

LAW
OF THE REPUBLIC OF ARMENIA

Adopted on 12 December 2013

ON REMUNERATION FOR PERSONS HOLDING STATE POSITIONS

CHAPTER 1

GENERAL PROVISIONS

Article 1. Subject matter of this Law

1. This Law shall define the principles of remuneration for persons holding state positions prescribed by the Law of the Republic of Armenia "On public service", for employees of state project implementation units operating within republican executive bodies, shall regulate other relations pertaining to basic and additional salaries, granting bonuses, organising monetary support and remuneration thereof.

Article 2. Scope of this Law

1. The scope of this Law shall apply to:

- (1) the following persons holding state positions prescribed by the Law of the Republic of Armenia "On public service":
 - (a) persons holding political positions;
 - (b) persons holding discretionary positions;

- (c) persons holding civil positions, except for the Chairperson of the Central Bank of the Republic of Armenia and the members of the Board thereof;
 - (d) persons holding state service positions (except for persons holding temporarily vacant positions who are not state servants and are covered only by the provisions of Article 28 of this Law), including those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services, except for privates called-up to compulsory military service (including military servants awarded a military rank for non-commissioned officers during the service, and having not concluded a contract for undergoing contractual military service) and cadets studying at military education institutions;
- (2) employees of project implementation state institutions operating within republican executive bodies, as well as employees of project implementation offices implementing projects at the expense of the funds granted to the Republic of Armenia by foreign states and international credit organisations which are covered only by the provisions of Article 30 of this Law.

2. The official pay rates for persons carrying out civil tasks and technical maintenance operations within the staffs of bodies envisaged in part 1 of Article 2 of the Law of the Republic of Armenia "On public service", except for the Staff to the President of the Republic of Armenia, the Staff of the National Assembly of the Republic of Armenia, the Staff of the Government of the Republic of Armenia, the Staff of the Constitutional Court of the Republic of Armenia, the Staff of the Central Bank of the Republic of Armenia, the Staff of Yerevan Municipality of the Republic of Armenia, the staffs of local self-government bodies of the Republic of Armenia, shall be prescribed by the Government of the Republic of Armenia;

moreover, in cases and time limits prescribed by part 4 of Article 25 of this Law, the official pay rates for persons carrying out technical maintenance operations in the headquarters of the Staff of the Central Electoral Commission shall be doubled.

3. Conformity between the official pay rates of the Staff of the Chief Military Inspectorate of the President of the Republic of Armenia and the official pay rates within the republican executive body of defence of the Republic of Armenia shall be prescribed by the President of the Republic of Armenia, whereas the official pay rates for persons carrying out civil tasks and technical maintenance operations within the Staff to the President of the Republic of Armenia, the Staff of the National Assembly of the Republic of Armenia, the Staff of the Government of the Republic of Armenia, the Staff of the Constitutional Court of the Republic of Armenia shall be prescribed by the Chief of Staff to the President of the Republic of Armenia, Chief of Staff of the National Assembly of the Republic of Armenia, Chief of Staff of the Government of the Republic of Armenia, Chief of Staff of the Constitutional Court of the Republic of Armenia, respectively.

4. The monthly salary fund for persons carrying out civil tasks and technical maintenance operations within the Staff to the President of the Republic of Armenia, the Staff of the National Assembly of the Republic of Armenia, the Staff of the Government of the Republic of Armenia shall be calculated by the product of the two-fold base salary and the number of these employees.

5. In case of a referendum, local referendum, elections to the National Assembly, elections to the Council of Elders of Yerevan, Gyumri and Vanadzor, as well as in case of elections of the head of community or a member of Council of Elders in 5 or more communities or less than 5 communities in the area supported by the constituency electoral commission (the total number of voters whereof exceeds 10,000 combined), the chairperson, deputy chairperson of the constituency electoral commission, secretary of the commission shall, for the period of holding elections, shall be remunerated in the amount of the official pay rate of a member of the Central

Electoral Commission, whereas the members of the commission — in the amount of 70 per cent of remuneration for the chairperson of the constituency electoral commission. In case of other elections, the chairperson, deputy chairperson of the constituency electoral commission as well as secretary of the commission and members of the commission shall be remunerated in the amount of remuneration for the chairperson of the precinct electoral commission. The difference of the official pay rates provided for by this part shall be specified under the expenses for organisation and holding of elections or referenda.

6. During the period of elections, as well as in case of holding the second stage of elections of the National Assembly, the chairperson of the precinct electoral commission shall be remunerated in the amount of two-fold of the minimum nominal monthly salary defined by the legislation of the Republic of Armenia, the secretary of the commission — in the amount of 70 per cent of remuneration of the chairperson of the precinct electoral commission, and members of the commission — in the amount of the minimum nominal monthly salary. The chairperson, deputy chairperson and the members of a precinct electoral commission shall be remunerated following summary of the election results.

7. Private military servants (including military servants awarded a military rank for non-commissioned officers during their service and not having concluded a contract for undergoing contractual military service) called up for compulsory military service shall be provided with monthly remuneration in the manner and the amount prescribed by the Government of the Republic of Armenia.

