

## Participant Profiles

**Compensation.** Compensation is shown in Canadian dollars in the following table:

Title	Job Match	Minimum	Maximum	Average Actual
Junior Officer	Job A Match	\$54,352	\$97,903	Information not available
Mid-Level Officer (Grade 2 or 3)	Job B Match -	\$82,276	\$149,114	
Mid-Level Officer (Grade 1)	Job B Match -	\$126,312	\$162,910	
Senior Officer (Grade OC)	Job C Match +	\$171,521	\$197,622	
Senior Officer (Grade MC, CM)	Job D Match	\$179,542	\$197,622	

The salaries above are for overseas service. For salaries in Washington D.C., the home country location, an additional 10.23 percent is added. Employees may also participate in a retirement plan to which the employer contributes 6% of salary. Language incentive pay of \$8,000-\$12,000 is provided to officers assigned to "incentive language" posts, if they achieve a certain level of fluency in these languages (for most languages other than those in the Romance and Germanic families). Salary scales are comparable to those of economists and lawyers in the civil service.

**Spousal Compensation/Assistance.** Spouses receive no financial compensation. Spouses on posting may be employed as a local staff member if a suitable position is available. The State Department also canvasses other organizations for available jobs and assists in obtaining a work permit at the host location. Spousal employment opportunities are a key concern. An initiative is now being piloted in Mexico City, where an executive search firm has been hired to assist spouses in finding employment at the post location. This will be rolled out to other large postings where there is a reciprocal work agreement in place.

**Relocation and Incentives.** The objective of the State Department policy is to maintain home country living standards and purchasing power. Foreign Service Officers are not required to pay a housing or utility share. Private schooling is paid for both elementary and secondary levels. There is no incentive premium provided. A hardship premium is provided in the normal pay cycle, ranging from 5-25 percent of salary with no cap. A cost-of-living allowance is paid as a percentage of salary with no cap. The hardship premium is taxable.

**Home Leave/R&R Leave.** Home leave travel is provided (to the home country only) every two years to officers on four-year assignments, or between postings on a three-year or two-year assignment.. Rest and Recreation trips are provided once a year to officers in hardship locations.