



United States Department of State 2022 Foreign Service Salary Schedule

Base Schedule

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

Class	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
1	112,890	116,277	119,765	123,358	127,059	130,870	134,797	138,840	143,006	146,757	146,757	146,757	146,757	146,757
2	91,475	94,219	97,046	99,957	102,956	106,045	109,226	112,503	115,878	119,354	122,935	126,623	130,421	134,334
3	74,122	76,346	78,636	80,995	83,425	85,928	88,506	91,161	93,896	96,712	99,614	102,602	105,680	108,851
4	60,061	61,863	63,719	65,630	67,599	69,627	71,716	73,867	76,083	78,366	80,717	83,138	85,633	88,202
5	48,667	50,127	51,631	53,180	54,775	56,418	58,111	59,854	61,650	63,499	65,404	67,367	69,388	71,469
6	43,507	44,812	46,157	47,541	48,968	50,437	51,950	53,508	55,113	56,767	58,470	60,224	62,031	63,891
7	38,894	40,061	41,263	42,501	43,776	45,089	46,441	47,835	49,270	50,748	52,270	53,838	55,454	57,117
8	34,770	35,813	36,887	37,994	39,134	40,308	41,517	42,763	44,046	45,367	46,728	48,130	49,574	51,061
9	31,083	32,015	32,976	33,965	34,984	36,034	37,115	38,228	39,375	40,556	41,773	43,026	44,317	45,646

Base Pay Cap = FS-01, Step 10, which is 146,757

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Overseas

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

21.02 %														
Class	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
1	136,619	140,718	144,940	149,288	153,767	158,379	163,131	168,024	173,066	176,300	176,300	176,300	176,300	176,300
2	110,703	114,024	117,445	120,968	124,597	128,336	132,185	136,151	140,236	144,442	148,776	153,239	157,835	162,571
3	89,702	92,394	95,165	98,020	100,961	103,990	107,110	110,323	113,633	117,041	120,553	124,169	127,894	131,731
4	72,686	74,867	77,113	79,425	81,808	84,263	86,791	89,394	92,076	94,839	97,684	100,614	103,633	106,742
5	58,897	60,664	62,484	64,358	66,289	68,277	70,326	72,435	74,609	76,846	79,152	81,528	83,973	86,492
6	52,652	54,231	55,859	57,534	59,261	61,039	62,870	64,755	66,698	68,699	70,760	72,883	75,070	77,321
7	47,070	48,482	49,936	51,435	52,978	54,567	56,203	57,890	59,627	61,415	63,257	65,155	67,110	69,123
8	42,079	43,341	44,641	45,980	47,360	48,781	50,244	51,752	53,304	54,903	56,550	58,247	59,994	61,794
9	37,617	38,745	39,908	41,104	42,338	43,608	44,917	46,264	47,652	49,081	50,554	52,070	53,632	55,241

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Washington, DC

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

31.53 %														
Class	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
1	148,484	152,939	157,527	162,253	167,121	172,133	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	120,317	123,926	127,645	131,473	135,418	139,481	143,665	147,975	152,414	156,986	161,696	166,547	171,543	176,300
3	97,493	100,418	103,430	106,533	109,729	113,021	116,412	119,904	123,501	127,205	131,022	134,952	139,001	143,172
4	78,998	81,368	83,810	86,323	88,913	91,580	94,328	97,157	100,072	103,075	106,167	109,351	112,633	116,012
5	64,012	65,932	67,910	69,948	72,046	74,207	76,433	78,726	81,088	83,520	86,026	88,608	91,266	94,003
6	57,225	58,941	60,710	62,531	64,408	66,340	68,330	70,379	72,490	74,666	76,906	79,213	81,589	84,036
7	51,157	52,692	54,273	55,902	57,579	59,306	61,084	62,917	64,805	66,749	68,751	70,813	72,939	75,126
8	45,733	47,105	48,517	49,974	51,473	53,017	54,607	56,246	57,934	59,671	61,461	63,305	65,205	67,161
9	40,883	42,109	43,373	44,674	46,014	47,396	48,817	50,281	51,790	53,343	54,944	56,592	58,290	60,038

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Alaska

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

30.42 %														
Class	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
1	147,231	151,648	156,198	160,884	165,710	170,681	175,802	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	119,302	122,880	126,567	130,364	134,275	138,304	142,453	146,726	151,128	155,661	160,332	165,142	170,095	175,198
3	96,670	99,570	102,557	105,634	108,803	112,067	115,430	118,892	122,459	126,132	129,917	133,814	137,828	141,963
4	78,332	80,682	83,102	85,595	88,163	90,808	93,532	96,337	99,227	102,205	105,271	108,429	111,683	115,033
5	63,472	65,376	67,337	69,357	71,438	73,580	75,788	78,062	80,404	82,815	85,300	87,860	90,496	93,210
6	56,742	58,444	60,198	62,003	63,864	65,780	67,753	69,785	71,878	74,036	76,257	78,544	80,901	83,327
7	50,726	52,248	53,815	55,430	57,093	58,805	60,568	62,386	64,258	66,186	68,171	70,216	72,323	74,492
8	45,347	46,707	48,108	49,552	51,039	52,570	54,146	55,772	57,445	59,168	60,943	62,771	64,654	66,594
9	40,538	41,754	43,007	44,297	45,626	46,996	48,405	49,857	51,353	52,893	54,480	56,115	57,798	59,532

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Albany, NY

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

18.68 %														
Class	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
1	133,978	137,998	142,137	146,401	150,794	155,317	159,977	164,775	169,720	174,171	174,171	174,171	174,171	174,171
2	108,563	111,819	115,174	118,629	122,188	125,854	129,629	133,519	137,524	141,649	145,899	150,276	154,784	159,428
3	87,968	90,607	93,325	96,125	99,009	101,979	105,039	108,190	111,436	114,778	118,222	121,768	125,421	129,184
4	71,280	73,419	75,622	77,890	80,226	82,633	85,113	87,665	90,295	93,005	95,795	98,668	101,629	104,678
5	57,758	59,491	61,276	63,114	65,007	66,957	68,966	71,035	73,166	75,361	77,621	79,951	82,350	84,819
6	51,634	53,183	54,779	56,422	58,115	59,859	61,654	63,503	65,408	67,371	69,392	71,474	73,618	75,826
7	46,159	47,544	48,971	50,440	51,953	53,512	55,116	56,771	58,474	60,228	62,034	63,895	65,813	67,786
8	41,265	42,503	43,777	45,091	46,444	47,838	49,272	50,751	52,274	53,842	55,457	57,121	58,834	60,599
9	36,889	37,995	39,136	40,310	41,519	42,765	44,048	45,369	46,730	48,132	49,576	51,063	52,595	54,173

Local pay cap is 174,171

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Albuquerque, NM

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.14 %														
Class	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
1	132,239	136,207	140,293	144,502	148,837	153,301	157,901	162,637	167,517	171,911	171,911	171,911	171,911	171,911
2	107,154	110,368	113,680	117,090	120,603	124,221	127,947	131,786	135,739	139,811	144,006	148,326	152,775	157,359
3	86,827	89,432	92,114	94,878	97,724	100,656	103,676	106,786	109,990	113,288	116,688	120,188	123,794	127,508
4	70,355	72,466	74,640	76,879	79,185	81,561	84,008	86,528	89,124	91,798	94,552	97,388	100,310	103,320
5	57,009	58,719	60,481	62,295	64,163	66,088	68,071	70,113	72,217	74,383	76,614	78,914	81,281	83,719
6	50,964	52,493	54,068	55,690	57,361	59,082	60,854	62,679	64,559	66,497	68,492	70,546	72,663	74,842
7	45,560	46,927	48,335	49,786	51,279	52,817	54,401	56,034	57,715	59,446	61,229	63,066	64,959	66,907
8	40,730	41,951	43,209	44,506	45,842	47,217	48,633	50,093	51,595	53,143	54,737	56,379	58,071	59,813
9	36,411	37,502	38,628	39,787	40,980	42,210	43,477	44,780	46,124	47,507	48,933	50,401	51,913	53,470

Local pay cap is 171,911

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Atlanta, GA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

22.63 %														
Class	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
1	138,437	142,590	146,868	151,274	155,812	160,486	165,302	170,259	175,368	176,300	176,300	176,300	176,300	176,300
2	112,176	115,541	119,008	122,577	126,255	130,043	133,944	137,962	142,101	146,364	150,755	155,278	159,935	164,734
3	90,896	93,623	96,431	99,324	102,304	105,374	108,535	111,791	115,145	118,598	122,157	125,821	129,595	133,484
4	73,653	75,863	78,139	80,482	82,897	85,384	87,945	90,583	93,301	96,100	98,983	101,952	105,012	108,162
5	59,680	61,471	63,315	65,215	67,171	69,185	71,262	73,399	75,601	77,869	80,205	82,612	85,091	87,642
6	53,353	54,953	56,602	58,300	60,049	61,851	63,706	65,617	67,585	69,613	71,702	73,853	76,069	78,350
7	47,696	49,127	50,601	52,119	53,683	55,293	56,951	58,660	60,420	62,232	64,099	66,022	68,003	70,043
8	42,638	43,917	45,235	46,592	47,990	49,430	50,912	52,440	54,014	55,634	57,303	59,022	60,793	62,616
9	38,117	39,260	40,438	41,651	42,901	44,188	45,514	46,879	48,286	49,734	51,226	52,763	54,346	55,976

