



DO NOT DISTRIBUTE

To: USAID Implementing Partners
From: Jennifer L. Crow Yang, Supervisory Contracting Officer
Subject: Local Compensation Plan
Date: October 11, 2016

Effective July 10, 2016, the Local Compensation Plan (LCP) has been revised based on the results of a study done by a Washington-contracted survey company. The Local Compensation Plan (LCP) is not for public distribution. 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 Schillings (UGX):

GRADE	RANGE (Base Pay)		Within Grade Increase per Step
	Step 1	Step 12	
Grade 1 (Entry level)	18,896,295 UGX	28,344,437 UGX	858,922 UGX
Grade 2	22,183,192 UGX	33,274,778 UGX	1,008,326 UGX
Grade 3	25,598,372 UGX	38,397,554 UGX	1,163,562 UGX
Grade 4	28,796,416 UGX	43,194,624 UGX	1,308,928 UGX
Grade 5	32,417,329 UGX	48,626,005 UGX	1,473,516 UGX
Grade 6	39,800,673 UGX	59,701,015 UGX	1,809,122 UGX
Grade 7	42,954,740 UGX	64,432,108 UGX	1,952,488 UGX
Grade 8	58,497,999 UGX	87,747,010 UGX	2,659,001 UGX
Grade 9	70,549,986 UGX	105,824,984 UGX	3,206,818 UGX
Grade 10	95,814,261 UGX	143,721,384 UGX	4,355,193 UGX
Grade 11	129,178,457 UGX	193,767,696 UGX	5,871,749 UGX
Grade 12	181,579,455 UGX	272,369,187 UGX	8,253,612 UGX
Grade 13(senior level)	257,131,515 UGX	385,697,293 UGX	11,687,798 UGX

SPECIAL NOTE TO CONTRACTORS: If you hold an Acquisition Instrument, please check for compliance with your awards provisions AIDAR 752.7007 Personnel Compensation (July 2007) and Special Provision Additional Requirements for Personnel Compensation which require Contracting Officer approval for salary increases over 5%.

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