

**GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES**  
**BASIC SALARY SCALE**  
(United States dollars) - (Effective January 1, 2016)

**Professionals with dependents regardless of duty station**

|     | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14     | 15     |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|--------|
| P-1 | 40,344  | 41,630  | 42,908  | 44,195  | 45,476  | 46,760  | 48,043  | 49,329  | 50,609  | 51,891  |         |         |         |        |        |
| P-2 | 50,965  | 52,300  | 53,635  | 54,971  | 56,307  | 57,640  | 58,977  | 60,310  | 61,646  | 62,983  | 64,316  | 65,652  |         |        |        |
| P-3 | 61,470  | 62,963  | 64,457  | 65,947  | 67,442  | 68,934  | 70,425  | 71,920  | 73,412  | 74,905  | 76,400  | 77,891  | 79,385  | 80,877 | 82,369 |
| P-4 | 74,130  | 75,743  | 77,356  | 78,968  | 80,582  | 82,193  | 83,807  | 85,420  | 87,033  | 88,644  | 90,259  | 91,870  | 93,483  | 95,097 | 96,710 |
| P-5 | 88,898  | 90,569  | 92,241  | 93,910  | 95,584  | 97,253  | 98,927  | 100,597 | 102,269 | 103,940 | 105,611 | 107,281 | 108,954 |        |        |
| D-1 | 105,572 | 107,538 | 109,498 | 111,464 | 113,430 | 115,392 | 117,359 | 119,322 | 121,286 |         |         |         |         |        |        |
| D-2 | 114,668 | 116,905 | 119,144 | 121,382 | 123,620 | 125,857 |         |         |         |         |         |         |         |        |        |

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|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|--------|--------|---------|--------|--------|
| P-1 | 38,056  | 39,239  | 40,423  | 41,605  | 42,786  | 43,969  | 45,151  | 46,319  | 47,481  | 48,644 |        |        |         |        |        |
| P-2 | 47,803  | 49,015  | 50,223  | 51,434  | 52,642  | 53,853  | 55,083  | 56,310  | 57,542  | 58,770 | 59,995 | 61,228 |         |        |        |
| P-3 | 57,379  | 58,751  | 60,126  | 61,497  | 62,873  | 64,244  | 65,615  | 66,991  | 68,361  | 69,735 | 71,103 | 72,473 | 73,838  | 75,209 | 76,577 |
| P-4 | 69,032  | 70,499  | 71,969  | 73,431  | 74,895  | 76,358  | 77,820  | 79,278  | 80,736  | 82,193 | 83,646 | 85,100 | 86,554  | 88,004 | 89,454 |
| P-5 | 82,586  | 84,072  | 85,552  | 87,032  | 88,510  | 89,981  | 91,454  | 92,923  | 94,390  | 95,853 | 97,316 | 98,771 | 100,229 |        |        |
| D-1 | 97,583  | 99,289  | 100,994 | 102,692 | 104,389 | 106,081 | 107,766 | 109,451 | 111,130 |        |        |        |         |        |        |
| D-2 | 105,345 | 107,233 | 109,114 | 110,990 | 112,861 | 114,721 |         |         |         |        |        |        |         |        |        |

Child Allowance 2,929

Secondary Dependent Allowance 1,025

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 10, no additional increase.

P-2: Annually through step 11, two years for step 12; no increase after step 12

P-3: Annually through step 13, every two years for steps 14 and 15; no increase beyond step 15

P-4: Annually through step 12, every two years for steps 13,14 and 15; no increase beyond step 15

P-5: Annually through step 10, every two years for steps 11,12, and 13; no increase beyond step 13.

D-1: Annually through step 4; every two years for steps 5,6,7,8, and 9; no increase after step 9.

D-2: No annual increase; step given every two years through step 6; no increase after step 6.

**GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES  
POST ADJUSTMENT FOR WASHINGTON, D.C. AS OF JANUARY 1, 2016\***

**Professionals with Dependents**

|     | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      | 10     | 11     | 12     | 13     | 14     | 15     |
|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| P-1 | 19,042 | 19,649 | 20,253 | 20,860 | 21,465 | 22,071 | 22,676 | 23,283 | 23,887 | 24,493 |        |        |        |        |        |
| P-2 | 24,055 | 24,686 | 25,316 | 25,946 | 26,577 | 27,206 | 27,837 | 28,466 | 29,097 | 29,728 | 30,357 | 30,988 |        |        |        |
| P-3 | 29,014 | 29,719 | 30,424 | 31,127 | 31,833 | 32,537 | 33,241 | 33,946 | 34,650 | 35,355 | 36,061 | 36,765 | 37,470 | 38,174 | 38,878 |
| P-4 | 34,989 | 35,751 | 36,512 | 37,273 | 38,035 | 38,795 | 39,557 | 40,318 | 41,080 | 41,840 | 42,602 | 43,363 | 44,124 | 44,886 | 45,647 |
| P-5 | 41,960 | 42,749 | 43,538 | 44,326 | 45,116 | 45,903 | 46,694 | 47,482 | 48,271 | 49,060 | 49,848 | 50,637 | 51,426 |        |        |
| D-1 | 49,830 | 50,758 | 51,683 | 52,611 | 53,539 | 54,465 | 55,393 | 56,320 | 57,247 |        |        |        |        |        |        |
| D-2 | 54,123 | 55,179 | 56,236 | 57,292 | 58,349 | 59,405 |        |        |        |        |        |        |        |        |        |

**Professionals without Dependents**

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|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| P-1 | 17,962 | 18,521 | 19,080 | 19,638 | 20,195 | 20,753 | 21,311 | 21,863 | 22,411 | 22,960 |        |        |        |        |        |
| P-2 | 22,563 | 23,135 | 23,705 | 24,277 | 24,847 | 25,419 | 25,999 | 26,578 | 27,160 | 27,739 | 28,318 | 28,900 |        |        |        |
| P-3 | 27,083 | 27,730 | 28,379 | 29,027 | 29,676 | 30,323 | 30,970 | 31,620 | 32,266 | 32,915 | 33,561 | 34,207 | 34,852 | 35,499 | 36,144 |
| P-4 | 32,583 | 33,276 | 33,969 | 34,659 | 35,350 | 36,041 | 36,731 | 37,419 | 38,107 | 38,795 | 39,481 | 40,167 | 40,853 | 41,538 | 42,222 |
| P-5 | 38,981 | 39,682 | 40,381 | 41,079 | 41,777 | 42,471 | 43,166 | 43,860 | 44,552 | 45,243 | 45,933 | 46,620 | 47,308 |        |        |
| D-1 | 46,059 | 46,864 | 47,669 | 48,471 | 49,272 | 50,070 | 50,866 | 51,661 | 52,453 |        |        |        |        |        |        |
| D-2 | 49,723 | 50,614 | 51,502 | 52,387 | 53,270 | 54,148 |        |        |        |        |        |        |        |        |        |

\* Corresponds to 47.2% of basic salary