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Austin, TX

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

18.80 %														
Class	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
1	134,113	138,137	142,281	146,549	150,946	155,474	160,139	164,942	169,891	174,347	174,347	174,347	174,347	174,347
2	108,672	111,932	115,291	118,749	122,312	125,981	129,760	133,654	137,663	141,793	146,047	150,428	154,940	159,589
3	88,057	90,699	93,420	96,222	99,109	102,082	105,145	108,299	111,548	114,894	118,341	121,891	125,548	129,315
4	71,352	73,493	75,698	77,968	80,308	82,717	85,199	87,754	90,387	93,099	95,892	98,768	101,732	104,784
5	57,816	59,551	61,338	63,178	65,073	67,025	69,036	71,107	73,240	75,437	77,700	80,032	82,433	84,905
6	51,686	53,237	54,835	56,479	58,174	59,919	61,717	63,568	65,474	67,439	69,462	71,546	73,693	75,903
7	46,206	47,592	49,020	50,491	52,006	53,566	55,172	56,828	58,533	60,289	62,097	63,960	65,879	67,855
8	41,307	42,546	43,822	45,137	46,491	47,886	49,322	50,802	52,327	53,896	55,513	57,178	58,894	60,660
9	36,927	38,034	39,175	40,350	41,561	42,808	44,093	45,415	46,778	48,181	49,626	51,115	52,649	54,227

Local pay cap is 174,347

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Birmingham, AL

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

16.81 %														
Class	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
1	131,867	135,823	139,897	144,094	148,418	152,869	157,456	162,179	167,045	171,427	171,427	171,427	171,427	171,427
2	106,852	110,057	113,359	116,760	120,263	123,871	127,587	131,415	135,357	139,417	143,600	147,908	152,345	156,916
3	86,582	89,180	91,855	94,610	97,449	100,372	103,384	106,485	109,680	112,969	116,359	119,849	123,445	127,149
4	70,157	72,262	74,430	76,662	78,962	81,331	83,771	86,284	88,873	91,539	94,286	97,113	100,028	103,029
5	56,848	58,553	60,310	62,120	63,983	65,902	67,879	69,915	72,013	74,173	76,398	78,691	81,052	83,483
6	50,821	52,345	53,916	55,533	57,200	58,915	60,683	62,503	64,377	66,310	68,299	70,348	72,458	74,631
7	45,432	46,795	48,199	49,645	51,135	52,668	54,248	55,876	57,552	59,279	61,057	62,888	64,776	66,718
8	40,615	41,833	43,088	44,381	45,712	47,084	48,496	49,951	51,450	52,993	54,583	56,221	57,907	59,644
9	36,308	37,397	38,519	39,675	40,865	42,091	43,354	44,654	45,994	47,373	48,795	50,259	51,767	53,319

Local pay cap is 171,427

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Boston, MA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

30.09 %														
Class	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
1	146,859	151,265	155,802	160,476	165,291	170,249	175,357	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	119,000	122,569	126,247	130,034	133,935	137,954	142,092	146,355	150,746	155,268	159,926	164,724	169,665	174,755
3	96,425	99,319	102,298	105,366	108,528	111,784	115,137	118,591	122,149	125,813	129,588	133,475	137,479	141,604
4	78,133	80,478	82,892	85,378	87,940	90,578	93,295	96,094	98,976	101,946	105,005	108,154	111,400	114,742
5	63,311	65,210	67,167	69,182	71,257	73,394	75,597	77,864	80,200	82,606	85,084	87,638	90,267	92,974
6	56,598	58,296	60,046	61,846	63,702	65,613	67,582	69,609	71,697	73,848	76,064	78,345	80,696	83,116
7	50,597	52,115	53,679	55,290	56,948	58,656	60,415	62,229	64,095	66,018	67,998	70,038	72,140	74,304
8	45,232	46,589	47,986	49,426	50,909	52,437	54,009	55,630	57,299	59,018	60,788	62,612	64,491	66,425
9	40,436	41,648	42,898	44,185	45,511	46,877	48,283	49,731	51,223	52,759	54,342	55,973	57,652	59,381

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Buffalo, NY

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

20.78 %														
Class	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
1	136,349	140,439	144,652	148,992	153,462	158,065	162,808	167,691	172,723	176,300	176,300	176,300	176,300	176,300
2	110,484	113,798	117,212	120,728	124,350	128,081	131,923	135,881	139,957	144,156	148,481	152,935	157,522	162,249
3	89,525	92,211	94,977	97,826	100,761	103,784	106,898	110,104	113,408	116,809	120,314	123,923	127,640	131,470
4	72,542	74,718	76,960	79,268	81,646	84,095	86,619	89,217	91,893	94,650	97,490	100,414	103,428	106,530
5	58,780	60,543	62,360	64,231	66,157	68,142	70,186	72,292	74,461	76,694	78,995	81,366	83,807	86,320
6	52,548	54,124	55,748	57,420	59,144	60,918	62,745	64,627	66,565	68,563	70,620	72,739	74,921	77,168
7	46,976	48,386	49,837	51,333	52,873	54,458	56,091	57,775	59,508	61,293	63,132	65,026	66,977	68,986
8	41,995	43,255	44,552	45,889	47,266	48,684	50,144	51,649	53,199	54,794	56,438	58,131	59,875	61,671
9	37,542	38,668	39,828	41,023	42,254	43,522	44,827	46,172	47,557	48,984	50,453	51,967	53,526	55,131

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Burlington, VT

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.62 %														
Class	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
1	132,781	136,765	140,868	145,094	149,447	153,929	158,548	163,304	168,204	172,616	172,616	172,616	172,616	172,616
2	107,593	110,820	114,146	117,569	121,097	124,730	128,472	132,326	136,296	140,384	144,596	148,934	153,401	158,004
3	87,182	89,798	92,492	95,266	98,124	101,069	104,101	107,224	110,440	113,753	117,166	120,680	124,301	128,031
4	70,644	72,763	74,946	77,194	79,510	81,895	84,352	86,882	89,489	92,174	94,939	97,787	100,722	103,743
5	57,242	58,959	60,728	62,550	64,426	66,359	68,350	70,400	72,513	74,688	76,928	79,237	81,614	84,062
6	51,173	52,708	54,290	55,918	57,596	59,324	61,104	62,936	64,824	66,769	68,772	70,835	72,961	75,149
7	45,747	47,120	48,534	49,990	51,489	53,034	54,624	56,264	57,951	59,690	61,480	63,324	65,225	67,181
8	40,896	42,123	43,386	44,689	46,029	47,410	48,832	50,298	51,807	53,361	54,961	56,611	58,309	60,058
9	36,560	37,656	38,786	39,950	41,148	42,383	43,655	44,964	46,313	47,702	49,133	50,607	52,126	53,689

Local pay cap is 172,616

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Charlotte, NC

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

18.06 %	Rates in U.S. Dollars													
Class	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
1	133,278	137,277	141,395	145,636	150,006	154,505	159,141	163,915	168,833	173,261	173,261	173,261	173,261	173,261
2	107,995	111,235	114,573	118,009	121,550	125,197	128,952	132,821	136,806	140,909	145,137	149,491	153,975	158,595
3	87,508	90,134	92,838	95,623	98,492	101,447	104,490	107,625	110,854	114,178	117,604	121,132	124,766	128,509
4	70,908	73,035	75,227	77,483	79,807	82,202	84,668	87,207	89,824	92,519	95,294	98,153	101,098	104,131
5	57,456	59,180	60,956	62,784	64,667	66,607	68,606	70,664	72,784	74,967	77,216	79,533	81,919	84,376
6	51,364	52,905	54,493	56,127	57,812	59,546	61,332	63,172	65,066	67,019	69,030	71,100	73,234	75,430
7	45,918	47,296	48,715	50,177	51,682	53,232	54,828	56,474	58,168	59,913	61,710	63,561	65,469	67,432
8	41,049	42,281	43,549	44,856	46,202	47,588	49,015	50,486	52,001	53,560	55,167	56,822	58,527	60,283
9	36,697	37,797	38,931	40,099	41,302	42,542	43,818	45,132	46,486	47,880	49,317	50,796	52,321	53,890

Local pay cap is 173,261

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Chicago, IL

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

29.18 %														
Class	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
1	145,831	150,207	154,712	159,354	164,135	169,058	174,131	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	118,167	121,712	125,364	129,124	132,999	136,989	141,098	145,331	149,691	154,181	158,807	163,572	168,478	173,533
3	95,751	98,624	101,582	104,629	107,768	111,002	114,332	117,762	121,295	124,933	128,681	132,541	136,517	140,614
4	77,587	79,915	82,312	84,781	87,324	89,944	92,643	95,421	98,284	101,233	104,270	107,398	110,621	113,939
5	62,868	64,754	66,697	68,698	70,758	72,881	75,068	77,319	79,639	82,028	84,489	87,025	89,635	92,324
6	56,202	57,888	59,626	61,413	63,257	65,155	67,109	69,122	71,195	73,332	75,532	77,797	80,132	82,534
7	50,243	51,751	53,304	54,903	56,550	58,246	59,992	61,793	63,647	65,556	67,522	69,548	71,635	73,784
8	44,916	46,263	47,651	49,081	50,553	52,070	53,632	55,241	56,899	58,605	60,363	62,174	64,040	65,961
9	40,153	41,357	42,598	43,876	45,192	46,549	47,945	49,383	50,865	52,390	53,962	55,581	57,249	58,966

