OER constitute a substantial benefit to developing countries. Will USAID give priority to proposals that increase the availability of open educational resources?

Answer: No preference will be given to proposals with open versus proprietary licenses. However, all products developed with this project's funding will be considered a public good and thus open source.

38) The RFA encourages the involvement of multiple parties and, in particular, partnerships with Rwandan organizations. Will priority be given to organizations whose missions focus primarily on Rwandan capacity building and social benefits to Rwanda, as distinct from organizations also seeking to generate a financial profit from this project?

Answer: It is USAID policy not to award profit under assistance instruments. No funds shall be paid as profit to any recipient that is a commercial organization, 22 CFR 226.81.

39) The RFA calls for a national educational radio program. Is USAID open to supporting the development of a national network of low-power community radio stations that enables communities to create their own local programming as well as to broadcast national programs?

Answer: If an applicant believes this is a necessary and cost-effective means of meeting the project's objectives within the budget and specified timeframe, then it is acceptable to propose.

40) The MoE has discussed the need to upgrade the national examinations system. These examinations determine to a great extent what schools focus upon and what students learn. The RFA mentions RNEC as a potential project partner. Is reformation of the basic literacy and numeracy portions of the Rwandan examinations system within the scope of the RFA?

Answer: Page 36 of the RFA: "Help RNEC to develop P6 national examination questions that assess thinking skills required for a knowledge economy…"

41) The RFA seems to focus upon improving students' technical language skills necessary for employment and economic development. There is little or no mention of the skills required for personal development and community building. Is the RFA open to the development of literacy materials that provide learning related both to personal and community development as well as economic development?

Answer: The aim of this program is to strengthen teaching and learning in Rwanda so that children leave primary school with strong literacy and numeracy skills. These skills, aided by improvements in active teaching methods that the program will support, will give Rwandan children the foundation and tools needed for developing analytical, critical thinking, and communication skills.

42) The RFA requires a 10% cost sharing or matching. Does this mean the Respondent will need to invest $2.2m in non-USAID funds in order to qualify for this grant? Is it expected that some or all of these funds will come from the Rwandan government, in part as "in kind" contributions? Or does this require a $2.2m cash contribution from other sources?

Answer: See CFR §226.23 to see what constitutes cost share. Cost share will not come from the Rwandan government.

44) On page 2 of the solicitation USAID states that the total amount of funding is US$22 million while on page 23 the total amount of funding is an estimated range of US$20-22; for budgeting purposes could USAID please clarify if the funding amount is $22 million or is it a range of funding from US$20-22 million?

Answer: The estimated range is US$20-22 million. We are looking for best value proposals.

45) Can USAID clarify if detail budgets are required at the time of submission for proposed sub grantees?

Answer: See the response to number 6 above.

46) Can USAID provide guidance on what percentage of the budget should be earmarked for M & E activities?

Answer: According to USAID's regulation ADS 203, 5-10% of the funds for the project should be allocated to M&E activities. Applicants should propose an M&E budget based on their judgment of M&E that is adequate for the intervention (e.g. assists with teacher motivation or building community/family support), for stakeholder accountability, and contributes to learning about effective literacy and numeracy approaches.

47) Please can you let me know whether under USAID regulations, a subgrantee can include an indirect cost rate as part of the application?

Answer: See the response to number 6 above.

48) A new USAID Evaluation Policy was released on January 19, 2011 (http://www.usaid.gov/evaluation/). Does USAID/Rwanda plan to conduct and finance a separate external impact evaluation for this project?

Answer: See answer to Question 23.

49) Can we include the M&E indicator table as an attachment in our application?

Answer: Yes.

50) Page 32 of the RFA presents the relative weights of each component in a table showing percentages assigned to each component. Please explain if these percentage weights are an indication of how the resources in the budget are to be assigned or state if the percentages refer to something else.

Answer: The table roughly correlates to budget. Applicants are free to propose different budget distributions that they believe would be more effective in meeting the project goals.

51) Could USAID clarify whether or not it expects the project implementation to include distribution of textbooks selected by the NCDC?

Answer: NCDC will continue to distribute their textbooks using their own delivery systems.

Amendments to RFA:

Section 6.1 Monitoring and Evaluation

Paragraph 2, after sentence 2, insert:
Performance indicators should include measurement of students' literacy and numeracy progress (using the continuous assessment which best practices suggest should be part of effective interventions), and measurement of literacy should include children's ability to read with comprehension.

Change 1st sentence of Paragraph 4 to:
Independent and external mid-term and final evaluation of program activities and directions will be funded and commissioned separate from the program budget. (rest remains the same)

KIGALI, RWANDA

REVISED
LOCAL COMPENSATION PLAN FOR
AMERICAN EMBASSY, AID, ... AND ...