(Article 2 amended by HO-57-N of 11 June 2014, edited by HO-63-N of 25 May 2016, amended by HO-84-N of 31 May 2017, supplemented and amended by HO-245-N of 6 December 2017)

Article 3. Main concepts used in this Law

1. The following main concepts shall be used in this Law:
 - (1) **"basic salary"** (hereinafter referred to also as "official pay rate") shall mean the product of the base salary envisaged in point 4 of part 1 of this Article and the coefficient envisaged in point 5 of part 1 of this Article;
 - (2) **"additional salary"** shall mean the variable part of the salary, which is calculated in relation to the official pay rate and the payment whereof is preconditioned by the existence of any condition and/or conditions enlisted in subpoints (a) and (b) of this point and includes:
 - (a) **"additional payment"** shall mean percentage increase calculated in relation to the official pay rate or increase in the official pay rate defined by absolute monetary value preconditioned by the peculiarities of one or several of any conditions referred to in this subpoint, such as performing heavy, harmful, especially heavy and especially harmful works prescribed by the legislation of the Republic of Armenia, working in high mountainous areas, or performing overtime work, work at night-time, on weekends, holidays, as well as of military, penitentiary and rescue services;
 - (b) **"increment"** shall mean percentage increase calculated in relation to the official pay rate for fulfilling one or several of any conditions referred to in this subpoint, such as holding class, diplomatic ranks, a class rank higher than the class rank corresponding to the subgroup of the given position, titles, record of work and/or service, command of foreign languages;
 - (3) **"bonus"** shall mean a lump-sum payment, which is provided to persons holding state positions for evaluation of their official activities (performance) and/or performing special tasks and/or quality works;

- (4) **"base salary"** shall mean a unit considered as a basis for determining the basic salaries of persons holding state positions;
- (5) **"coefficient"** shall mean a value prescribed for multiplying the base salary by this figure for determining the amount of the basic salary of persons holding state positions;
- (6) ***(Point repealed by HO-245-N of 6 December 2017)***
- (7) **"monetary support"** shall mean a payment envisaged in Articles 23 and 24 of this Law.

(Article 3 amended and supplemented by HO-57-N of 11 June 2014, amended by HO-245-N of 6 December 2017)

Article 4. Main principles of remuneration for persons holding state positions

1. The main principles of remuneration for persons holding state positions shall be as follows:

- (1) ensuring uniform, impartial system of remuneration for persons holding state positions and basic salary corresponding to duties, liability of persons holding state positions;
- (2) ensuring substantiated differentiation of the amounts of remuneration for persons holding state positions;
- (3) ensuring comparability of salary scales in different sectors of state service;
- (4) ensuring substantiated ratios of basic and additional salaries;
- (5) equal remuneration for work and experience of equal value;
- (6) promoting the aspiration of state servants to hold higher positions during the service;

- (7) excluding discrimination in respect of remuneration for persons holding state positions based on nationality, race, sex, belief, political or other views, social origin, property or other status.

CHAPTER 2

BASE SALARY AND STRUCTURE OF SALARY OF PERSONS HOLDING STATE POSITIONS

Article 5. Base salary of persons holding state positions

1. The amount of the base salary of persons holding state positions shall be fixed by the Law of the Republic of Armenia "On State Budget" for each year.
2. The amount of the base salary of persons holding state positions may not be lower than 80 percent of the minimum nominal monthly salary and exceed 120 percent of the minimum nominal monthly salary.
3. The base salary for the given year may not be fixed lower than the base salary of the previous year.
4. The change in the amount of remuneration for persons holding state positions shall be carried out through change in the base salary and/or coefficients, based on the analysis of the labour market as per professions and areas, which is conducted once every three years and the procedure whereof is prescribed by the Government of the Republic of Armenia.
5. Based on the results of the analysis prescribed by part 4 of this Article, the Government of the Republic of Armenia may fix the amount of the basic salary for separate professions equal to the total sum of the product of the base salary and the coefficient and of the amount not exceeding maximum 10 percent thereof.

Article 6. Structure of salary of persons holding state positions

1. Salary of persons holding state positions shall comprise the basic salary, additional salary and bonuses prescribed by this Law. Additional salary shall include additional payments and increments.
2. Additional salary of persons holding state positions may not exceed 30 percent of the basic salary.
3. When applying the restriction envisaged in part 2 of this Article, additional payments provided for performing overtime work and work at night-time shall be calculated for the financial year and in relation to the annual basic salary of persons holding state positions.
4. Additional payments provided for working in high mountainous areas shall not be included in the calculation of the additional salary prescribed by part 2 of this Article.
5. The restriction prescribed by part 2 of this Article shall not apply to those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services.
6. Bonuses for persons holding state positions may be provided from the bonus fund envisaged in the State Budget of the Republic of Armenia, from the savings of the salary fund, from the means of material incentive and development fund of the given body, as well as from other sources not prohibited by law. Means targeted at the granting of bonuses from each material incentive and development fund of the given body, as well as other sources not prohibited by law may not exceed 30 percent of the annual salary fund of the given body.

(Article 6 amended by HO-57-N of 11 June 2014)

Article 7. Increments for persons holding state positions and the procedure for calculation thereof

1. Persons holding state positions shall be provided with increments for class, diplomatic ranks, titles (including class and special), as well as, in cases prescribed by this Law, for the command of foreign languages, record of work and/or service.

2. Increments for class, diplomatic ranks awarded and titles conferred to persons holding state positions may be fixed in relation to the official pay rate.

3. Increment for the lowest class or diplomatic rank within the given body shall be fixed in the amount of 3 percent of the official pay rate, whereas for each subsequent higher class or diplomatic rank, the amount of the increment shall grow by one percent, except for the case prescribed by part 5 of this Article.

3.1. Increment for a class ranking shall be granted to state servants of the Staff to the Human Rights Defender as prescribed by part 3 of this Article.

4. Increment for a title shall be provided to compulsory enforcement officers, tax, customs officers and officers of the Special Investigation Service, Investigative Committee; moreover, increment to tax, customs officers shall be provided only for the title envisaging a higher increment, whereas increment for titles envisaging an increment in the same amount shall be provided only for one of these titles. Increment for the lowest title within the given body shall be fixed in the amount of 3 percent of the official pay rate, whereas for each subsequent higher title, the amount of the increment shall grow by one percent.