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Cincinnati, OH

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

20.94 %														
Class	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
1	136,529	140,625	144,844	149,189	153,665	158,274	163,023	167,913	172,951	176,300	176,300	176,300	176,300	176,300
2	110,630	113,948	117,367	120,888	124,515	128,251	132,098	136,061	140,143	144,347	148,678	153,138	157,731	162,464
3	89,643	92,333	95,102	97,955	100,894	103,921	107,039	110,250	113,558	116,963	120,473	124,087	127,809	131,644
4	72,638	74,817	77,062	79,373	81,754	84,207	86,733	89,335	92,015	94,776	97,619	100,547	103,565	106,671
5	58,858	60,624	62,443	64,316	66,245	68,232	70,279	72,387	74,560	76,796	79,100	81,474	83,918	86,435
6	52,617	54,196	55,822	57,496	59,222	60,999	62,828	64,713	66,654	68,654	70,714	72,835	75,020	77,270
7	47,038	48,450	49,903	51,401	52,943	54,531	56,166	57,852	59,587	61,375	63,215	65,112	67,066	69,077
8	42,051	43,312	44,611	45,950	47,329	48,748	50,211	51,718	53,269	54,867	56,513	58,208	59,955	61,753
9	37,592	38,719	39,881	41,077	42,310	43,580	44,887	46,233	47,620	49,048	50,520	52,036	53,597	55,204

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Cleveland, OH

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

Class	21.25 %													
	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
1	136,879	140,986	145,215	149,572	154,059	158,680	163,441	168,344	173,395	176,300	176,300	176,300	176,300	176,300
2	110,913	114,241	117,668	121,198	124,834	128,580	132,437	136,410	140,502	144,717	149,059	153,530	158,135	162,880
3	89,873	92,570	95,346	98,206	101,153	104,188	107,314	110,533	113,849	117,263	120,782	124,405	128,137	131,982
4	72,824	75,009	77,259	79,576	81,964	84,423	86,956	89,564	92,251	95,019	97,869	100,805	103,830	106,945
5	59,009	60,779	62,603	64,481	66,415	68,407	70,460	72,573	74,751	76,993	79,302	81,682	84,133	86,656
6	52,752	54,335	55,965	57,643	59,374	61,155	62,989	64,878	66,825	68,830	70,895	73,022	75,213	77,468
7	47,159	48,574	50,031	51,532	53,078	54,670	56,310	58,000	59,740	61,532	63,377	65,279	67,238	69,254
8	42,159	43,423	44,725	46,068	47,450	48,873	50,339	51,850	53,406	55,007	56,658	58,358	60,108	61,911
9	37,688	38,818	39,983	41,183	42,418	43,691	45,002	46,351	47,742	49,174	50,650	52,169	53,734	55,346

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Colorado Springs, CO

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

18.42 %														
Class	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
1	133,684	137,695	141,826	146,081	150,463	154,976	159,627	164,414	169,348	173,790	173,790	173,790	173,790	173,790
2	108,325	111,574	114,922	118,369	121,920	125,578	129,345	133,226	137,223	141,339	145,580	149,947	154,445	159,078
3	87,775	90,409	93,121	95,914	98,792	101,756	104,809	107,953	111,192	114,526	117,963	121,501	125,146	128,901
4	71,124	73,258	75,456	77,719	80,051	82,452	84,926	87,473	90,097	92,801	95,585	98,452	101,407	104,449
5	57,631	59,360	61,141	62,976	64,865	66,810	68,815	70,879	73,006	75,196	77,451	79,776	82,169	84,634
6	51,521	53,066	54,659	56,298	57,988	59,727	61,519	63,364	65,265	67,223	69,240	71,317	73,457	75,660
7	46,058	47,440	48,864	50,330	51,840	53,394	54,995	56,646	58,346	60,096	61,898	63,755	65,669	67,638
8	41,175	42,410	43,682	44,992	46,342	47,733	49,164	50,640	52,159	53,724	55,335	56,996	58,706	60,466
9	36,808	37,912	39,050	40,221	41,428	42,671	43,952	45,270	46,628	48,026	49,468	50,951	52,480	54,054

Local pay cap is 173,790

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Columbus, OH

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

20.69 %														
Class	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
1	136,247	140,335	144,544	148,881	153,348	157,947	162,686	167,566	172,594	176,300	176,300	176,300	176,300	176,300
2	110,401	113,713	117,125	120,638	124,258	127,986	131,825	135,780	139,853	144,048	148,370	152,821	157,405	162,128
3	89,458	92,142	94,906	97,753	100,686	103,707	106,818	110,022	113,323	116,722	120,224	123,830	127,545	131,372
4	72,488	74,662	76,902	79,209	81,585	84,033	86,554	89,150	91,825	94,580	97,417	100,339	103,350	106,451
5	58,736	60,498	62,313	64,183	66,108	68,091	70,134	72,238	74,405	76,637	78,936	81,305	83,744	86,256
6	52,509	54,084	55,707	57,377	59,099	60,872	62,698	64,579	66,516	68,512	70,567	72,684	74,865	77,110
7	46,941	48,350	49,800	51,294	52,833	54,418	56,050	57,732	59,464	61,248	63,085	64,977	66,927	68,935
8	41,964	43,223	44,519	45,855	47,231	48,648	50,107	51,611	53,159	54,753	56,396	58,088	59,831	61,626
9	37,514	38,639	39,799	40,992	42,222	43,489	44,794	46,137	47,522	48,947	50,416	51,928	53,486	55,090

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Corpus Christi, TX

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

16.82 %														
Class	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
1	131,878	135,835	139,909	144,107	148,430	152,882	157,470	162,193	167,060	171,442	171,442	171,442	171,442	171,442
2	106,861	110,067	113,369	116,770	120,273	123,882	127,598	131,426	135,369	139,429	143,613	147,921	152,358	156,929
3	86,589	89,187	91,863	94,618	97,457	100,381	103,393	106,494	109,689	112,979	116,369	119,860	123,455	127,160
4	70,163	72,268	74,437	76,669	78,969	81,338	83,779	86,291	88,880	91,547	94,294	97,122	100,036	103,038
5	56,853	58,558	60,315	62,125	63,988	65,908	67,885	69,921	72,020	74,180	76,405	78,698	81,059	83,490
6	50,825	52,349	53,921	55,537	57,204	58,921	60,688	62,508	64,383	66,315	68,305	70,354	72,465	74,637
7	45,436	46,799	48,203	49,650	51,139	52,673	54,252	55,881	57,557	59,284	61,062	62,894	64,781	66,724
8	40,618	41,837	43,091	44,385	45,716	47,088	48,500	49,956	51,455	52,998	54,588	56,225	57,912	59,649
9	36,311	37,400	38,523	39,678	40,868	42,095	43,358	44,658	45,998	47,378	48,799	50,263	51,771	53,324

Local pay cap is 171,442

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Dallas, TX

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

25.68 %														
Class	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
1	141,880	146,137	150,521	155,036	159,688	164,477	169,413	174,494	176,300	176,300	176,300	176,300	176,300	176,300
2	114,966	118,414	121,967	125,626	129,395	133,277	137,275	141,394	145,635	150,004	154,505	159,140	163,913	168,831
3	93,157	95,952	98,830	101,795	104,849	107,994	111,234	114,571	118,008	121,548	125,195	128,950	132,819	136,804
4	75,485	77,749	80,082	82,484	84,958	87,507	90,133	92,836	95,621	98,490	101,445	104,488	107,624	110,852
5	61,165	63,000	64,890	66,837	68,841	70,906	73,034	75,225	77,482	79,806	82,200	84,667	87,207	89,822
6	54,680	56,320	58,010	59,750	61,543	63,389	65,291	67,249	69,266	71,345	73,485	75,690	77,961	80,298
7	48,882	50,349	51,859	53,415	55,018	56,668	58,367	60,119	61,923	63,780	65,693	67,664	69,695	71,785
8	43,699	45,010	46,360	47,751	49,184	50,659	52,179	53,745	55,357	57,017	58,728	60,490	62,305	64,173
9	39,065	40,236	41,444	42,687	43,968	45,288	46,646	48,045	49,487	50,971	52,500	54,075	55,698	57,368

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Davenport, IA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.58 %														
Class	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
1	132,736	136,718	140,820	145,044	149,396	153,877	158,494	163,248	168,146	172,557	172,557	172,557	172,557	172,557
2	107,556	110,783	114,107	117,529	121,056	124,688	128,428	132,281	136,249	140,336	144,547	148,883	153,349	157,950
3	87,153	89,768	92,460	95,234	98,091	101,034	104,065	107,187	110,403	113,714	117,126	120,639	124,259	127,987
4	70,620	72,739	74,921	77,168	79,483	81,867	84,324	86,853	89,458	92,143	94,907	97,754	100,687	103,708
5	57,223	58,939	60,708	62,529	64,404	66,336	68,327	70,376	72,488	74,662	76,902	79,210	81,586	84,033
6	51,156	52,690	54,271	55,899	57,577	59,304	61,083	62,915	64,802	66,747	68,749	70,811	72,936	75,123
7	45,732	47,104	48,517	49,973	51,472	53,016	54,605	56,244	57,932	59,669	61,459	63,303	65,203	67,158
8	40,883	42,109	43,372	44,673	46,014	47,394	48,816	50,281	51,789	53,343	54,943	56,591	58,289	60,038
9	36,547	37,643	38,773	39,936	41,134	42,369	43,640	44,948	46,297	47,686	49,117	50,590	52,108	53,671

