

THE FOLLOWING DIAGRAM DEPICTS A CURRENT EXAMPLE OF AN EXECUTIVE DIRECTOR IN ONE OF STATE'S AREA BUREAUS WHO WAS PROMOTED INTO THEIR EXECUTIVE SERVICE (SES EQUIVALENT) IN 1980 AT THE ES-01 LEVEL AND WHO ASCENDS TO THE ES-04 LEVEL WITHIN TWO YEARS WITH THE POTENTIAL FOR ES-05 SHORTLY AFTER. THIS EMPLOYEE DID NOT PASS THROUGH THE ES-02 OR ES-03 LEVELS NOR DOES THE STATE DEPARTMENT SYSTEM REQUIRE IT. THE SPECIFIC NAME AND BUREAU HAS BEEN OMITTED INTENTIONALLY AS IRRELEVANT TO THE EXAMPLE.

1980	POSITION TITLE	CATEGORY	ALLOWABLE GRADE SPREAD	GRADE OF INCUMBENT (IN THIS CASE)	REMARKS
STATE	Executive Director of an Area Bureau (roughly equivalent to DD0, Area Division Chief of Support)	Counselor	Range: ES-01, ES-02, ES-03, ES-04	ES-01 (Effective Sep 1980)	
AGENCY	Chief of Support/DD0 Area Division	Senior Intelligence Service	Range: SIS-01, SIS-02	SIS-01 (Theoretically Sep 1980)	

1982 - - - - - AFTER TWO YEARS

STATE	State Employee was promoted to ES-04 after 2 years at an ES-01	Subject's category was changed to Minister Counselor (MC) through his Foreign Service System	<u>INEQUITY</u> Minister Counselor rank allows grade range: ES-04, ES-05	<u>INEQUITY</u> Subject was therefore promoted immediately to ES-04 (effective Sept 1982). Subject did not serve as ES-02, or ES-03. He went right to an ES-04 - all the while in the same position. Only his personal category changed.	Subject will go to ES-05 eventually based on his longevity in the Foreign Service System which, for this example, allows up to an ES-05 for officers in the Minister Counselor Category. <u>Result: ES-05</u>
AGENCY	Agency Employee has possibility of promotion from SIS-01 to SIS-02 while assigned to the position	Senior Intelligence Service	<u>INEQUITY</u> RANGE: SIS-01, SIS-02	<u>INEQUITY</u> May have been promoted to SIS-02. However, this promotion would have been competitively attained.	This is the limit that this officer can achieve in this position due to lack of approved "Headroom". <u>Result: SIS-02</u>

FOREIGN AFFAIRS PERSONNEL REGISTER

The *Foreign Affairs Personnel Register* provides concise biographic information on personnel of the United States Department of State and other Federal Government Agencies in the field of foreign affairs.

Biographies are included for Ambassadors, Ministers, Chiefs of Mission, Senior Foreign Service officers, Foreign Service officers, Foreign Service information officers, Foreign Service Reserve officers, Foreign Service Staff officers, to the rank of FP-6, and Civil Service employees of grade GS-12 and above. In addition to the Department of State, biographies are included for personnel of the United States Arms Control and Disarmament Agency, the Agency for International Development, the United States Information Agency, Board for

International Broadcasting, the Foreign Agricultural Service of the Department of Agriculture, the Foreign Commercial Service of the Department of Commerce, and the Overseas Private Investment Corporation.

The abbreviation of one foreign language, or more, appears near the end of some biographies. This signifies that the individual has been tested by the Foreign Service Institute and has received proficiency ratings of at least S-3 and R-3 in the language(s) shown.

The *Foreign Affairs Personnel Register* is compiled by the Publishing Services Division, Foreign Affairs Information Management Center. Any inquiries concerning the content of the publication should be directed to that division.

New Categories and the Foreign Service Schedule

With the passage of the Foreign Service Act of 1980, the structure of the Foreign Service, in terms of both classes and pay structure, has been substantially modified. The chart shown below has been included for purposes of clarification.

All members of the Foreign Service, other than senior officers, began to be paid on the new Foreign Service Schedule effective the first pay period beginning in October 1980, while

remaining in their previous categories (FSR, FSRU, FSS, FSO, FSIO). On February 15, 1981, they were in turn converted automatically, if worldwide available, to the new grade structured and categories, in accordance with the following conversion table (the new consolidated, normally specialist category replacing FSS and FSR/RU carries the indicator FP for most agencies):

<u>OLD</u>		<u>NEW</u>		<u>SALARY SCHEDULE</u>	
		<u>Senior Foreign Service</u>	<u>Abbrev.</u>	<u>SES Pay Level Equivalent</u>	
(Career Minister)		Career Minister	(FE-CM)	ES-6	
(FSO/R/RU - 1)		Minister Counselor	(FE-MC)	ES-4, ES-5	
(FSIO/) - 2)		Counselor	(FE-OC)	ES-1, ES-2, ES-3, ES-4	

<u>OLD</u>	<u>NEW</u>	<u>OLD</u>	<u>NEW</u>	<u>FOREIGN SERVICE PAY SCHEDULE</u>
				<u>FO/FI/FP</u>
(FSO/FSIO-3)	FO/FI-1	(FSR & FSRU-3 & FSS-1)	FP-1	FS-1
(FSO/FSIO-4)	FO/FI-2	(FSR & FSRU-4 & FSS-2)	FP-2	FS-2
(FSO/FSIO-5)	FO/FI-3	(FSR & FSRU-5 & FSS-3)	FP-3	FS-3
(FSO/FSIO-6)	FO/FI-4	(FSR & FSRU-6 & FSS-4)	FP-4	FS-4
(FSO/FSIO-7)	FO/FI-5	(FSR & FSRU-7 & FSS-5)	FP-5	FS-5
(FSO/FSIO-8)	FO/FI-6	(FSR & FSRU-8 & FSS-6)	FP-6	FS-6
		(FSS-7)	FP-7	FS-7
		(FSS-8)	FP-8	FS-8
		(FSS-9 & 10)	FP-9	FS-9

The 1982 Senior Foreign Service promotion list was received as this edition was going to press and those promotions have been included in this *Register*. Other 1982 promotions, which were not available at the time of printing, will be included in the next edition.