

**GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES**  
**BASIC SALARY SCALE**  
(United States dollars) - (Effective January 1, 2019)

**Professionals regardless of duty station**

	1	2	3	4	5	6	7	8	9	10	11	12	13	PP1 *	PP2 *
<b>P01</b>	37,012	38,123	39,233	40,344	41,453	42,565	43,675	44,786	45,896	47,007	48,117	49,226	50,337	51,447	
<b>P02</b>	47,322	48,631	49,938	51,246	52,555	53,865	55,175	56,480	57,790	59,097	60,405	61,715	63,022	64,331	
<b>P03</b>	60,233	61,696	63,159	64,620	66,084	67,546	69,008	70,473	71,935	73,397	74,862	76,324	77,788	79,249	80,711
<b>P04</b>	72,637	74,218	75,798	77,379	78,959	80,538	82,121	83,701	85,281	86,860	88,443	90,020	91,601	93,183	94,764
<b>P05</b>	87,108	88,746	90,385	92,021	93,660	95,296	96,936	98,572	100,210	101,847	103,486	105,121	106,761		
<b>D01</b>	99,595	101,520	103,447	105,374	107,294	109,221	111,146	113,069	114,997	116,920	118,845	120,768	122,694		
<b>D02</b>	110,169	112,360	114,552	116,745	118,939	121,132	123,323	125,516	127,708	129,899					

- Spousal Allowance: 6% of net remuneration (Basic Salary + Post Adjustment)
- Single Parent First Child Allowance: 6% of net remuneration (Basic Salary + Post Adjustment)
- Transitional Allowance: 4% of net remuneration (Basic Salary + Post Adjustment). The transitional allowance will be reduced by 1% of net remuneration every 12 months starting on January 1, 2018 until the amount of the transitional allowance becomes equal to or less than the amount of the child allowance.

<b>Child Allowance</b>	<b>2,929</b>
<b>Secondary Dependent Allowance</b>	<b>1,025</b>

\* These steps and their respective salaries are outside the salary scale and will be maintained as a pay protection measure. They will be subject to the same adjustment as those within the scale structure and will be maintained by the ICSC.

Within-grade increments are awarded on the basis of satisfactory service.

The qualifying period for an in-grade increase is as follows:

- P-1: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- P-2: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- P-3: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- P-4: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- P-5: Annually through step 7, two years for steps 8 through 13; no increase beyond step 13
- D-1: Annually through step 4, two years for steps 5 through 13; no increase beyond step 13
- D-2: Annually through step 4, two years for steps 5 through 10; no increase beyond step 10

**GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES  
POST ADJUSTMENT FOR WASHINGTON, D.C. AS OF FEBRUARY 1, 2019\*\***

**Professionals**

	1	2	3	4	5	6	7	8	9	10	11	12	13	PP1 *	PP2 *
P-1	17,618	18,147	18,675	19,204	19,732	20,261	20,789	21,318	21,846	22,375	22,904	23,432	23,960	24,489	
P-2	22,525	23,148	23,770	24,393	25,016	25,640	26,263	26,884	27,508	28,130	28,753	29,376	29,998	30,622	
P-3	28,671	29,367	30,064	30,759	31,456	32,152	32,848	33,545	34,241	34,937	35,634	36,330	37,027	37,723	38,418
P-4	34,575	35,328	36,080	36,832	37,584	38,336	39,090	39,842	40,594	41,345	42,099	42,850	43,602	44,355	45,108
P-5	41,463	42,243	43,023	43,802	44,582	45,361	46,142	46,920	47,700	48,479	49,259	50,038	50,818		
D-1	47,407	48,324	49,241	50,158	51,072	51,989	52,905	53,821	54,739	55,654	56,570	57,486	58,402		
D-2	52,440	53,483	54,527	55,571	56,615	57,659	58,702	59,746	60,789	61,832					

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\*\* Corresponds to 47.6% of basic salary

**GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES  
PENSIONABLE REMUNERATION**

As of February 1, 2019

Grade and Step matching at the time of transitioning

Professional Staff (regardless of duty station)

	1	2	3	4	5	6	7	Steps 8	9	10	11	12	13	PP1 *	PP2 *
P-1	69,477	71,746	74,032	76,342	78,670	81,027	83,403	85,806	88,233	90,688	93,167	95,672	98,209	100,771	
P-2	91,389	94,325	97,294	100,305	103,357	106,450	109,582	112,741	115,949	119,185	122,459	125,771	129,106	132,475	
P-3	122,027	125,723	129,457	133,222	137,027	140,854	144,706	148,586	152,473	156,373	160,288	164,200	168,117	172,023	175,926
P-4	154,345	158,567	162,792	167,023	171,249	175,465	179,682	183,879	188,059	192,220	196,371	200,486	204,590	208,673	212,732
P-5	192,872	197,164	201,436	205,676	209,900	214,092	218,270	222,413	226,538	230,638	234,720	238,771	242,814		
D-1	224,992	229,821	234,623	239,396	244,123	248,842	253,531	258,193	262,845	267,466	272,073	276,659	281,237		
D-2	251,154	256,477	261,773	267,046	272,298	277,526	282,729	287,921	293,094	298,250					

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