EFFECTIVE DATE: DECEMBER 4, 2010
PER 10 STATE 122167 DATED NOVEMBER 30, 2010

Page 1 of 3

GRADE/STEP	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	WGI
FSN-1															
BASIC RATE	1,203,671	1,268,484	1,333,297	1,398,110	1,462,923	1,527,736	1,592,549	1,657,362	1,722,175	1,786,988	1,851,801	1,916,614	1,981,427	2,046,240	64,813
TRANSPORT	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	
HOUSING	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	
B+T+H+M+B	1,705,895	1,770,708	1,835,521	1,900,334	1,965,147	2,029,960	2,094,773	2,159,586	2,224,399	2,289,212	2,354,025	2,418,838	2,483,651	2,548,464	
XMAS BONUS	100,266	105,665	111,064	116,463	121,861	127,260	132,659	138,058	143,457	148,856	154,255	159,654	165,053	170,452	
TOTAL BR+T-	1,806,161	1,876,373	1,946,585	2,016,797	2,087,008	2,157,220	2,227,432	2,297,644	2,367,856	2,438,068	2,508,280	2,578,492	2,648,704	2,718,916	
FSN-2															
BASIC RATE	1,595,237	1,681,134	1,767,031	1,852,928	1,938,825	2,024,722	2,110,619	2,196,516	2,282,413	2,368,310	2,454,207	2,540,104	2,626,001	2,711,898	85,897
TRANSPORT	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	
HOUSING	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	136,690	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	
B+T+H+M+B	2,097,461	2,183,358	2,269,255	2,355,152	2,441,049	2,526,946	2,612,843	2,698,740	2,784,637	2,870,534	2,956,431	3,042,328	3,128,225	3,214,122	
XMAS BONUS	132,883	140,038	147,194	154,349	161,504	168,659	175,815	182,970	190,125	197,280	204,435	211,591	218,746	225,901	
TOTAL BR+T	2,230,344	2,323,396	2,416,449	2,509,501	2,602,553	2,695,605	2,788,658	2,881,710	2,974,762	3,067,814	3,160,866	3,253,919	3,346,971	3,440,023	
FSN-3															
BASIC RATE	2,634,573	2,776,435	2,918,297	3,060,159	3,202,021	3,343,883	3,485,745	3,627,607	3,769,469	3,911,331	4,053,193	4,195,055	4,336,917	4,478,779	141,862
TRANSPORT	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	
HOUSING	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	
B+T+H+M+B	3,164,439	3,306,301	3,448,163	3,590,025	3,731,887	3,873,749	4,015,611	4,157,473	4,299,335	4,441,197	4,583,059	4,724,921	4,866,783	5,008,645	
XMAS BONUS	219,460	231,277	243,094	254,911	266,728	278,545	290,363	302,180	313,997	325,814	337,631	349,448	361,265	373,082	
TOTAL BR+T-	3,383,899	3,537,578	3,691,257	3,844,936	3,998,615	4,152,294	4,305,974	4,459,653	4,613,332	4,767,011	4,920,690	5,074,369	5,228,048	5,381,727	
FSN-3 (48 Work Week Schedule)															
BASIC RATE	3,161,488	3,331,722	3,501,956	3,672,190	3,842,424	4,012,658	4,182,892	4,353,126	4,523,360	4,693,594	4,863,828	5,034,062	5,204,296	5,374,530	170,234
TRANSPORT	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	153,148	
HOUSING	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	164,332	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	109,279	
B+T+H+M+B	3,691,354	3,861,588	4,031,822	4,202,056	4,372,290	4,542,524	4,712,758	4,882,992	5,053,226	5,223,460	5,393,694	5,563,928	5,734,162	5,904,396	
XMAS BONUS	263,352	277,533	291,713	305,893	320,074	334,254	348,435	362,615	376,796	390,976	405,157	419,337	433,518	447,698	
TOTAL BR+T-	3,954,706	4,139,120	4,323,535	4,507,949	4,692,364	4,876,778	5,061,193	5,245,607	5,430,022	5,614,436	5,798,851	5,983,265	6,167,680	6,352,094	
FSN-4															
BASIC RATE	3,715,853	3,915,937	4,116,021	4,316,105	4,516,189	4,716,273	4,916,357	5,116,441	5,316,525	5,516,609	5,716,693	5,916,777	6,116,861	6,316,945	200,084
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	
HOUSING	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	
B+T+H+M+B	4,581,512	4,781,596	4,981,680	5,181,764	5,381,848	5,581,932	5,782,016	5,982,100	6,182,184	6,382,268	6,582,352	6,782,436	6,982,520	7,182,604	
XMAS BONUS	309,531	326,198	342,865	359,532	376,199	392,866	409,533	426,200	442,867	459,534	476,201	492,868	509,535	526,202	
TOTAL BR+T-	4,891,043	5,107,794	5,324,545	5,541,296	5,758,047	5,974,798	6,191,549	6,408,300	6,625,051	6,841,802	7,058,553	7,275,304	7,492,055	7,708,806	
FSN-4 (48 Hour Work Schedule)															
BASIC RATE	4,459,024	4,699,125	4,939,226	5,179,327	5,419,428	5,659,529	5,899,630	6,139,731	6,379,832	6,619,933	6,860,034	7,100,135	7,340,236	7,580,337	240,101
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	313,908	
HOUSING	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	318,365	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	130,279	
B+T+H+M+B	5,324,683	5,564,784	5,804,885	6,044,986	6,285,087	6,525,188	6,765,289	7,005,390	7,245,491	7,485,592	7,725,693	7,965,794	8,205,895	8,445,996	
XMAS BONUS	371,437	391,437	411,438	431,438	451,438	471,439	491,439	511,440	531,440	551,440	571,441	591,441	611,442	631,442	
TOTAL BR+T-	5,696,120	5,956,221	6,216,323	6,476,424	6,736,525	6,996,627	7,256,728	7,516,830	7,776,931	8,037,032	8,297,134	8,557,235	8,817,337	9,077,438	