5. Increment shall be provided to civil servants, state servants within the Staff of the National Assembly, state servants within the Department of the Investigative Committee, state servants within the Staff to the Human Rights Defender, state servants within the Staff of the Prosecutor's Office, judicial officers (including judicial officers in the Staff of the Constitutional Court) only in the amount of 5 percent of their official pay rate in case of having a class rank higher than the class rank

corresponding to the subgroup of the given position in each service; moreover, the increment envisaged in this part shall be provided to civil servants holding the highest civil service positions in case of having a class rank of State Counsellor of the 1st class of the Civil Service of the Republic of Armenia.

6. Increments for class, diplomatic ranks or title shall be provided exclusively for the period of employment within the given body (service).

7. The total amount of increments paid to persons holding state positions may not exceed the amount prescribed by part 2 of Article 6 of this Law.

(Article 7 edited by HO-57-N of 11 June 2014, supplemented and amended by HO-6-N of 16 December 2016, supplemented by HO-245-N of 6 December 2017)

Article 8. Additional payments provided to persons holding state positions and the amounts thereof

1. In case of performing heavy, harmful, especially heavy and especially harmful works in high mountainous areas, additional payment shall be provided to persons holding state positions, the amount and the payment procedure whereof is prescribed by the Government of the Republic of Armenia.

2. In case of performing overtime work, work at night-time, on weekends, holidays, additional payment shall be provided to persons holding state positions in the minimum amount prescribed by the Labour Code of the Republic of Armenia, except for the cases envisaged in parts 3 and 3.1 of this Article.

3. Additional payments shall not be provided to those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services for performing overtime work, work at night-time, on weekends, holidays, where these are not regulated by part 5 of Article 16 of this Law.

3.1. Additional payments shall not be provided to prosecutors, officers of the Special Investigation Service and the Investigative Committee for performing overtime work, work at night-time, on weekends, holidays.

4. *(Part repealed by HO-168-N of 19 October 2016)*

5. Except for those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services, the total amount of additional payments made to persons holding state positions may not exceed the amount prescribed by part 2 of Article 6 of this Law, taking into account the peculiarities envisaged in parts 3 and 4 of Article 6 of this Law.

(Article 8 amended and supplemented by HO-57-N of 11 June 2014, amended by HO-168-N of 19 October 2016)

CHAPTER 3

REMUNERATION FOR PERSONS HOLDING POLITICAL, DISCRETIONARY AND CIVIL POSITIONS

Article 9. Remuneration for persons considered as high-ranking officials holding political, discretionary and civil positions

1. Coefficients for calculating the official pay rate for persons considered as high-ranking officials holding political, discretionary and civil positions shall be prescribed by Annex 1 to this Law.

Article 10. Remuneration for persons not considered as high-ranking officials holding political, discretionary and civil positions

1. Coefficients for calculating the official pay rate for persons not considered as high-ranking officials holding political, discretionary and civil positions shall be prescribed by Annex 2 to this Law.

Article 11. Payments for reimbursement of deputies of the National Assembly

1. Expenses related to the parliamentary activities of the deputies of the National Assembly of the Republic of Armenia shall be fixed in the monthly amount of AMD 50 000 for each deputy, the distribution procedure whereof is prescribed by law.

Article 12. Increments fixed in relation to the official pay rate of the President and members of the Constitutional Court

1. Increment shall be paid to the President and the members of the Constitutional Court for the record of work in the position of a judge in the amount of 2 percent for each year.

2. The total amount of increment paid to the President and the members of the Constitutional Court may not exceed the amount prescribed by part 2 of Article 6 of this Law.

Article 13. Increments fixed in relation to the official pay rate of judges

1. Increment shall be paid to judges for the record of work in the position of a judge in the amount of 2 percent for each year.

2. *(Part repealed by HO-133-N of 29 June 2016)*

3. The total amount of increment paid to judges may not exceed the amount prescribed by part 2 of Article 6 of this Law.

4. When appointing the judge to a lower court judge position, in case of reducing the number of judges in court or abolishing a court or a Chamber of the Court of Cassation as envisaged by law, the salary received in his or her previous position, including increments, except for the cases prescribed by part 9 of Article 32 of this Law, shall be retained until the amount of the salary provided for the given position equals to the amount of the salary received in his or her previous position.

(Article 13 amended by HO-133-N of 29 June 2016)

Article 14. Increments fixed in relation to the official pay rate of prosecutors

1. Increment shall be paid to prosecutors in the amount of 2 percent for each year worked in the position of a prosecutor, investigator of the prosecutor's office, investigator, officer of the Special Investigation Service or the Investigative Committee.

2. Prosecutors shall receive increment for a class rank.

3. The total amount of increment paid to prosecutors may not exceed the amount prescribed by part 2 of Article 6 of this Law.

(Article 14 edited by HO-57-N of 11 June 2014)

CHAPTER 4

**REMUNERATION FOR OFFICERS OF SPECIAL INVESTIGATION SERVICE,
INVESTIGATIVE COMMITTEE, THOSE HOLDING MILITARY SERVICE POSITIONS,
SERVANTS OF PENITENTIARY AND RESCUE SERVICES
(title supplemented by HO-57-N of 11 June 2014)**

Article 15. Remuneration for officers of the Special Investigation Service

1. Coefficients for calculating the official pay rates of the Head of the Special Investigation Service and the Deputy thereof are prescribed by Annex 1 to this Law, and coefficients for calculating official pay rates of other officers of the Special Investigation Service — by Annex 2 to this Law.
2. Increment shall be paid to an officer of the Special Investigation Service in the amount of 2 percent for each year worked in the position of an officer of the Special Investigation Service, prosecutor, investigator of the Prosecutor's Office, officer of the Investigative Committee or an investigator.
3. Officers of the Special Investigation Service shall receive increment for a title.
4. The total amount of increment paid to an officer of the Special Investigation Service may not exceed the amount prescribed by part 2 of Article 6 of this Law.
5. Provisions prescribed by Articles 18-20, parts 1 and 2 of Article 21 of this Law shall not apply to relations pertaining to remuneration for officers of the Special Investigation Service.

