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Foreign Service Comparability Pay

A Mandatory Reference for ADS Chapter 470

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On April 15, 2011, the President signed the Full-Year Continuing Appropriations Act of 2011 (P.L. 112-10) which funds the Federal Government for the remainder of Fiscal Year 2011.

The Congress prohibited funding the third phase of Foreign Service Comparability Pay (FSCP) in Section 2121(f) of the legislation. The third and final adjustment was expected to be implemented in August 2011.

The legislation extends FSCP authority through Fiscal Year 2011 so that FSCP will continue to be paid at the current rate (16.52 percent). This is approximately two-thirds of Washington, D.C. locality pay (24.22 percent).

Under Secretary for Management, Patrick F. Kennedy, stated that the Department of State remains committed to resolving the pay disparity for Foreign Service employees who are assigned overseas. Under Secretary Kennedy also indicated that the Department of State will use every opportunity to advocate implementation of the third and final phase.

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Message from Under Secretary for Management Patrick F. Kennedy/Foreign Service comparability pay

On Thursday, April 14, the Congress passed, and the President is expected to sign, the Full-Year Continuing Appropriations Act, 2011 (H.R. 1473), which will fund the Federal government for the rest of Fiscal Year 2011. I am relieved at passage of this bill, because funding is now certain for the remainder of the fiscal year, and the Department will no longer be operating under a series of short term continuing resolutions. While this certainty is most welcome, I must also acknowledge disappointment at the cuts in funding that were enacted for many State Department programs because of the current fiscal environment.

As you know, I have been a strong proponent of Foreign Service comparability pay (FSCP), and have been pleased that we were able to institute the first two tranches of this pay. The third tranche was to be implemented in August 2011. Unfortunately, in light of today's dire budget climate, the Congress prohibited funding the third tranche of FSCP in the bill passed on April 14. While the third tranche cannot be implemented at this time, the bill extends FSCP authority through FY 2011 so that FSCP will continue to be paid at the current rate.

While this and the other cuts in State funding are disheartening, I know that you

understand that the current U.S. government fiscal situation constrains us all.

The Department has worked since early 2000 to resolve the pay disparity for our Foreign Service employees when stationed abroad. Because we were able to implement the first two tranches of FSCP, overseas pay has now addressed roughly two-thirds of Washington, D.C. locality pay. I remain committed to FSCP and will continue to stress the basic equity involved and use every opportunity to advocate implementing the third and final tranche. Thank you for your support as we continue to carry out State's critical mission around the world.

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