

GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES
BASIC SALARY SCALE
(United States dollars) - (Effective January 1, 2018)

Professionals regardless of duty station

	1	2	3	4	5	6	7	8	9	10	11	12	13	PP1 *	PP2 *
P01	36,347	37,438	38,528	39,619	40,708	41,800	42,890	43,981	45,071	46,162	47,252	48,341	49,432	50,522	
P02	46,472	47,757	49,041	50,325	51,611	52,897	54,183	55,465	56,751	58,035	59,319	60,606	61,889	63,175	
P03	59,151	60,587	62,024	63,459	64,896	66,332	67,768	69,207	70,642	72,078	73,517	74,952	76,390	77,825	79,261
P04	71,332	72,884	74,436	75,988	77,540	79,091	80,645	82,197	83,748	85,299	86,854	88,402	89,955	91,508	93,061
P05	85,543	87,151	88,761	90,367	91,977	93,583	95,194	96,801	98,409	100,017	101,626	103,232	104,842		
D01	97,805	99,696	101,588	103,480	105,366	107,258	109,149	111,037	112,930	114,819	116,709	118,598	120,489		
D02	108,189	110,341	112,493	114,647	116,802	118,955	121,107	123,260	125,413	127,565					

- 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: 5% 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.

Child Allowance	2,929
Secondary Dependent Allowance	1,025

* 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, 2018****

Professionals

	1	2	3	4	5	6	7	8	9	10	11	12	13	PP1 *	PP2 *
P-1	17,119	17,633	18,147	18,661	19,173	19,688	20,201	20,715	21,228	21,742	22,256	22,769	23,282	23,796	
P-2	21,888	22,494	23,098	23,703	24,309	24,914	25,520	26,124	26,730	27,334	27,939	28,545	29,150	29,755	
P-3	27,860	28,536	29,213	29,889	30,566	31,242	31,919	32,596	33,272	33,949	34,627	35,302	35,980	36,656	37,332
P-4	33,597	34,328	35,059	35,790	36,521	37,252	37,984	38,715	39,445	40,176	40,908	41,637	42,369	43,100	43,832
P-5	40,291	41,048	41,806	42,563	43,321	44,078	44,836	45,593	46,351	47,108	47,866	48,622	49,381		
D-1	46,066	46,957	47,848	48,739	49,627	50,519	51,409	52,298	53,190	54,080	54,970	55,860	56,750		
D-2	50,957	51,971	52,984	53,999	55,014	56,028	57,041	58,055	59,070	60,083					

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** Corresponds to 47.1% of basic salary

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

As of February 1, 2018

Grade and Step matching at the time of transitioning

Professional Staff (regardless of duty station)

	Steps														
	1	2	3	4	5	6	7	8	9	10	11	12	13	PP1 *	PP2 *
P-1	67,996	70,216	72,454	74,714	76,991	79,298	81,623	83,975	86,349	88,752	91,178	93,629	96,111	98,618	
P-2	89,439	92,311	95,218	98,163	101,151	104,177	107,240	110,332	113,470	116,639	119,841	123,083	126,345	129,643	
P-3	119,420	123,035	126,690	130,375	134,097	137,843	141,613	145,411	149,214	153,031	156,864	160,690	164,525	168,349	172,169
P-4	151,047	155,177	159,314	163,453	167,590	171,717	175,844	179,952	184,042	188,115	192,180	196,206	200,223	204,219	208,192
P-5	188,755	192,954	197,137	201,286	205,421	209,523	213,613	217,670	221,706	225,720	229,714	233,680	237,636		
D-1	220,193	224,920	229,620	234,290	238,919	243,537	248,128	252,689	257,242	261,766	266,275	270,765	275,245		
D-2	245,800	251,010	256,193	261,355	266,496	271,612	276,706	281,785	286,849	291,897					

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