Local pay cap is 172,557

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Dayton, OH

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

19.93 %														
Class	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
1	135,389	139,451	143,634	147,943	152,382	156,952	161,662	166,511	171,507	176,006	176,006	176,006	176,006	176,006
2	109,706	112,997	116,387	119,878	123,475	127,180	130,995	134,925	138,972	143,141	147,436	151,859	156,414	161,107
3	88,895	91,562	94,308	97,137	100,052	103,053	106,145	109,329	112,609	115,987	119,467	123,051	126,742	130,545
4	72,031	74,192	76,418	78,710	81,071	83,504	86,009	88,589	91,246	93,984	96,804	99,707	102,700	105,781
5	58,366	60,117	61,921	63,779	65,692	67,662	69,693	71,783	73,937	76,154	78,439	80,793	83,217	85,713
6	52,178	53,743	55,356	57,016	58,727	60,489	62,304	64,172	66,097	68,081	70,123	72,227	74,394	76,624
7	46,646	48,045	49,487	50,971	52,501	54,075	55,697	57,369	59,090	60,862	62,687	64,568	66,506	68,500
8	41,700	42,951	44,239	45,566	46,933	48,341	49,791	51,286	52,824	54,409	56,041	57,722	59,454	61,237
9	37,278	38,396	39,548	40,734	41,956	43,216	44,512	45,847	47,222	48,639	50,098	51,601	53,149	54,743

Local pay cap is 176,006

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Denver, CO

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

28.10 %														
Class	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
1	144,612	148,951	153,419	158,022	162,763	167,644	172,675	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	117,179	120,695	124,316	128,045	131,887	135,844	139,919	144,116	148,440	152,892	157,480	162,204	167,069	172,082
3	94,950	97,799	100,733	103,755	106,867	110,074	113,376	116,777	120,281	123,888	127,606	131,433	135,376	139,438
4	76,938	79,247	81,624	84,072	86,594	89,192	91,868	94,624	97,462	100,387	103,398	106,500	109,696	112,987
5	62,342	64,213	66,139	68,124	70,167	72,271	74,440	76,673	78,974	81,342	83,783	86,297	88,886	91,552
6	55,732	57,404	59,127	60,900	62,728	64,610	66,548	68,544	70,600	72,719	74,900	77,147	79,462	81,844
7	49,823	51,318	52,858	54,444	56,077	57,759	59,491	61,277	63,115	65,008	66,958	68,966	71,037	73,167
8	44,540	45,876	47,252	48,670	50,131	51,635	53,183	54,779	56,423	58,115	59,859	61,655	63,504	65,409
9	39,817	41,011	42,242	43,509	44,815	46,160	47,544	48,970	50,439	51,952	53,511	55,116	56,770	58,473

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS		
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Des Moines

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

16.52 %														
Class	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
1	131,539	135,486	139,550	143,737	148,049	152,490	157,065	161,776	166,631	171,001	171,001	171,001	171,001	171,001
2	106,587	109,784	113,078	116,470	119,964	123,564	127,270	131,088	135,021	139,071	143,244	147,541	151,967	156,526
3	86,367	88,958	91,627	94,375	97,207	100,123	103,127	106,221	109,408	112,689	116,070	119,552	123,138	126,833
4	69,983	72,083	74,245	76,472	78,766	81,129	83,563	86,070	88,652	91,312	94,051	96,872	99,780	102,773
5	56,707	58,408	60,160	61,965	63,824	65,738	67,711	69,742	71,835	73,989	76,209	78,496	80,851	83,276
6	50,694	52,215	53,782	55,395	57,058	58,769	60,532	62,348	64,218	66,145	68,129	70,173	72,279	74,446
7	45,319	46,679	48,080	49,522	51,008	52,538	54,113	55,737	57,409	59,132	60,905	62,732	64,615	66,553
8	40,514	41,729	42,981	44,271	45,599	46,967	48,376	49,827	51,322	52,862	54,447	56,081	57,764	59,496
9	36,218	37,304	38,424	39,576	40,763	41,987	43,246	44,543	45,880	47,256	48,674	50,134	51,638	53,187

Local pay cap is 171,001

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Detroit, MI

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

27.86 %														
Class	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
1	144,341	148,672	153,132	157,726	162,458	167,330	172,351	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	116,960	120,468	124,083	127,805	131,640	135,589	139,656	143,846	148,162	152,606	157,185	161,900	166,756	171,759
3	94,772	97,616	100,544	103,560	106,667	109,868	113,164	116,558	120,055	123,656	127,366	131,187	135,122	139,177
4	76,794	79,098	81,471	83,915	86,432	89,025	91,696	94,446	97,280	100,199	103,205	106,300	109,490	112,775
5	62,226	64,092	66,015	67,996	70,035	72,136	74,301	76,529	78,826	81,190	83,626	86,135	88,719	91,380
6	55,628	57,297	59,016	60,786	62,610	64,489	66,423	68,415	70,467	72,582	74,760	77,002	79,313	81,691
7	49,730	51,222	52,759	54,342	55,972	57,651	59,379	61,162	62,997	64,886	66,832	68,837	70,903	73,030
8	44,457	45,791	47,164	48,579	50,037	51,538	53,084	54,677	56,317	58,006	59,746	61,539	63,385	65,287
9	39,743	40,934	42,163	43,428	44,731	46,073	47,455	48,878	50,345	51,855	53,411	55,013	56,664	58,363

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Harrisburg, PA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

Class	17.90 %													
	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
1	133,097	137,091	141,203	145,439	149,803	154,296	158,926	163,692	168,604	173,027	173,027	173,027	173,027	173,027
2	107,849	111,084	114,417	117,849	121,385	125,027	128,777	132,641	136,620	140,718	144,940	149,289	153,766	158,380
3	87,390	90,012	92,712	95,493	98,358	101,309	104,349	107,479	110,703	114,023	117,445	120,968	124,597	128,335
4	70,812	72,936	75,125	77,378	79,699	82,090	84,553	87,089	89,702	92,394	95,165	98,020	100,961	103,990
5	57,378	59,100	60,873	62,699	64,580	66,517	68,513	70,568	72,685	74,865	77,111	79,426	81,808	84,262
6	51,295	52,833	54,419	56,051	57,733	59,465	61,249	63,086	64,978	66,928	68,936	71,004	73,135	75,327
7	45,856	47,232	48,649	50,109	51,612	53,160	54,754	56,397	58,089	59,832	61,626	63,475	65,380	67,341
8	40,994	42,224	43,490	44,795	46,139	47,523	48,949	50,418	51,930	53,488	55,092	56,745	58,448	60,201
9	36,647	37,746	38,879	40,045	41,246	42,484	43,759	45,071	46,423	47,816	49,250	50,728	52,250	53,817

Local pay cap is 173,027

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Hartford, CT

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

30.20 %														
Class	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
1	146,983	151,393	155,934	160,612	165,431	170,393	175,506	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	119,100	122,673	126,354	130,144	134,049	138,071	142,212	146,479	150,873	155,399	160,061	164,863	169,808	174,903
3	96,507	99,402	102,384	105,455	108,619	111,878	115,235	118,692	122,253	125,919	129,697	133,588	137,595	141,724
4	78,199	80,546	82,962	85,450	88,014	90,654	93,374	96,175	99,060	102,033	105,094	108,246	111,494	114,839
5	63,364	65,265	67,224	69,240	71,317	73,456	75,661	77,930	80,268	82,676	85,156	87,712	90,343	93,053
6	56,646	58,345	60,096	61,898	63,756	65,669	67,639	69,667	71,757	73,911	76,128	78,412	80,764	83,186
7	50,640	52,159	53,724	55,336	56,996	58,706	60,466	62,281	64,150	66,074	68,056	70,097	72,201	74,366
8	45,271	46,629	48,027	49,468	50,952	52,481	54,055	55,677	57,348	59,068	60,840	62,665	64,545	66,481
9	40,470	41,684	42,935	44,222	45,549	46,916	48,324	49,773	51,266	52,804	54,388	56,020	57,701	59,431

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Hawaii

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

20.40 %														
Class	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
1	135,920	139,998	144,197	148,523	152,979	157,567	162,296	167,163	172,179	176,300	176,300	176,300	176,300	176,300
2	110,136	113,440	116,843	120,348	123,959	127,678	131,508	135,454	139,517	143,702	148,014	152,454	157,027	161,738
3	89,243	91,921	94,678	97,518	100,444	103,457	106,561	109,758	113,051	116,441	119,935	123,533	127,239	131,057
4	72,313	74,483	76,718	79,019	81,389	83,831	86,346	88,936	91,604	94,353	97,183	100,098	103,102	106,195
5	58,595	60,353	62,164	64,029	65,949	67,927	69,966	72,064	74,227	76,453	78,746	81,110	83,543	86,049
6	52,382	53,954	55,573	57,239	58,957	60,726	62,548	64,424	66,356	68,347	70,398	72,510	74,685	76,925
7	46,828	48,233	49,681	51,171	52,706	54,287	55,915	57,593	59,321	61,101	62,933	64,821	66,767	68,769
8	41,863	43,119	44,412	45,745	47,117	48,531	49,986	51,487	53,031	54,622	56,261	57,949	59,687	61,477
9	37,424	38,546	39,703	40,894	42,121	43,385	44,686	46,027	47,408	48,829	50,295	51,803	53,358	54,958