(Article 15 supplemented, amended by HO-57-N of 11 June 2014)

Article 15.1. Remuneration for officers of the Investigative Committee

1. Coefficients for calculating the official pay rates of the Chairperson of the Investigative Committee and the deputies thereof are prescribed by Annex 1 to this Law, and coefficients for calculating the official pay rates of other officers of the Investigative Committee — by Annex 2 to this Law.
2. Increment shall be paid to an officer of the Investigative Committee in the amount of 2 percent for each year worked in the position of an officer of the Special Investigation Service, prosecutor, investigator of the Prosecutor's Office or an investigator.
3. Officers of the Investigative Committee shall receive increment for a title.
4. The total amount of increment paid to an officer of the Investigative Committee may not exceed the amount prescribed by part 2 of Article 6 of this Law.
5. Officers of the General Department of Military Investigation of the Investigative Committee, preconditioned by peculiarities of the service, shall be provided with increments, the cases, amounts and payment procedure whereof is prescribed by the Government of the Republic of Armenia.
6. Provisions of Articles 18-20, parts 1 and 2 of Article 21 of this Law shall not apply to relations pertaining to remuneration for officers of the Investigative Committee.

(Article 15.1 supplemented by HO-57-N of 11 June 2006)

Article 16. Remuneration (cash security) for those holding military service positions, servants of penitentiary and rescue services

1. The official pay rate of those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia (hereinafter referred to as "military servant"), servants of penitentiary and

rescue services shall be fixed by the product of the base salary and the coefficient corresponding to the record of military, rescue or penitentiary services, respectively, represented in the scale of the group (subgroup) of their positions, as prescribed by the corresponding Annexes referred to in part 2 of this Article.

2. Coefficients for calculating the official pay rates for those holding military service positions within the republican executive body of defence of the Republic of Armenia shall be prescribed by Annex 3, for those holding military service positions within the republican executive body of national security of the Republic of Armenia — by Annex 4, for those holding military service positions within the republican executive body of police of the Republic of Armenia — by Annex 5, for those holding military service positions of the State Protection Service of the National Security Service — by Annex 6, coefficients for calculating the official pay rate for penitentiary servants — by Annex 7, those for servants of the rescue service — by Annex 8.

2.1. The list of the main positions included in separate groups of positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, penitentiary and rescue services envisaged in the corresponding Annexes referred to in part 2 of this Article shall be prescribed by the President of the Republic of Armenia upon the recommendation of the Government of the Republic of Armenia. The list of positions equalled to the main positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, penitentiary and rescue services, as well as to the main positions of the highest level of command and the highest officer level shall be prescribed by the President of the Republic of Armenia upon the recommendation of the Government of the Republic of Armenia. The list of positions equalled to the other main positions of the republican executive body of defence of the Republic of Armenia shall be prescribed by the head of an authorised state body. Conformity between the main military service positions within

the republican executive bodies of defence, national security, police of the Republic of Armenia and the main penitentiary and rescue services positions shall be prescribed by the President of the Republic of Armenia upon the recommendation of the Government of the Republic of Armenia.

3. Provisions prescribed by part 6 of Article 6, parts 1.1, 2, 3, 3.1, 3.2 and 4 of Article 19, Articles 20, 21, parts 1-8 of Article 22, Article 25 of this Law shall not apply to relations pertaining to remuneration for those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services. Provisions prescribed by Article 24 of this Law shall not apply to those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services.

4. Increment for a title shall not be provided to military servants, servants of penitentiary and rescue services.

5. Increments shall, preconditioned by peculiarities of the service, be provided in the armed forces, bodies of national security, police, penitentiary and rescue services, the cases, amounts and payment procedure whereof is prescribed by the Government of the Republic of Armenia.

6. In case of being in the Personnel Reserve (at the disposition of the personnel) of the republican executive bodies of defence, national security, police of the Republic of Armenia, penitentiary and rescue services, relations pertaining to remuneration shall be regulated by laws of the Republic of Armenia.

(Article 16 edited, supplemented and amended by HO-57-N of 11 June 2014, amended by HO-245-N of 6 December 2017)

CHAPTER 5

REMUNERATION FOR DIPLOMATS

Article 17. Remuneration for diplomats

(Title amended by HO-57-N of 11 June 2014 and HO-245-N of 6 December 2017)

1. Remuneration for diplomats within diplomatic service agencies operating in the Republic of Armenia, as well as for diplomats seconded to another state body as prescribed by the legislation of the Republic of Armenia, shall be made in accordance with the provisions prescribed by Chapter 6 of this Law, except for the cases of shift of diplomats on the basis of rotation to equivalent diplomatic service positions of diplomatic service agencies operating in foreign states, as well as diplomats who are high-ranking officials or hold a discretionary position, the coefficients for calculation of the basic salary whereof are prescribed by Annex 1 or Annex 2 to this Law. The official pay rate for diplomats within diplomatic service agencies operating in a foreign state, as well as for diplomats seconded to another state body as prescribed by the legislation of the Republic of Armenia, as well as the amount of reimbursement for expenses related to the official activities performed in a foreign state shall be prescribed by the Government of the Republic of Armenia.

