

The image features a large, light gray watermark of the USAID seal in the background. The seal is circular and contains the text "UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT" around the perimeter. In the center of the seal is a shield with a map of the United States, and the word "USAID" is written in a large, bold, sans-serif font across the middle of the shield. There are three stars at the bottom of the seal.

**USAID**

**This document has been archived. The “[Why and When](#)” list at the AAPD Archive identifies why the document has been archived and where current guidance may be found. Internal users may also access the [OAA Policy Division webpage](#) to locate current policy and regulations.**



U.S. AGENCY FOR  
INTERNATIONAL  
DEVELOPMENT

January 7, 2000

MEMORANDUM FOR ALL CONTRACTING OFFICERS AND NEGOTIATORS

TO: DISTRIBUTION LIST FAC  
FROM: Rodney W. Johnson, Director, M/OP  
SUBJECT: Latest ES-06 Maximum Pay Rate

CONTRACT INFORMATION BULLETIN 00 - 02

This CIB supersedes and cancels CIB 99-2.

ADS 302.5.3 contains the policy establishing the ES-6 level as the threshold for M/OP Director approval of contractor salaries. The USAID Acquisition Regulation (AIDAR) cost principles and certain clauses refer to this policy, and the procedures for obtaining approval are contained in ADS E302.5.3. The ES-6 rate changes periodically by Executive Order.

The ES-6 rate effective on the first day of the first applicable pay period beginning on or after January 1, 2000 is **\$122,400 per year**. The maximum hourly rate for non-Personal Services Contracts is **\$58.85**.

The annual salary is the determining rate, and the hourly rate is provided for your convenience. The calculation for non-Personal Services Contracts is based on 2080 hours/year, the number used by most private sector entities. Contractors using methods based on other than 2080 hrs/yr must request approval from the Contracting Officer if their methodologies result in annualized salaries exceeding the annual ES-6 rate above.

Because Personal Services Contractors are considered to be USAID employees for this purpose, their hourly rate is calculated using 2087 hr/yr, the number of work hrs/yr used for calculating the hourly rate for Federal employees.

Institutional contractor employees are NOT entitled to salary adjustments based on the locality-based comparability payments authorized for direct-hire U.S. Government employees.

FYI: The ES-6 rate, as well as the Schedules containing the Adjustments of Certain Rates of Pay subject to Executive Order 13144 for the year 2000, was published in the Federal Register on December 23, 1999 (64 FR 72235). The actual schedules are readable on-line in PDF format on the Internet at [http://www.access.gpo.gov/su\\_docs/aces/aces140.html](http://www.access.gpo.gov/su_docs/aces/aces140.html).

Questions about this CIB may be addressed to Diane Howard, M/OP/P at 202-712-0206 or [dhoward@usaid.gov](mailto:dhoward@usaid.gov).