KIGALI, RWANDA

REVISED
LOCAL COMPENSATION PLAN FOR
AMERICAN EMBASSY, AID, IDC AND DAO

EFFECTIVE DATE: DECEMBER 4, 2010
PER 10 STATE 122867 DATED NOVEMBER 30, 2010

GRADE/STEP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FSN-5							
BASIC RATE	4,075,180	4,294,613	4,514,046	4,733,479	4,952,912	5,172,345	5,391,778
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908
HOUSING	318,365	318,365	318,365	318,365	318,365	318,365	318,365
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107
MISC	130,279	130,279	130,279	130,279	130,279	130,279	130,279
B+T+H+M+M	4,940,839	5,160,272	5,379,705	5,599,138	5,818,571	6,038,004	6,257,437
XMAS BONUS	339,462	357,741	376,020	394,299	412,578	430,856	449,135
TOTAL BR+T-	5,280,301	5,518,013	5,755,725	5,993,437	6,231,149	6,468,860	6,706,572
FSN-6							
BASIC RATE	5,069,802	5,342,791	5,615,780	5,888,769	6,161,758	6,434,747	6,707,736
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908
HOUSING	614,597	614,597	614,597	614,597	614,597	614,597	614,597
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107
MISC	212,167	212,167	212,167	212,167	212,167	212,167	212,167
B+T+H+M+B	6,313,581	6,586,570	6,859,559	7,132,548	7,405,537	7,678,526	7,951,515
XMAS BONUS	422,315	445,054	467,794	490,534	513,274	536,014	558,754
TOTAL BR+T-	6,735,896	7,031,624	7,327,353	7,623,082	7,918,811	8,214,540	8,510,269
FSN-7							
BASIC RATE	5,964,917	6,286,105	6,607,293	6,928,481	7,249,669	7,570,857	7,892,045
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908
HOUSING	750,448	750,448	750,448	750,448	750,448	750,448	750,448
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107
MISC	212,167	212,167	212,167	212,167	212,167	212,167	212,167
B+T+H+M+B	7,344,547	7,665,735	7,986,923	8,308,111	8,629,299	8,950,487	9,271,675
XMAS BONUS	496,878	523,633	550,388	577,142	603,897	630,652	657,407
TOTAL BR+T-	7,841,425	8,189,368	8,537,311	8,885,253	9,233,196	9,581,139	9,929,082
FSN-8							
BASIC RATE	6,863,229	7,232,787	7,602,345	7,971,903	8,341,461	8,711,019	9,080,577
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908
HOUSING	848,085	848,085	848,085	848,085	848,085	848,085	848,085
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107
MISC	212,167	212,167	212,167	212,167	212,167	212,167	212,167
B+T+H+M+B	8,340,496	8,710,054	9,079,612	9,449,170	9,818,728	10,188,286	10,557,844
XMAS BONUS	571,707	602,491	633,275	664,060	694,844	725,628	756,412
TOTAL BR+T-	8,912,203	9,312,545	9,712,887	10,113,230	10,513,572	10,913,914	11,314,256
FSN-9(ERR-FSN-310) ONLY BASIC RATE AND XMASBONUS ARE DENOMINATED IN U.S. DOLLARS							
BASIC RATE	36,644	38,617	40,590	42,563	44,536	46,509	48,482
FSN-10							
BASIC RATE	8,507,036	8,965,107	9,423,178	9,881,249	10,339,320	10,797,391	11,255,462
TRANSPORT	827,157	827,157	827,157	827,157	827,157	827,157	827,157
HOUSING	848,085	848,085	848,085	848,085	848,085	848,085	848,085
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107
MISC	517,998	517,998	517,998	517,998	517,998	517,998	517,998
B+T+H+M+B	10,803,383	11,261,454	11,719,525	12,177,596	12,635,667	13,093,738	13,551,809
XMAS BONUS	707,636	746,793	784,951	823,108	861,265	899,423	937,580
TOTAL BR+T-	11,511,019	12,008,247	12,504,476	13,000,704	13,496,932	13,993,161	14,489,389