2. Diplomats shall receive increment for a diplomatic rank and for command of a foreign language. The amount of increment for command of a foreign language and the payment procedure thereof shall be established by the Government of the Republic of Armenia.

3. The total amount of increment paid to diplomats may not exceed the amount prescribed by part 2 of Article 6 of this Law.

(Article 17 amended and edited by HO-57-N of 11 June 2014, amended and supplemented by HO-245-N of 6 December 2017)

CHAPTER 6

REMUNERATION FOR OTHER STATE SERVANTS

Article 18. Calculation of basic salary of state servants

1. The amount of the basic salary of state servants shall be determined by the product of the base salary and the coefficient corresponding to the record of service in the scale for the subgroup of their position, as prescribed by Annex 9 to this Law, and the amount of the basic salary for a high-ranking official, whose coefficient for calculating the basic salary is prescribed by Annex 1 to this Law, shall be determined by the product of the base salary and the relevant coefficient, as prescribed by Annex 1 to this Law.

1.1 The amount of the basic salary for a state servant of the Investigation Department of the State Revenue Committee adjunct to the Government of the Republic of Armenia shall be determined by the product of relevant coefficient for the given servant, prescribed by Annex 9 to this Law, and the base salary. Moreover, the provisions prescribed by Articles 19 and 20 and parts 1 and 2 of Article 21 shall not apply to such servants, but they shall receive increment for each year of service in the relevant department in the amount of 2 percent, but not more than the amount prescribed by part 2 of Article 6 of this Law.

2. A table of scales for calculating the official pay rate from the minimum to the maximum, in relation to the basic salary, shall be provided for each subgroup of state service positions, which shall include coefficients for calculating official pay rates.

3. Each scale shall consist of salary levels, each of which defines multiple coefficients in relation to the base salary for calculating the basic salary.

(Article 18 supplemented by HO-57-N of 11 June 2014, HO-204-N of 1 December 2014, amended by HO-168-N of 19 October 2016, HO-245-N of 6 December 2017)

Article 19. Basic salary of state servants when being appointed to a position

1. Persons appointed to state service positions for the first time shall be remunerated in the amount of the basic salary (official pay rate) of the first level of the scale corresponding to the subgroup of the given position.

1.1. State servants appointed to a position equivalent to a state service position, based on competition results, as well as on a non-competitive basis or under another procedure established by the legislation of the Republic of Armenia, shall be remunerated by the coefficient determining their previous official pay rate in the relevant scale for salary.

2. State servants appointed to a higher state service position based on competition results, as well as on a non-competitive basis or under another procedure established by the legislation of the Republic of Armenia, shall, in case of a coefficient equal (with a difference of 0.01 unit) to the coefficient determining their previous official pay rate in the scale for a new subgroup, be remunerated by a coefficient two levels higher than the latter, otherwise — by the minimum coefficient in the scale for a new subgroup.

3. State servants appointed to a lower state service position based on competition results, as well as on a non-competitive basis or under another procedure established by the legislation of the Republic of Armenia, shall be remunerated by a coefficient equal (with a difference of 0.01 unit) to the coefficient determining their previous official pay rate in the relevant scale for salary.

3.1. With a view of applying the provisions defined by parts 1.1, 2 or 3 of Article 19 of this Law, the equal, higher or lower positions for separate types of state service shall be determined by the place the given position occupies in the table of scales approved by Annex 9 to this Law, except for the case provided for by part 3.2 of this Article. Where the coefficients for calculating the basic salary for relevant positions are the same at the 1st-11th levels of the given scale, the positions shall be considered as

equal. Lower positions shall be deemed to be positions, the coefficients for calculating the basic salary whereof are lower than the coefficients defined for the last position held at the 1st-11th levels of relevant scale. Higher positions shall be deemed to be positions, the coefficients for calculating the basic salary whereof are higher than the coefficients defined for the last position held at the 1st-11th levels of relevant scale.

3.2. The equal, higher or lower positions, defined for servants of the Investigation Department of the State Revenue Committee adjunct to the Government of the Republic of Armenia under part 3.1 of Article 19 of this Law, shall be determined by taking into consideration the group (subgroup) of the position in the namelist of the given state service positions established by the legislation of the Republic of Armenia.

4. The previous official pay rate for employees not considered as state servants and being in employment relations with the reorganising body at the moment of reorganisation shall be retained while appointing them to state service positions, where the official pay rate prescribed for the state service position is lower than the previous official pay rate. In the case envisaged in this part, normal growth of the basic salary shall be calculated as prescribed by Article 20 of this Law.

5. ***(Part repealed by HO-245-N of 6 December 2017)***

6. ***(Part repealed by HO-245-N of 6 December 2017)***

7. Where the position of military, penitentiary or rescue services changes to a position of special civil service or civil service as a result of reorganisation or structural change of relevant body and where the person holding the given position is appointed to a position of special civil service or civil service on a non-competitive basis, the amount of the official pay rate (financial security) and the supplementary payment, defined for the relevant servant in the last position of military, penitentiary or rescue services, shall be maintained, where the official pay rate determined for the

new position prescribed by law is lower. The amount of the basic salary of the given state servant shall be determined by the product of the base salary and the coefficient of the level corresponding to his or her term of service of military, penitentiary or rescue services in the scale for the subgroup of this position, as prescribed by Annex 9 to this Law. The difference between the maintained amount of remuneration prescribed by this part and the amount of the basic salary determined as prescribed by this Law shall be calculated until where the amount of the basic salary of the state servant, determined as prescribed by this Law, exceeds the maintained amount of remuneration which shall, at the moment concerned, be deemed to be his or her basic salary.