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Houston, TX

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

33.96 %														
Class	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
1	151,227	155,765	160,437	165,250	170,208	175,313	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	122,540	126,216	130,003	133,902	137,920	142,058	146,319	150,709	155,230	159,887	164,684	169,624	174,712	176,300
3	99,294	102,273	105,341	108,501	111,756	115,109	118,563	122,119	125,783	129,555	133,443	137,446	141,569	145,817
4	80,458	82,872	85,358	87,918	90,556	93,272	96,071	98,952	101,921	104,979	108,128	111,372	114,714	118,155
5	65,194	67,150	69,165	71,240	73,377	75,578	77,845	80,180	82,586	85,063	87,615	90,245	92,952	95,740
6	58,282	60,030	61,832	63,686	65,598	67,565	69,592	71,679	73,829	76,045	78,326	80,676	83,097	85,588
7	52,102	53,666	55,276	56,934	58,642	60,401	62,212	64,080	66,002	67,982	70,021	72,121	74,286	76,514
8	46,578	47,975	49,414	50,897	52,424	53,997	55,616	57,285	59,004	60,774	62,597	64,475	66,409	68,401
9	41,639	42,887	44,175	45,500	46,865	48,271	49,719	51,210	52,747	54,329	55,959	57,638	59,367	61,147

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Huntsville, AL

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

20.45 %														
Class	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
1	135,976	140,056	144,257	148,585	153,043	157,633	162,363	167,233	172,251	176,300	176,300	176,300	176,300	176,300
2	110,182	113,487	116,892	120,398	124,011	127,731	131,563	135,510	139,575	143,762	148,075	152,517	157,092	161,805
3	89,280	91,959	94,717	97,558	100,485	103,500	106,605	109,803	113,098	116,490	119,985	123,584	127,292	131,111
4	72,343	74,514	76,750	79,051	81,423	83,866	86,382	88,973	91,642	94,392	97,224	100,140	103,145	106,239
5	58,619	60,378	62,190	64,055	65,976	67,955	69,995	72,094	74,257	76,485	78,779	81,144	83,578	86,084
6	52,404	53,976	55,596	57,263	58,982	60,751	62,574	64,450	66,384	68,376	70,427	72,540	74,716	76,957
7	46,848	48,253	49,701	51,192	52,728	54,310	55,938	57,617	59,346	61,126	62,959	64,848	66,794	68,797
8	41,880	43,137	44,430	45,764	47,137	48,551	50,007	51,508	53,053	54,645	56,284	57,973	59,712	61,503
9	37,439	38,562	39,720	40,911	42,138	43,403	44,705	46,046	47,427	48,850	50,316	51,825	53,380	54,981

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Indianapolis, IN

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.26 %														
Class	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
1	132,375	136,346	140,436	144,650	148,989	153,458	158,063	162,804	167,689	172,087	172,087	172,087	172,087	172,087
2	107,264	110,481	113,796	117,210	120,726	124,348	128,078	131,921	135,879	139,955	144,154	148,478	152,932	157,520
3	86,915	89,523	92,209	94,975	97,824	100,759	103,782	106,895	110,102	113,404	116,807	120,311	123,920	127,639
4	70,428	72,541	74,717	76,958	79,267	81,645	84,094	86,616	89,215	91,892	94,649	97,488	100,413	103,426
5	57,067	58,779	60,543	62,359	64,229	66,156	68,141	70,185	72,291	74,459	76,693	78,995	81,364	83,805
6	51,016	52,547	54,124	55,747	57,420	59,142	60,917	62,743	64,626	66,565	68,562	70,619	72,738	74,919
7	45,607	46,976	48,385	49,837	51,332	52,871	54,457	56,091	57,774	59,507	61,292	63,130	65,025	66,975
8	40,771	41,994	43,254	44,552	45,889	47,265	48,683	50,144	51,648	53,197	54,793	56,437	58,130	59,874
9	36,448	37,541	38,668	39,827	41,022	42,253	43,521	44,826	46,171	47,556	48,983	50,452	51,966	53,524

Local pay cap is 172,087

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC 191,046
EX-II	203,700	135,468	203,700	MC 200,411
EX-III	187,300			CM 203,700
EX-IV	176,300			
EX-V	165,300			



United States Department of State 2022 Foreign Service Salary Schedule

Kansas City

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.67 %														
Class	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
1	132,838	136,823	140,927	145,155	149,510	153,995	158,616	163,373	168,275	172,689	172,689	172,689	172,689	172,689
2	107,639	110,867	114,194	117,619	121,148	124,783	128,526	132,382	136,354	140,444	144,658	148,997	153,466	158,071
3	87,219	89,836	92,531	95,307	98,166	101,111	104,145	107,269	110,487	113,801	117,216	120,732	124,354	128,085
4	70,674	72,794	74,978	77,227	79,544	81,930	84,388	86,919	89,527	92,213	94,980	97,828	100,764	103,787
5	57,266	58,984	60,754	62,577	64,454	66,387	68,379	70,430	72,544	74,719	76,961	79,271	81,649	84,098
6	51,195	52,730	54,313	55,941	57,621	59,349	61,130	62,963	64,851	66,798	68,802	70,866	72,992	75,181
7	45,767	47,140	48,554	50,011	51,511	53,056	54,647	56,287	57,976	59,715	61,506	63,351	65,253	67,210
8	40,914	42,141	43,405	44,708	46,049	47,430	48,853	50,319	51,829	53,383	54,985	56,635	58,334	60,083
9	36,575	37,672	38,803	39,967	41,166	42,401	43,673	44,983	46,333	47,722	49,154	50,629	52,148	53,712

Local pay cap is 172,689

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Laredo, TX

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

19.85 %														
Class	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
1	135,299	139,358	143,538	147,845	152,280	156,848	161,554	166,400	171,393	175,888	175,888	175,888	175,888	175,888
2	109,633	112,921	116,310	119,798	123,393	127,095	130,907	134,835	138,880	143,046	147,338	151,758	156,310	160,999
3	88,835	91,501	94,245	97,073	99,985	102,985	106,074	109,256	112,534	115,909	119,387	122,968	126,657	130,458
4	71,983	74,143	76,367	78,658	81,017	83,448	85,952	88,530	91,185	93,922	96,739	99,641	102,631	105,710
5	58,327	60,077	61,880	63,736	65,648	67,617	69,646	71,735	73,888	76,104	78,387	80,739	83,162	85,656
6	52,143	53,707	55,319	56,978	58,688	60,449	62,262	64,129	66,053	68,035	70,076	72,178	74,344	76,573
7	46,614	48,013	49,454	50,937	52,466	54,039	55,660	57,330	59,050	60,821	62,646	64,525	66,462	68,455
8	41,672	42,922	44,209	45,536	46,902	48,309	49,758	51,251	52,789	54,372	56,004	57,684	59,414	61,197
9	37,253	38,370	39,522	40,707	41,928	43,187	44,482	45,816	47,191	48,606	50,065	51,567	53,114	54,707

Local pay cap is 175,888

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Las Vegas, NV

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

18.25 %														
Class	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
1	133,492	137,498	141,622	145,871	150,247	154,754	159,397	164,178	169,105	173,540	173,540	173,540	173,540	173,540
2	108,169	111,414	114,757	118,199	121,745	125,398	129,160	133,035	137,026	141,136	145,371	149,732	154,223	158,850
3	87,649	90,279	92,987	95,777	98,650	101,610	104,658	107,798	111,032	114,362	117,794	121,327	124,967	128,716
4	71,022	73,153	75,348	77,607	79,936	82,334	84,804	87,348	89,968	92,668	95,448	98,311	101,261	104,299
5	57,549	59,275	61,054	62,885	64,771	66,714	68,716	70,777	72,901	75,088	77,340	79,661	82,051	84,512
6	51,447	52,990	54,581	56,217	57,905	59,642	61,431	63,273	65,171	67,127	69,141	71,215	73,352	75,551
7	45,992	47,372	48,793	50,257	51,765	53,318	54,916	56,565	58,262	60,010	61,809	63,663	65,574	67,541
8	41,116	42,349	43,619	44,928	46,276	47,664	49,094	50,567	52,084	53,646	55,256	56,914	58,621	60,380
9	36,756	37,858	38,994	40,164	41,369	42,610	43,888	45,205	46,561	47,957	49,397	50,878	52,405	53,976

Local pay cap is 173,540

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Los Angeles, CA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

33.61 %														
Class	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
1	150,832	155,358	160,018	164,819	169,764	174,855	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	122,220	125,886	129,663	133,553	137,560	141,687	145,937	150,315	154,825	159,469	164,253	169,181	174,255	176,300
3	99,034	102,006	105,066	108,217	111,464	114,808	118,253	121,800	125,454	129,217	133,094	137,087	141,199	145,436
4	80,248	82,655	85,135	87,688	90,319	93,029	95,820	98,694	101,654	104,705	107,846	111,081	114,414	117,847
5	65,024	66,975	68,984	71,054	73,185	75,380	77,642	79,971	82,371	84,841	87,386	90,009	92,709	95,490
6	58,130	59,873	61,670	63,520	65,426	67,389	69,410	71,492	73,636	75,846	78,122	80,465	82,880	85,365
7	51,966	53,526	55,131	56,786	58,489	60,243	62,050	63,912	65,830	67,804	69,838	71,933	74,092	76,314
8	46,456	47,850	49,285	50,764	52,287	53,856	55,471	57,136	58,850	60,615	62,433	64,306	66,236	68,223
9	41,530	42,775	44,059	45,381	46,742	48,145	49,589	51,076	52,609	54,187	55,813	57,487	59,212	60,988

