

FY-09 LOCAL COMPENSATION PLAN  
Embassy Kabul

40 Hour Workweek  
- Step -

Grade 12	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$26,714	\$27,515	\$28,316	\$29,117	\$29,918	\$30,719	\$31,520	\$32,321	\$33,122	\$33,923	\$34,724	\$35,525	\$36,326	801
Hazard	\$6,679	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	
Total	\$33,393	\$34,373	\$35,174	\$35,975	\$36,776	\$37,577	\$38,378	\$39,179	\$39,980	\$40,781	\$41,582	\$42,383	\$43,184	

  

Grade 11	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$24,285	\$25,014	\$25,743	\$26,472	\$27,201	\$27,930	\$28,659	\$29,388	\$30,117	\$30,846	\$31,575	\$32,304	\$33,033	729
Hazard	\$6,071	\$6,254	\$6,436	\$6,618	\$6,800	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	\$6,858	
Total	\$30,356	\$31,268	\$32,179	\$33,090	\$34,001	\$34,788	\$35,517	\$36,246	\$36,975	\$37,704	\$38,433	\$39,162	\$39,891	

  

Grade 10	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$21,356	\$21,997	\$22,638	\$23,279	\$23,920	\$24,561	\$25,202	\$25,843	\$26,484	\$27,125	\$27,766	\$28,407	\$29,048	641
Hazard	\$5,339	\$5,499	\$5,660	\$5,820	\$5,980	\$6,140	\$6,301	\$6,461	\$6,621	\$6,781	\$6,858	\$6,858	\$6,858	
Total	\$26,695	\$27,496	\$28,298	\$29,099	\$29,900	\$30,701	\$31,503	\$32,304	\$33,105	\$33,906	\$34,624	\$35,265	\$35,906	

  

Grade 09	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$15,297	\$15,756	\$16,215	\$16,674	\$17,133	\$17,592	\$18,051	\$18,510	\$18,969	\$19,428	\$19,887	\$20,346	\$20,805	459
Hazard	\$3,824	\$3,939	\$4,054	\$4,169	\$4,283	\$4,398	\$4,513	\$4,628	\$4,742	\$4,857	\$4,972	\$5,087	\$5,201	
Total	\$19,121	\$19,695	\$20,269	\$20,843	\$21,416	\$21,990	\$22,564	\$23,138	\$23,711	\$24,285	\$24,859	\$25,433	\$26,006	

  

Grade 08	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$13,577	\$13,984	\$14,391	\$14,798	\$15,205	\$15,612	\$16,019	\$16,426	\$16,833	\$17,240	\$17,647	\$18,054	\$18,461	407
Hazard	\$3,394	\$3,496	\$3,598	\$3,700	\$3,801	\$3,903	\$4,005	\$4,107	\$4,208	\$4,310	\$4,412	\$4,514	\$4,615	
Total	\$16,971	\$17,480	\$17,989	\$18,498	\$19,006	\$19,515	\$20,024	\$20,533	\$21,041	\$21,550	\$22,059	\$22,568	\$23,076	

  

Grade 07	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$11,208	\$11,544	\$11,880	\$12,216	\$12,552	\$12,888	\$13,224	\$13,560	\$13,896	\$14,232	\$14,568	\$14,904	\$15,240	336
Hazard	\$2,802	\$2,886	\$2,970	\$3,054	\$3,138	\$3,222	\$3,306	\$3,390	\$3,474	\$3,558	\$3,642	\$3,726	\$3,810	
Total	\$14,010	\$14,430	\$14,850	\$15,270	\$15,690	\$16,110	\$16,530	\$16,950	\$17,370	\$17,790	\$18,210	\$18,630	\$19,050	