8. In case of being appointed to other state service position upon dismissal from a position of military, penitentiary or rescue services as prescribed by the legislation of the Republic of Armenia, the amount of the basic salary of a state servant shall be determined by the product of the base salary and the coefficient of the level corresponding to his or her term of service of military, penitentiary or rescue services in the scale for the subgroup of his or her position, as prescribed by Annex 9 to this Law, in case of existence of the condition provided for by part 3 of Article 20 of this Law.

9. Where a state servant is appointed to a position of military service, penitentiary or rescue services in case of reorganisation or structural change of relevant body, only the term of service, if available, of military, penitentiary or rescue services shall be taken into consideration for the determination of the basic salary.

(Article 19 edited by HO-57-N of 11 June 2014, supplemented and amended by HO-245-N of 6 December 2017)

Article 20. Normal growth of basic salary

1. Normal growth of the official pay rate — the basic salary, starting from the minimum amount of the official pay rate up to the maximum amount thereof, shall be

fixed for the uninterrupted work of a state servant occupying an equal state service position, where interruption of work of the state servant in an equal state service position does not exceed six months.

The normal growth defined by this part shall not apply to a high-ranking official, whose coefficient for calculating the basic salary is prescribed by Annex 1 to this Law.

1.1. The period of working on rotation in the equivalent diplomatic service position of the diplomatic service agencies operating in foreign countries shall also be calculated for the normal growth of diplomats.

2. In case of interruption in the state service record for more than six months, the official pay rate for a state servant shall be calculated as prescribed by part 1 of Article 19 of this Law, except for the cases envisaged by part 3 of this Article.

3. When calculating the official pay rate for a state servant, the provisions envisaged by parts 1.1, 2 and 3 of Article 19 shall apply, where interruption in the term of state service does not exceed the period defined by part 1 of this Article, or where state servants, within one month following dismissal from the occupied position, have held public service position(s) envisaged by point 1 of part 1 of Article 5 of the Law of the Republic of Armenia "On public service". The period for holding public service position(s) shall not be calculated in the normal growth of the basic salary.

4. Normal growth of the basic salary inside each scale shall be realised according to the table by the following scheme:

- (1) one-level increase shall be defined for levels 1-4 of the basic salary once a year;
- (2) one-level increase shall be defined for levels 5-7 of the basic salary once in every two years;
- (3) one-level increase shall be defined for levels 8-10 of the basic salary once in every three years;
- (4) the salary shall remain unchanged from the 11th level of the basic salary.

5. Normal growth of the basic salary of a state servant in the given position shall apply in relation to the existing level of salary of a state servant. When increasing the regular level of the basic salary of state servants, the results of evaluation of their official activities shall also be considered.

6. Increase in regular level of the basic salary of a state servant, except for the cases envisaged by Article 21 of this Law, shall become effective starting from the first day of the month following expiry of the working year in accordance with part 4 of this Article.

(Article 20 supplemented by HO-57-N of 11 June 2014, amended and edited by HO-245-N of 6 December 2017)

Article 21. Suspension of basic salary growth and basic salary decrease of state servants

1. Normal increase in the regular level of the basic salary of a state servant holding a state service position shall be suspended by the official (body) competent for appointing him or her to a position for one year, where:

- (1) the opinion of one of the reports submitted during the previous year is negative, or
- (2) one of the results of the two semi-annual performance evaluations of the previous year is lower than the indicator of performance evaluation defined by the Government of the Republic of Armenia.

2. The basic salary of a state servant holding a state service position shall be decreased by one level by the official competent for appointing him or her to a position, where:

- (1) two semi-annual reports submitted by state servants holding state service positions during the last year have received a negative opinion, and where stricter disciplinary sanctions are not applied, or

(2) the results of the two semi-annual performance evaluations of the previous year are lower than the indicator of performance evaluation defined by the Government of the Republic of Armenia, and where stricter disciplinary sanctions are not applied.

3. In the cases provided for by laws of the Republic of Armenia, where demotion to a lower position is applied against state servant as a disciplinary penalty, the official competent to appoint him or her to a position shall decrease the coefficient for calculating the basic salary of the state servant by one level in case of existence of a coefficient equal (with a difference of 0.01 unit) to the coefficient determining his or her previous official pay rate in the relevant scale for salary; otherwise, the state servant shall be remunerated by the highest coefficient in the given scale.

(Article 21 amended and edited by HO-245-N of 6 December 2017)

Article 22. Sources, amounts of and procedure for granting bonuses to state servants

1. The bonus fund for state servants of state service bodies shall be calculated at a uniform percentage rate.

2. The bonus fund for state servants of each body shall be calculated in uniform percentage in relation to the annual salary fund of state servants of the given body envisaged by the State Budget (except for the Staff to the President of the Republic of Armenia, the Staff of the National Assembly of the Republic of Armenia and the Staff of the Government of the Republic of Armenia), which is defined by a separate article of the Law “On State Budget” of the next year.

3. The bonus fund for each body shall make up at least 10 percent of the annual salary fund envisaged by the State Budget of the Republic of Armenia for the given body.

4. The amount of bonus granted to a state servant shall be calculated in relation to his or her basic salary.

5. The amount of bonus to be granted to state servants from the bonus fund for state servants within the given body, shall — based on semi-annual reports — be approved by the official competent for appointing them to a position, taking into account the evaluation opinion on the official activities of state servants provided by direct supervisors thereof.