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Miami, FL

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

23.80 %														
Class	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
1	139,758	143,951	148,269	152,717	157,299	162,017	166,879	171,884	176,300	176,300	176,300	176,300	176,300	176,300
2	113,246	116,643	120,143	123,747	127,460	131,284	135,222	139,279	143,457	147,760	152,194	156,759	161,461	166,305
3	91,763	94,516	97,351	100,272	103,280	106,379	109,570	112,857	116,243	119,729	123,322	127,021	130,832	134,758
4	74,356	76,586	78,884	81,250	83,688	86,198	88,784	91,447	94,191	97,017	99,928	102,925	106,014	109,194
5	60,250	62,057	63,919	65,837	67,811	69,845	71,941	74,099	76,323	78,612	80,970	83,400	85,902	88,479
6	53,862	55,477	57,142	58,856	60,622	62,441	64,314	66,243	68,230	70,278	72,386	74,557	76,794	79,097
7	48,151	49,596	51,084	52,616	54,195	55,820	57,494	59,220	60,996	62,826	64,710	66,651	68,652	70,711
8	43,045	44,336	45,666	47,037	48,448	49,901	51,398	52,941	54,529	56,164	57,849	59,585	61,373	63,214
9	38,481	39,635	40,824	42,049	43,310	44,610	45,948	47,326	48,746	50,208	51,715	53,266	54,864	56,510

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Milwaukee, WI

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

21.32 %														
Class	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
1	136,958	141,067	145,299	149,658	154,148	158,771	163,536	168,441	173,495	176,300	176,300	176,300	176,300	176,300
2	110,977	114,306	117,736	121,268	124,906	128,654	132,513	136,489	140,583	144,800	149,145	153,619	158,227	162,974
3	89,925	92,623	95,401	98,263	101,211	104,248	107,375	110,597	113,915	117,331	120,852	124,477	128,211	132,058
4	72,866	75,052	77,304	79,622	82,011	84,471	87,006	89,615	92,304	95,074	97,926	100,863	103,890	107,007
5	59,043	60,814	62,639	64,518	66,453	68,446	70,500	72,615	74,794	77,037	79,348	81,730	84,182	86,706
6	52,783	54,366	55,998	57,677	59,408	61,190	63,026	64,916	66,863	68,870	70,936	73,064	75,256	77,513
7	47,186	48,602	50,060	51,562	53,109	54,702	56,342	58,033	59,774	61,567	63,414	65,316	67,277	69,294
8	42,183	43,448	44,751	46,094	47,477	48,902	50,368	51,880	53,437	55,039	56,690	58,391	60,143	61,947
9	37,710	38,841	40,006	41,206	42,443	43,716	45,028	46,378	47,770	49,203	50,679	52,199	53,765	55,378

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Minneapolis, MN

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

25.49 %														
Class	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
1	141,666	145,916	150,293	154,802	159,446	164,229	169,157	174,230	176,300	176,300	176,300	176,300	176,300	176,300
2	114,792	118,235	121,783	125,436	129,199	133,076	137,068	141,180	145,415	149,777	154,271	158,899	163,665	168,576
3	93,016	95,807	98,680	101,641	104,690	107,831	111,066	114,398	117,830	121,364	125,006	128,755	132,618	136,597
4	75,371	77,632	79,961	82,359	84,830	87,375	89,996	92,696	95,477	98,341	101,292	104,330	107,461	110,685
5	61,072	62,904	64,792	66,736	68,737	70,799	72,923	75,111	77,365	79,685	82,075	84,539	87,075	89,686
6	54,597	56,235	57,922	59,659	61,450	63,293	65,192	67,147	69,161	71,237	73,374	75,575	77,843	80,177
7	48,808	50,273	51,781	53,335	54,935	56,582	58,279	60,028	61,829	63,684	65,594	67,561	69,589	71,676
8	43,633	44,942	46,289	47,679	49,109	50,583	52,100	53,663	55,273	56,931	58,639	60,398	62,210	64,076
9	39,006	40,176	41,382	42,623	43,901	45,219	46,576	47,972	49,412	50,894	52,421	53,993	55,613	57,281

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

New York, NY

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

35.06 %														
Class	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
1	152,469	157,044	161,755	166,607	171,606	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	123,546	127,252	131,070	135,002	139,052	143,224	147,521	151,947	156,505	161,200	166,036	171,017	176,147	176,300
3	100,109	103,113	106,206	109,392	112,674	116,054	119,536	123,122	126,816	130,619	134,539	138,574	142,731	147,014
4	81,118	83,552	86,059	88,640	91,299	94,038	96,860	99,765	102,758	105,841	109,016	112,286	115,656	119,126
5	65,730	67,702	69,733	71,825	73,979	76,198	78,485	80,839	83,264	85,762	88,335	90,986	93,715	96,526
6	58,761	60,523	62,340	64,209	66,136	68,120	70,164	72,268	74,436	76,670	78,970	81,339	83,779	86,291
7	52,530	54,106	55,730	57,402	59,124	60,897	62,723	64,606	66,544	68,540	70,596	72,714	74,896	77,142
8	46,960	48,369	49,820	51,315	52,854	54,440	56,073	57,756	59,489	61,273	63,111	65,004	66,955	68,963
9	41,981	43,239	44,537	45,873	47,249	48,668	50,128	51,631	53,180	54,775	56,419	58,111	59,855	61,649

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS		
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Omaha, NE

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

16.93 %														
Class	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
1	132,002	135,963	140,041	144,243	148,570	153,026	157,618	162,346	167,217	171,603	171,603	171,603	171,603	171,603
2	106,962	110,170	113,476	116,880	120,386	123,998	127,718	131,550	135,496	139,561	143,748	148,060	152,501	157,077
3	86,671	89,271	91,949	94,707	97,549	100,476	103,490	106,595	109,793	113,085	116,479	119,973	123,572	127,279
4	70,229	72,336	74,507	76,741	79,044	81,415	83,858	86,373	88,964	91,633	94,382	97,213	100,131	103,135
5	56,906	58,614	60,372	62,183	64,048	65,970	67,949	69,987	72,087	74,249	76,477	78,772	81,135	83,569
6	50,873	52,399	53,971	55,590	57,258	58,976	60,745	62,567	64,444	66,378	68,369	70,420	72,533	74,708
7	45,479	46,843	48,249	49,696	51,187	52,723	54,303	55,933	57,611	59,340	61,119	62,953	64,842	66,787
8	40,657	41,876	43,132	44,426	45,759	47,132	48,546	50,003	51,503	53,048	54,639	56,278	57,967	59,706
9	36,345	37,435	38,559	39,715	40,907	42,135	43,399	44,700	46,041	47,422	48,845	50,310	51,820	53,374

Local pay cap is 171,603

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Palm Bay, FL

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.01 %	Rates in U.S. Dollars													
Class	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
1	132,093	136,056	140,137	144,341	148,672	153,131	157,726	162,457	167,331	171,720	171,720	171,720	171,720	171,720
2	107,035	110,246	113,554	116,960	120,469	124,083	127,805	131,640	135,589	139,656	143,846	148,162	152,606	157,184
3	86,730	89,332	92,012	94,772	97,616	100,544	103,561	106,667	109,868	113,163	116,558	120,055	123,656	127,367
4	70,277	72,386	74,558	76,794	79,098	81,471	83,915	86,432	89,025	91,696	94,447	97,280	100,199	103,205
5	56,945	58,654	60,413	62,226	64,092	66,015	67,996	70,035	72,137	74,300	76,529	78,826	81,191	83,626
6	50,908	52,435	54,008	55,628	57,297	59,016	60,787	62,610	64,488	66,423	68,416	70,468	72,582	74,759
7	45,510	46,875	48,282	49,730	51,222	52,759	54,341	55,972	57,651	59,380	61,161	62,996	64,887	66,833
8	40,684	41,905	43,161	44,457	45,791	47,164	48,579	50,037	51,538	53,084	54,676	56,317	58,007	59,746
9	36,370	37,461	38,585	39,742	40,935	42,163	43,428	44,731	46,073	47,455	48,879	50,345	51,855	53,410

Local pay cap is 171,720

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Philadelphia, PA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

26.95 %														
Class	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
1	143,314	147,614	152,042	156,603	161,301	166,139	171,125	176,257	176,300	176,300	176,300	176,300	176,300	176,300
2	116,128	119,611	123,200	126,895	130,703	134,624	138,662	142,823	147,107	151,520	156,066	160,748	165,569	170,537
3	94,098	96,921	99,828	102,823	105,908	109,086	112,358	115,729	119,201	122,776	126,460	130,253	134,161	138,186
4	76,247	78,535	80,891	83,317	85,817	88,391	91,043	93,774	96,587	99,486	102,470	105,544	108,711	111,972
5	61,783	63,636	65,546	67,512	69,537	71,623	73,772	75,985	78,265	80,612	83,030	85,522	88,088	90,730
6	55,232	56,889	58,596	60,353	62,165	64,030	65,951	67,928	69,966	72,066	74,228	76,454	78,748	81,110
7	49,376	50,857	52,383	53,955	55,574	57,240	58,957	60,727	62,548	64,425	66,357	68,347	70,399	72,510
8	44,141	45,465	46,828	48,233	49,681	51,171	52,706	54,288	55,916	57,593	59,321	61,101	62,934	64,822
9	39,460	40,643	41,863	43,119	44,412	45,745	47,117	48,530	49,987	51,486	53,031	54,622	56,260	57,948