Prepared by: Zekria Naseri  
HR Specialist

Certified by: Richard Simpson  
Financial Management Officer

Approved by: John Olson  
Management Counselor

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Grade 06	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$9,080	\$9,332	\$9,604	\$9,876	\$10,148	\$10,420	\$10,692	\$10,964	\$11,236	\$11,508	\$11,780	\$12,052	\$12,324	272
Hazard	\$2,265	\$2,333	\$2,401	\$2,469	\$2,537	\$2,605	\$2,673	\$2,741	\$2,809	\$2,877	\$2,945	\$3,013	\$3,081	
Total	\$11,325	\$11,665	\$12,005	\$12,345	\$12,685	\$13,025	\$13,365	\$13,705	\$14,045	\$14,385	\$14,725	\$15,065	\$15,405	

Grade 05	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$7,600	\$7,828	\$8,056	\$8,284	\$8,512	\$8,740	\$8,968	\$9,196	\$9,424	\$9,652	\$9,880	\$10,108	\$10,336	228
Hazard	\$1,900	\$1,957	\$2,014	\$2,071	\$2,128	\$2,185	\$2,242	\$2,299	\$2,356	\$2,413	\$2,470	\$2,527	\$2,584	
Total	\$9,500	\$9,785	\$10,070	\$10,355	\$10,640	\$10,925	\$11,210	\$11,495	\$11,780	\$12,065	\$12,350	\$12,635	\$12,920	

Grade 04	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$6,871	\$7,077	\$7,283	\$7,489	\$7,695	\$7,901	\$8,107	\$8,313	\$8,519	\$8,725	\$8,931	\$9,137	\$9,343	206
Hazard	\$1,718	\$1,769	\$1,821	\$1,872	\$1,924	\$1,975	\$2,027	\$2,078	\$2,130	\$2,181	\$2,233	\$2,284	\$2,336	
Total	\$8,589	\$8,846	\$9,104	\$9,361	\$9,619	\$9,876	\$10,134	\$10,391	\$10,649	\$10,906	\$11,164	\$11,421	\$11,679	

Grade 03	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$5,520	\$5,686	\$5,852	\$6,018	\$6,184	\$6,350	\$6,516	\$6,682	\$6,848	\$7,014	\$7,180	\$7,346	\$7,512	166
Hazard	\$1,380	\$1,422	\$1,463	\$1,505	\$1,546	\$1,588	\$1,629	\$1,671	\$1,712	\$1,754	\$1,795	\$1,837	\$1,878	
Total	\$6,900	\$7,108	\$7,315	\$7,523	\$7,730	\$7,938	\$8,145	\$8,353	\$8,560	\$8,768	\$8,975	\$9,183	\$9,390	

Grade 02	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$4,657	\$4,797	\$4,937	\$5,077	\$5,217	\$5,357	\$5,497	\$5,637	\$5,777	\$5,917	\$6,057	\$6,197	\$6,337	140
Hazard	\$1,164	\$1,199	\$1,234	\$1,269	\$1,304	\$1,339	\$1,374	\$1,409	\$1,444	\$1,479	\$1,514	\$1,549	\$1,584	
Total	\$5,821	\$5,996	\$6,171	\$6,346	\$6,521	\$6,696	\$6,871	\$7,046	\$7,221	\$7,396	\$7,571	\$7,746	\$7,921	

Grade 01	1	2	3	4	5	6	7	8	9	10	11	12	13	WGI
Basic Rate	\$4,235	\$4,362	\$4,489	\$4,616	\$4,743	\$4,870	\$4,997	\$5,124	\$5,251	\$5,378	\$5,505	\$5,632	\$5,759	127
Hazard	\$1,059	\$1,091	\$1,122	\$1,154	\$1,186	\$1,218	\$1,249	\$1,281	\$1,313	\$1,345	\$1,376	\$1,408	\$1,440	
Total	\$5,294	\$5,453	\$5,611	\$5,770	\$5,929	\$6,088	\$6,246	\$6,405	\$6,564	\$6,723	\$6,881	\$7,040	\$7,199	

Prepared by: Zekria Nasiri  
IR Specialist

Confirmed by: Richard Simpson  
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