6. A state servant shall be rewarded, where his or her semi-annual performance evaluation or the conclusion rendered by the superior of state servant in respect of semi-annual report is positive, or where within that semester he or she has worked for six months, including the periods of annual or unpaid leave, maternity leave, temporary incapacity for work, training or secondment, except for the period of secondment for training upon the initiative of the worker during which remuneration shall not be envisaged at the discretion of the employer. Moreover, the period provided for by this part shall also include the periods of official examination of a state servant and/or temporary termination of term of office as prescribed by the Criminal Procedure Code of the Republic of Armenia, where the servant is not dismissed from the position on that ground.

6.1. In case of shift from one state body to another without interruption of work within one semester, a state servant shall not be deprived of the right to a reward, where his or her semi-annual reports or semi-annual performance evaluations are positive. In this case the state servant shall be granted a reward from the body where he or she has worked greater number of days in the given semester, and in case of being equal — from the body where he or she is working at the moment.

6.2. A state servant shall not be granted a reward, where the semi-annual report or semi-annual performance evaluation is negative.

- 6.3. In case of dismissal from position a state servant shall be granted a reward, where the condition provided for by part 6 of this Article exists and at the time of being granted a reward he or she is involved in the reserve of the personnel (except for being included in long-term reserve of the civil service personnel) or holds another position within the given body.
7. The bonus to be granted from the bonus fund for state servants on the basis of a semi-annual report for the first semester shall be granted by 30 July, for the second semester — by 15 February of the following year.
8. The procedure for performance evaluation of a state servant and the procedure for calculation of rewards of the basis thereof shall be established by the Government of the Republic of Armenia.
9. An official competent for appointing a state servant to a position or other official endowed with appropriate powers prescribed by laws of the Republic of Armenia may grant a bonus to state servants for performing special tasks and/or quality works from the savings of the salary fund and/or the means of material incentive and development fund of the given body, and/or from other sources not prohibited by law.
10. A state servant, for performing special tasks and/or quality works, shall be granted a bonus from the savings of the salary fund in the amount of his or her **official pay rate** of up to one month upon the recommendation of his or her direct supervisor or at the discretion of the official endowed with appropriate powers prescribed by laws of the Republic of Armenia, no more than three times a year.

(Article 22 supplemented by HO-57-N of 11 June 2014, supplemented and amended by HO-204-N of 1 December 2014, supplemented by HO-166-N of 25 October 2017, edited and supplemented by HO-245-N of 6 December 2017)

CHAPTER 7

MONETARY SUPPORT AND OTHER SOCIAL GUARANTEES

Article 23. Monetary support to be provided to those holding military service positions, servants of the penitentiary and rescue services

1. The relations pertaining to provision of monetary support and other social guarantees to those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services, and the relations not regulated by this Law shall be regulated by laws and other regulatory legal acts governing social security relations of military servants.

Article 24. Cases and conditions for monetary support to be provided to state servants (except for those holding military service positions, servants of the penitentiary and rescue services)

1. Lump-sum monetary support may be provided to a state servant (except for those holding military service positions, servants of the penitentiary and rescue services) in the following cases of:

- (1) marriage of a state servant;
- (2) harm caused to a state servant as a result of a natural disaster;
- (3) long illness of a state servant or a family member thereof;
- (4) death of a family member of a state servant.

2. In cases prescribed by part 1 of this Article, lump-sum monetary support may be provided to state servants in the amount of the official pay rate of state servants of up to one month.

3. In case of death of state servants, lump-sum monetary support may be paid to their family member in the amount of the official pay rate of up to one month, as prescribed for the last position of state servants.

4. Monetary support may be provided by the Chief of Staff of the given body or by an official endowed with appropriate powers as prescribed by law, on the basis of the application of state servants (in case of their death— by a family member) or of the reporting notice of their direct supervisor, where savings of the salary fund are available.

5. Other cases and conditions for monetary support may be defined for state servants in cases envisaged by laws of the Republic of Armenia.

Article 25. Privileges granted and reimbursements provided to persons holding state positions (except for those holding military service positions, servants of the penitentiary and rescue services)

(Title edited by HO-57-N of 11 June 2014)

1. As prescribed by the legislation of the Republic of Armenia, the salary of state servants shall be retained during the whole period of attestation, training of state servants and competition for vacant positions in the state service.

2. In the period of being involved in the reserve of the civil service personnel (except for being included in the long-term reserve of the civil service personnel), a salary shall be fixed for civil servants in the amount of the official pay rate for the last position held thereby, but not more than the maximum rate for the 1st subgroup of the highest group.

3. In addition to the basic vacation pay, an additional lump-sum vacation pay shall also be made to persons holding state positions in the amount of their monthly average salary. In case of being dismissed from office, lump-sum vacation pay shall be provided proportionally for the number of months actually worked.

4. In case of referendum, local referendum, elections of the National Assembly, elections to the Council of Elders of Yerevan, Gyumri and Vanadzor, as well as elections of local self-government bodies, the official pay rates of the Chairperson and Deputy Chairperson of the Central Electoral Commission, the Secretary of the Commission, the members of the Commission, as well as civil servants of the headquarters of the staff of the Central Electoral Commission and persons holding civil and discretionary positions shall be doubled for each month of the period for holding elections. The official pay rates of civil servants of separated subdivisions of the Central Electoral Commission shall be doubled in case of holding a referendum, local referendum, the elections of the National Assembly, the elections to the Council of Elders of Yerevan, Gyumri and Vanadzor, as well as the elections of the head of community or a member of the Council of Elders in 5 and more communities or in less than 5 communities located in the area supported by constituency electoral commission, the total number of voters whereof exceeds 10,000 combined. The difference of the official pay rates referred to in this part shall be envisaged in the costs for organisation and conduct of elections or referenda.

5. Reimbursements for separate costs (housing, uniform, transportation means, etc.) of state servants shall be provided in the manner and cases prescribed by the Government of the Republic of Armenia.