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Phoenix, AZ

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

20.84 %														
Class	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
1	136,416	140,509	144,724	149,066	153,538	158,143	162,889	167,774	172,808	176,300	176,300	176,300	176,300	176,300
2	110,538	113,854	117,270	120,788	124,412	128,145	131,989	135,949	140,027	144,227	148,555	153,011	157,601	162,329
3	89,569	92,257	95,024	97,874	100,811	103,835	106,951	110,159	113,464	116,867	120,374	123,984	127,704	131,536
4	72,578	74,755	76,998	79,307	81,687	84,137	86,662	89,261	91,939	94,697	97,538	100,464	103,479	106,583
5	58,809	60,573	62,391	64,263	66,190	68,176	70,221	72,328	74,498	76,732	79,034	81,406	83,848	86,363
6	52,574	54,151	55,776	57,449	59,173	60,948	62,776	64,659	66,599	68,597	70,655	72,775	74,958	77,206
7	47,000	48,410	49,862	51,358	52,899	54,486	56,119	57,804	59,538	61,324	63,163	65,058	67,011	69,020
8	42,016	43,276	44,574	45,912	47,290	48,708	50,169	51,675	53,225	54,821	56,466	58,160	59,905	61,702
9	37,561	38,687	39,848	41,043	42,275	43,543	44,850	46,195	47,581	49,008	50,478	51,993	53,553	55,159

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Pittsburgh, PA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

Class	19.90 %													
	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
1	135,355	139,416	143,598	147,906	152,344	156,913	161,622	166,469	171,464	175,962	175,962	175,962	175,962	175,962
2	109,679	112,969	116,358	119,848	123,444	127,148	130,962	134,891	138,938	143,105	147,399	151,821	156,375	161,066
3	88,872	91,539	94,285	97,113	100,027	103,028	106,119	109,302	112,581	115,958	119,437	123,020	126,710	130,512
4	72,013	74,174	76,399	78,690	81,051	83,483	85,987	88,567	91,224	93,961	96,780	99,682	102,674	105,754
5	58,352	60,102	61,906	63,763	65,675	67,645	69,675	71,765	73,918	76,135	78,419	80,773	83,196	85,691
6	52,165	53,730	55,342	57,002	58,713	60,474	62,288	64,156	66,080	68,064	70,106	72,209	74,375	76,605
7	46,634	48,033	49,474	50,959	52,487	54,062	55,683	57,354	59,075	60,847	62,672	64,552	66,489	68,483
8	41,689	42,940	44,228	45,555	46,922	48,329	49,779	51,273	52,811	54,395	56,027	57,708	59,439	61,222
9	37,269	38,386	39,538	40,724	41,946	43,205	44,501	45,835	47,211	48,627	50,086	51,588	53,136	54,730

Local pay cap is 175,962

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Portland, OR

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

24.34 %														
Class	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
1	140,367	144,579	148,916	153,383	157,985	162,724	167,607	172,634	176,300	176,300	176,300	176,300	176,300	176,300
2	113,740	117,152	120,667	124,287	128,015	131,856	135,812	139,886	144,083	148,405	152,857	157,443	162,165	167,031
3	92,163	94,929	97,776	100,709	103,731	106,843	110,048	113,350	116,750	120,252	123,860	127,575	131,403	135,345
4	74,680	76,920	79,228	81,604	84,053	86,574	89,172	91,846	94,602	97,440	100,364	103,374	106,476	109,670
5	60,513	62,328	64,198	66,124	68,107	70,150	72,255	74,422	76,656	78,955	81,323	83,764	86,277	88,865
6	54,097	55,719	57,392	59,112	60,887	62,713	64,595	66,532	68,528	70,584	72,702	74,883	77,129	79,442
7	48,361	49,812	51,306	52,846	54,431	56,064	57,745	59,478	61,262	63,100	64,993	66,942	68,952	71,019
8	43,233	44,530	45,865	47,242	48,659	50,119	51,622	53,172	54,767	56,409	58,102	59,845	61,640	63,489
9	38,649	39,807	41,002	42,232	43,499	44,805	46,149	47,533	48,959	50,427	51,941	53,499	55,104	56,756

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Raleigh, NC

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

20.94 %														
Class	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
1	136,529	140,625	144,844	149,189	153,665	158,274	163,023	167,913	172,951	176,300	176,300	176,300	176,300	176,300
2	110,630	113,948	117,367	120,888	124,515	128,251	132,098	136,061	140,143	144,347	148,678	153,138	157,731	162,464
3	89,643	92,333	95,102	97,955	100,894	103,921	107,039	110,250	113,558	116,963	120,473	124,087	127,809	131,644
4	72,638	74,817	77,062	79,373	81,754	84,207	86,733	89,335	92,015	94,776	97,619	100,547	103,565	106,671
5	58,858	60,624	62,443	64,316	66,245	68,232	70,279	72,387	74,560	76,796	79,100	81,474	83,918	86,435
6	52,617	54,196	55,822	57,496	59,222	60,999	62,828	64,713	66,654	68,654	70,714	72,835	75,020	77,270
7	47,038	48,450	49,903	51,401	52,943	54,531	56,166	57,852	59,587	61,375	63,215	65,112	67,066	69,077
8	42,051	43,312	44,611	45,950	47,329	48,748	50,211	51,718	53,269	54,867	56,513	58,208	59,955	61,753
9	37,592	38,719	39,881	41,077	42,310	43,580	44,887	46,233	47,620	49,048	50,520	52,036	53,597	55,204

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Richmond, VA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

20.64 %														
Class	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
1	136,190	140,277	144,484	148,819	153,284	157,882	162,619	167,497	172,522	176,300	176,300	176,300	176,300	176,300
2	110,355	113,666	117,076	120,588	124,206	127,933	131,770	135,724	139,795	143,989	148,309	152,758	157,340	162,061
3	89,421	92,104	94,866	97,712	100,644	103,664	106,774	109,977	113,276	116,673	120,174	123,779	127,492	131,318
4	72,458	74,632	76,871	79,176	81,551	83,998	86,518	89,113	91,787	94,541	97,377	100,298	103,308	106,407
5	58,712	60,473	62,288	64,156	66,081	68,063	70,105	72,208	74,375	76,605	78,903	81,272	83,710	86,220
6	52,487	54,061	55,684	57,353	59,075	60,847	62,672	64,552	66,488	68,484	70,538	72,654	74,834	77,078
7	46,922	48,330	49,780	51,273	52,811	54,395	56,026	57,708	59,439	61,222	63,059	64,950	66,900	68,906
8	41,947	43,205	44,500	45,836	47,211	48,628	50,086	51,589	53,137	54,731	56,373	58,064	59,806	61,600
9	37,499	38,623	39,782	40,975	42,205	43,471	44,776	46,118	47,502	48,927	50,395	51,907	53,464	55,067

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

Sacramento, CA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

27.30 %														
Class	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
1	143,709	148,021	152,461	157,035	161,746	166,598	171,597	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	116,448	119,941	123,540	127,245	131,063	134,995	139,045	143,216	147,513	151,938	156,496	161,191	166,026	171,007
3	94,357	97,188	100,104	103,107	106,200	109,386	112,668	116,048	119,530	123,114	126,809	130,612	134,531	138,567
4	76,458	78,752	81,114	83,547	86,054	88,635	91,294	94,033	96,854	99,760	102,753	105,835	109,011	112,281
5	61,953	63,812	65,726	67,698	69,729	71,820	73,975	76,194	78,480	80,834	83,259	85,758	88,331	90,980
6	55,384	57,046	58,758	60,520	62,336	64,206	66,132	68,116	70,159	72,264	74,432	76,665	78,965	81,333
7	49,512	50,998	52,528	54,104	55,727	57,398	59,119	60,894	62,721	64,602	66,540	68,536	70,593	72,710
8	44,262	45,590	46,957	48,366	49,818	51,312	52,851	54,437	56,071	57,752	59,485	61,269	63,108	65,001
9	39,569	40,755	41,978	43,237	44,535	45,871	47,247	48,664	50,124	51,628	53,177	54,772	56,416	58,107

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

San Antonio, TX

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.39 %														
Class	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
1	132,522	136,498	140,592	144,810	149,155	153,628	158,238	162,984	167,875	172,278	172,278	172,278	172,278	172,278
2	107,383	110,604	113,922	117,340	120,860	124,486	128,220	132,067	136,029	140,110	144,313	148,643	153,101	157,695
3	87,012	89,623	92,311	95,080	97,933	100,871	103,897	107,014	110,225	113,530	116,937	120,444	124,058	127,780
4	70,506	72,621	74,800	77,043	79,354	81,735	84,187	86,712	89,314	91,994	94,754	97,596	100,525	103,540
5	57,130	58,844	60,610	62,428	64,300	66,229	68,217	70,263	72,371	74,541	76,778	79,082	81,455	83,897
6	51,073	52,605	54,184	55,808	57,484	59,208	60,984	62,813	64,697	66,639	68,638	70,697	72,818	75,002
7	45,658	47,028	48,439	49,892	51,389	52,930	54,517	56,154	57,838	59,573	61,360	63,200	65,097	67,050
8	40,817	42,041	43,302	44,601	45,939	47,318	48,737	50,199	51,706	53,256	54,854	56,500	58,195	59,941
9	36,488	37,582	38,711	39,872	41,068	42,300	43,569	44,876	46,222	47,609	49,037	50,508	52,024	53,584