GRADE/STEP	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	WIC
FSN-5								
BASIC RATE	5,611,211	5,830,644	6,050,077	6,269,510	6,488,943	6,708,376	6,927,809	219,433
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908	
HOUSING	318,365	318,365	318,365	318,365	318,365	318,365	318,365	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	130,279	130,279	130,279	130,279	130,279	130,279	130,279	
B+T+H+M+M	6,476,870	6,696,303	6,915,736	7,135,169	7,354,602	7,574,035	7,793,468	
XMAS BONUS	467,414	485,693	503,971	522,250	540,529	558,808	577,086	
TOTAL BR+T-	6,944,284	7,181,996	7,419,707	7,657,419	7,895,131	8,132,843	8,370,554	
FSN-6								
BASIC RATE	6,980,725	7,253,714	7,526,703	7,799,692	8,072,681	8,345,670	8,618,659	272,989
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908	
HOUSING	614,597	614,597	614,597	614,597	614,597	614,597	614,597	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	212,167	212,167	212,167	212,167	212,167	212,167	212,167	
B+T+H+M+B	8,224,504	8,497,493	8,770,482	9,043,471	9,316,460	9,589,449	9,862,438	
XMAS BONUS	581,494	604,234	626,974	649,714	672,454	695,194	717,934	
TOTAL BR+T-	8,805,998	9,101,727	9,397,456	9,693,185	9,988,914	10,284,643	10,580,372	
FSN-7								
BASIC RATE	8,213,233	8,534,421	8,855,609	9,176,797	9,497,985	9,819,173	10,140,361	321,188
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908	
HOUSING	750,448	750,448	750,448	750,448	750,448	750,448	750,448	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	212,167	212,167	212,167	212,167	212,167	212,167	212,167	
B+T+H+M+B	9,592,863	9,914,051	10,235,239	10,556,427	10,877,615	11,198,803	11,519,991	
XMAS BONUS	684,162	710,917	737,672	764,427	791,182	817,937	844,692	
TOTAL BR+T-	10,277,025	10,624,968	10,972,911	11,320,854	11,668,797	12,016,740	12,364,683	
FSN-8								
BASIC RATE	9,450,135	9,819,693	10,189,251	10,558,809	10,928,367	11,297,925	11,667,483	369,558
TRANSPORT	313,908	313,908	313,908	313,908	313,908	313,908	313,908	
HOUSING	848,085	848,085	848,085	848,085	848,085	848,085	848,085	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	212,167	212,167	212,167	212,167	212,167	212,167	212,167	
B+T+H+M+B	10,927,402	11,296,960	11,666,518	12,036,076	12,405,634	12,775,192	13,144,750	
XMAS BONUS	787,196	817,980	848,765	879,549	910,333	941,117	971,901	
TOTAL BR+T-	11,714,598	12,114,940	12,515,283	12,915,625	13,315,967	13,716,309	14,116,651	
FSN-9(ERR-FSN-310) ONLY BASIC RATE AND XMASBONUS ARE DENOMINATED IN U.S. DOLLARS								
BASIC RATE	50,455	52,428	54,401	56,374	58,347	60,320	62,293	1,973
FSN-10								
BASIC RATE	11,713,533	12,171,604	12,629,675	13,087,746	13,545,817	14,003,888	14,461,959	458,071
TRANSPORT	827,157	827,157	827,157	827,157	827,157	827,157	827,157	
HOUSING	848,085	848,085	848,085	848,085	848,085	848,085	848,085	
MEAL/BEV	103,107	103,107	103,107	103,107	103,107	103,107	103,107	
MISC	517,998	517,998	517,998	517,998	517,998	517,998	517,998	
B+T+H+M+B	14,009,880	14,467,951	14,926,022	15,384,093	15,842,164	16,300,235	16,758,306	
XMAS BONUS	975,737	1,013,895	1,052,052	1,090,209	1,128,367	1,166,524	1,204,681	
TOTAL BR+T-	14,985,617	15,481,846	15,978,074	16,474,302	16,970,531	17,466,759	17,962,987	