Local pay cap is 172,278

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

San Diego, CA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

30.87 %														
Class	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
1	147,739	152,172	156,736	161,439	166,282	171,270	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	119,713	123,304	127,004	130,814	134,739	138,781	142,944	147,233	151,650	156,199	160,885	165,712	170,682	175,803
3	97,003	99,914	102,911	105,998	109,178	112,454	115,828	119,302	122,882	126,567	130,365	134,275	138,303	142,453
4	78,602	80,960	83,389	85,890	88,467	91,121	93,855	96,670	99,570	102,558	105,634	108,803	112,068	115,430
5	63,691	65,601	67,569	69,597	71,684	73,834	76,050	78,331	80,681	83,101	85,594	88,163	90,808	93,531
6	56,938	58,645	60,406	62,217	64,084	66,007	67,987	70,026	72,126	74,291	76,520	78,815	81,180	83,614
7	50,901	52,428	54,001	55,621	57,290	59,008	60,777	62,602	64,480	66,414	68,406	70,458	72,573	74,749
8	45,503	46,868	48,274	49,723	51,215	52,751	54,333	55,964	57,643	59,372	61,153	62,988	64,877	66,824
9	40,678	41,898	43,156	44,450	45,784	47,158	48,572	50,029	51,530	53,076	54,668	56,308	57,998	59,737

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

San Francisco, CA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

42.74 %														
Class	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
1	161,139	165,974	170,953	176,081	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	130,571	134,488	138,523	142,679	146,959	151,369	155,909	160,587	165,404	170,366	175,477	176,300	176,300	176,300
3	105,802	108,976	112,245	115,612	119,081	122,654	126,333	130,123	134,027	138,047	142,189	146,454	150,848	155,374
4	85,731	88,303	90,953	93,680	96,491	99,386	102,367	105,438	108,601	111,860	115,215	118,671	122,233	125,900
5	69,467	71,551	73,698	75,909	78,186	80,531	82,948	85,436	87,999	90,638	93,358	96,160	99,044	102,015
6	62,102	63,965	65,885	67,860	69,897	71,994	74,153	76,377	78,668	81,029	83,460	85,964	88,543	91,198
7	55,517	57,183	58,899	60,666	62,486	64,360	66,290	68,280	70,328	72,438	74,610	76,848	79,155	81,529
8	49,631	51,119	52,653	54,233	55,860	57,536	59,261	61,040	62,871	64,757	66,700	68,701	70,762	72,884
9	44,368	45,698	47,070	48,482	49,936	51,435	52,978	54,567	56,204	57,890	59,627	61,415	63,258	65,155

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Seattle, WA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

28.28 %														
Class	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
1	144,815	149,160	153,635	158,244	162,991	167,880	172,918	176,300	176,300	176,300	176,300	176,300	176,300	176,300
2	117,344	120,864	124,491	128,225	132,072	136,035	140,115	144,319	148,648	153,107	157,701	162,432	167,304	172,324
3	95,084	97,937	100,874	103,900	107,018	110,228	113,535	116,941	120,450	124,062	127,785	131,618	135,566	139,634
4	77,046	79,358	81,739	84,190	86,716	89,318	91,997	94,757	97,599	100,528	103,544	106,649	109,850	113,146
5	62,430	64,303	66,232	68,219	70,265	72,373	74,545	76,781	79,085	81,457	83,900	86,418	89,011	91,680
6	55,811	57,485	59,210	60,986	62,816	64,701	66,641	68,640	70,699	72,821	75,005	77,255	79,573	81,959
7	49,893	51,390	52,932	54,520	56,156	57,840	59,575	61,363	63,204	65,100	67,052	69,063	71,136	73,270
8	44,603	45,941	47,319	48,739	50,201	51,707	53,258	54,856	56,502	58,197	59,943	61,741	63,594	65,501
9	39,873	41,069	42,302	43,570	44,877	46,224	47,611	49,039	50,510	52,025	53,586	55,194	56,850	58,555

Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)) which is 176,300

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



**United States Department of State
2022 Foreign Service Salary Schedule**

St. Louis, MO

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

18.35 %														
Class	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
1	133,605	137,614	141,742	145,994	150,374	154,885	159,532	164,317	169,248	173,687	173,687	173,687	173,687	173,687
2	108,261	111,508	114,854	118,299	121,848	125,504	129,269	133,147	137,142	141,255	145,494	149,858	154,353	158,984
3	87,723	90,355	93,066	95,858	98,733	101,696	104,747	107,889	111,126	114,459	117,893	121,429	125,072	128,825
4	71,082	73,215	75,411	77,673	80,003	82,404	84,876	87,422	90,044	92,746	95,529	98,394	101,347	104,387
5	57,597	59,325	61,105	62,939	64,826	66,771	68,774	70,837	72,963	75,151	77,406	79,729	82,121	84,584
6	51,491	53,035	54,627	56,265	57,954	59,692	61,483	63,327	65,226	67,184	69,199	71,275	73,414	75,615
7	46,031	47,412	48,835	50,300	51,809	53,363	54,963	56,613	58,311	60,060	61,862	63,717	65,630	67,598
8	41,150	42,385	43,656	44,966	46,315	47,705	49,135	50,610	52,128	53,692	55,303	56,962	58,671	60,431
9	36,787	37,890	39,027	40,198	41,404	42,646	43,926	45,243	46,600	47,998	49,438	50,921	52,449	54,022

Local pay cap is 173,687

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Tucson, AZ

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.77 %														
Class	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
1	132,951	136,939	141,047	145,279	149,637	154,126	158,750	163,512	168,418	172,836	172,836	172,836	172,836	172,836
2	107,730	110,962	114,291	117,719	121,251	124,889	128,635	132,495	136,470	140,563	144,781	149,124	153,597	158,205
3	87,293	89,913	92,610	95,388	98,250	101,197	104,234	107,360	110,581	113,898	117,315	120,834	124,459	128,194
4	70,734	72,856	75,042	77,292	79,611	82,000	84,460	86,993	89,603	92,292	95,060	97,912	100,850	103,875
5	57,315	59,035	60,806	62,630	64,509	66,443	68,437	70,490	72,605	74,783	77,026	79,338	81,718	84,169
6	51,238	52,775	54,359	55,989	57,670	59,400	61,182	63,016	64,907	66,854	68,860	70,926	73,054	75,244
7	45,805	47,180	48,595	50,053	51,555	53,101	54,694	56,335	58,025	59,766	61,558	63,405	65,308	67,267
8	40,949	42,177	43,442	44,746	46,088	47,471	48,895	50,362	51,873	53,429	55,032	56,683	58,383	60,135
9	36,606	37,704	38,836	40,001	41,201	42,437	43,710	45,021	46,372	47,763	49,196	50,672	52,192	53,757

Local pay cap is 172,836

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Virginia Beach, VA

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

17.18 %														
Class	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
1	132,285	136,253	140,341	144,551	148,888	153,353	157,955	162,693	167,574	171,970	171,970	171,970	171,970	171,970
2	107,190	110,406	113,719	117,130	120,644	124,264	127,991	131,831	135,786	139,859	144,055	148,377	152,827	157,413
3	86,856	89,462	92,146	94,910	97,757	100,690	103,711	106,822	110,027	113,327	116,728	120,229	123,836	127,552
4	70,379	72,491	74,666	76,905	79,213	81,589	84,037	86,557	89,154	91,829	94,584	97,421	100,345	103,355
5	57,028	58,739	60,501	62,316	64,185	66,111	68,094	70,137	72,241	74,408	76,640	78,941	81,309	83,747
6	50,982	52,511	54,087	55,709	57,381	59,102	60,875	62,701	64,581	66,520	68,515	70,570	72,688	74,867
7	45,576	46,943	48,352	49,803	51,297	52,835	54,420	56,053	57,735	59,467	61,250	63,087	64,981	66,930
8	40,743	41,966	43,224	44,521	45,857	47,233	48,650	50,110	51,613	53,161	54,756	56,399	58,091	59,833
9	36,423	37,515	38,641	39,800	40,994	42,225	43,491	44,796	46,140	47,524	48,950	50,418	51,931	53,488

Local pay cap is 171,970

EXECUTIVE SCHEDULE	SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS		
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				



United States Department of State 2022 Foreign Service Salary Schedule

Rest of U.S.

Authorized by Executive Order 14061

Effective January 2, 2022

Rates in U.S. Dollars

16.20 %														
Class	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
1	131,178	135,114	139,167	143,342	147,643	152,071	156,634	161,332	166,173	170,532	170,532	170,532	170,532	170,532
2	106,294	109,482	112,767	116,150	119,635	123,224	126,921	130,728	134,650	138,689	142,850	147,136	151,549	156,096
3	86,130	88,714	91,375	94,116	96,940	99,848	102,844	105,929	109,107	112,379	115,751	119,224	122,800	126,485
4	69,791	71,885	74,041	76,262	78,550	80,907	83,334	85,833	88,408	91,061	93,793	96,606	99,506	102,491
5	56,551	58,248	59,995	61,795	63,649	65,558	67,525	69,550	71,637	73,786	75,999	78,280	80,629	83,047
6	50,555	52,072	53,634	55,243	56,901	58,608	60,366	62,176	64,041	65,963	67,942	69,980	72,080	74,241
7	45,195	46,551	47,948	49,386	50,868	52,393	53,964	55,584	57,252	58,969	60,738	62,560	64,438	66,370
8	40,403	41,615	42,863	44,149	45,474	46,838	48,243	49,691	51,181	52,716	54,298	55,927	57,605	59,333
9	36,118	37,201	38,318	39,467	40,651	41,872	43,128	44,421	45,754	47,126	48,540	49,996	51,496	53,041

Local pay cap is 170,532

EXECUTIVE SCHEDULE		SENIOR FOREIGN SERVICE (SFS) PAY RANGE		SFS PAY CAPS	
EX-I	226,300	Minimum	Maximum	OC	191,046
EX-II	203,700	135,468	203,700	MC	200,411
EX-III	187,300			CM	203,700
EX-IV	176,300				
EX-V	165,300				