KIGALI, RWANDA

REVISED
LOCAL COMPENSATION PLAN FOR
AMERICAN EMBASSY, AID, CDC AND DAO

EFFECTIVE DATE DECEMBER 4, 2010
PER 10 STATE 132847 DATED NOVEMBER 30, 2010

GRADE/STEP	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	WGI
FSN-10															
BASIC RATE	10,408,614	10,969,078	11,529,542	12,090,006	12,650,470	13,210,934	13,771,398	14,331,862	14,892,326	15,452,790	16,013,254	16,573,718	17,134,182	17,694,646	560,464
TRANSPORT	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	
HOUSING	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	1,468,485	
MEAL/BEV	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	
MISC.	713,293	713,293	713,293	713,293	713,293	713,293	713,293	713,293	713,293	713,293	713,293	713,293	713,293	713,293	
B+T+H+M+B	13,320,658	14,881,122	14,441,586	15,002,050	15,562,514	16,122,978	16,683,442	17,443,906	18,004,370	18,564,834	19,125,298	19,685,762	20,246,226	20,806,690	
XMAS BONUS	867,038	913,724	960,411	1,007,097	1,053,784	1,100,471	1,147,157	1,193,844	1,240,531	1,287,217	1,333,904	1,380,591	1,427,277	1,473,964	
TOTAL BR+B	14,187,696	14,794,846	15,401,997	16,009,147	16,616,298	17,223,449	18,030,599	18,637,750	19,244,901	19,852,051	20,459,202	21,066,353	21,673,503	22,280,654	
FSN-11															
BASIC RATE	14,130,851	14,897,128	15,363,405	16,629,682	17,295,959	18,062,236	18,828,513	19,594,790	20,361,067	21,127,344	21,893,621	22,659,898	23,426,175	24,192,452	766,277
TRANSPORT	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	
HOUSING	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	1,609,436	
MEAL/BEV	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	
MISC	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	
B+T+H+M+B	17,645,013	18,311,290	19,077,567	19,843,844	20,610,121	21,376,398	22,142,675	22,908,952	23,675,229	24,441,506	25,207,783	25,974,060	26,740,337	27,506,614	
XMAS BONUS	1,085,430	1,249,261	1,313,052	1,376,923	1,440,753	1,504,584	1,568,415	1,632,246	1,696,077	1,759,908	1,823,739	1,887,570	1,951,400	2,015,231	
TOTAL BR+B	18,730,443	19,560,551	20,390,659	21,220,767	22,050,874	22,880,982	23,711,090	24,541,198	25,371,306	26,201,414	27,031,522	27,861,630	28,691,737	29,521,845	
FSN-12															
BASIC RATE	19,311,348	20,351,190	21,391,032	22,430,874	23,470,716	24,510,558	25,550,400	26,590,242	27,630,084	28,669,926	29,709,768	30,749,610	31,789,452	32,829,294	1,039,842
TRANSPORT	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	827,157	
HOUSING	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	2,009,918	
MEAL/BEV	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	303,107	
MISC	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	774,462	
B+T+H+M	23,023,992	24,063,834	25,103,676	26,143,518	27,183,360	28,223,202	29,263,044	30,302,886	31,342,728	32,382,570	33,422,412	34,462,254	35,502,096	36,543,938	
XMAS BONUS	1,609,635	1,695,254	1,781,873	1,868,492	1,955,111	2,041,729	2,128,348	2,214,967	2,301,586	2,388,205	2,474,824	2,561,443	2,648,061	2,734,680	
TOTAL BR+B	24,634,627	25,761,088	26,887,549	28,014,010	29,140,471	30,266,931	31,393,392	32,519,853	33,646,314	34,772,775	35,899,236	37,025,697	38,152,157	39,278,618	

FAMILY ALLOWANCE:

GRADE:	SPOUSE	DEPENDENT CHILDREN (NTE 8)
FSN 1-12	31,088	16,773 PER CHILD

Kit A. Junge
Management Officer
American Embassy

Dennis Weller
Mission Director
USAID

for Christophe Hurlburt
Defense Attaché
DAO

Pratima Raghunathan
~~Chief of Party~~
CDC Country Director

Mary Abrams
~~Mission Director~~
Peace Corps Country Director