(Article 25 edited by HO-57-N of 11 June 2014, edited by HO-63-N of 25 May 2016, amended by HO-245-N of 6 December 2017)

Article 26. Social package provided to persons holding state positions

1. Social package shall be provided to persons holding state positions and/or their immediate family members for the purpose of ensuring health services, repayment of a mortgage loan by making monthly payments, tuition fees, recreation in the Republic of Armenia and in the Nagorno-Karabakh Republic, pursuant to the procedure and in cases prescribed by the Government of the Republic of Armenia.

CHAPTER 8

PROCEDURE FOR REMUNERATION AND SOURCES OF FINANCING

Article 27. Procedure for remuneration for persons holding state positions

1. Salary of persons holding state positions shall be paid at least once a month prior to the seventh working day of the following month.
2. Relations not covered by this Law and pertaining to monetary support for persons holding state positions, remuneration in cases of being involved in the reserve of the personnel (being at the disposal of staff members), dismissal from office and death, calculation of working hours, remuneration for overtime work, work at night-time, work performed on weekends, holidays and days of remembrance, under conditions of idleness, as well as of incomplete working time — shall be regulated by the Labour Code of the Republic of Armenia and other regulatory legal acts containing norms of labour law.
3. Dismissal allowance provided for by the Labour Code of the Republic of Armenia, shall not be paid to a state servant in the cases of being dismissed from office where remuneration is provided for him or her, as prescribed by law, for the period of being involved in the reserve of the personnel.
4. Information on remuneration for persons holding state positions may be provided only upon the consent of the given person or in cases prescribed by law.
5. In the period of being involved in the reserve of personnel, a state servant shall receive remuneration in the cases and under the procedure prescribed by law.

(Article 27 amended and edited by HO-245-N of 6 December 2017)

Article 28. Procedure for remuneration for persons holding temporarily vacant state service positions and not considered as state servants

(Title supplemented by HO-245-N of 6 December 2017)

1. A person holding a temporarily vacant state service position (except for the person holding a position from the short-term reserve of the civil service personnel) shall be remunerated in the official pay rate conforming to the first level of the scale corresponding to the subgroup of the given position.

2. In the event of holding a temporarily vacant state service position from the reserve of the personnel in the cases provided for by law (except for the long-term reserve of the civil service personnel), the basic salary of the given person in the relevant scale for salary shall be determined by the coefficient equal (with difference of 0.01 unit) to the coefficient determining his or her previous official pay rate, and in case of absence thereof — by the most close coefficient.

(Article 28 supplemented by HO-245-N of 6 December 2017)

Article 29. Sources of financing for remuneration and monetary support for persons holding state positions

1. Financing for remuneration for persons holding state positions shall be provided from the funds of the State Budget of the Republic of Armenia envisaged for each body.

2. Financing for lump-sum monetary support for state servants shall be provided at the expense of savings of salary and other equivalent funds.

3. Financing for remuneration for civil servants being in the short-term reserve of personnel shall be provided from the funds allocated from the State Budget of the Republic of Armenia to the Civil Service Council of the Republic of Armenia.

CHAPTER 9

REMUNERATION FOR EMPLOYEES OF STATE PROJECT IMPLEMENTATION UNITS OPERATING WITHIN REPUBLICAN EXECUTIVE BODIES

Article 30. Remuneration for employees of state project implementation units operating within republican executive bodies

1. Coefficients for calculating the official pay rates for employees of state project implementation units operating within republican executive bodies are defined by Annex 2 to this Law.
2. The official pay rates for employees of state project implementation units operating within republican executive bodies prescribed by this Law shall serve as a basis for defining the official pay rates for employees of offices implementing projects at the expense of funds provided to the Republic of Armenia by foreign countries and international credit organisations.

CHAPTER 10

SETTLEMENT OF DISPUTES AND LIABILITY

Article 31. Settlement of disputes and liability for violation of legislation on remuneration for persons holding state positions

1. Disputes in connection with the application of the legislation on remuneration for persons holding state positions shall be settled as prescribed by the legislation of the Republic of Armenia.
2. Persons violating the legislation on remuneration for persons holding state positions shall be held liable as prescribed by law.

CHAPTER 11

FINAL AND TRANSITIONAL PROVISIONS

Article 32. Introduction of a new system of remuneration for persons holding state positions

1. Upon entry into force of this Law, an official pay rate conforming to the position held shall be set for a person holding a state position.
2. Introduction of a new system of remuneration prescribed by this Law may not result in the reduction in the amount of the basic salary of a person holding a state position upon entry into force of this Law, except for the cases of change in the position and of being registered in the short-term personnel reserve. Moreover, in case of applying the condition envisaged in this part for military servants, penitentiary servants, rescue servants, the basic salary shall be deemed to be, prior to the entry into force of this Law, the sum of the official pay rate, pay rate for ranks, pay rate for record of service, amount of reimbursement for food paid to military servants, penitentiary servants, rescue servants and of monthly increments provided to military servants having twenty calendar years of service in the military service, penitentiary service or rescue service and those continuing the military service, penitentiary service or rescue service and to penitentiary servants, rescue servants.
 - 2.1. The condition for changing the position of a state servant, provided for by part 2 of this Article, shall not apply to the cases of shift (appointment) to an equal or higher position in case of reorganisation or structural change or change in the name of relevant body or, in other cases prescribed by law—on non-competitive basis or rotation. In these cases, the basic salary of a state servant shall be determined as prescribed by part 1.1 or 2 of Article 19 of this Law; moreover:

- (1) in case of shift (appointment) to an equal position, the amount of the basic salary, fixed (maintained) starting from 1 July 2014, shall be maintained until the product of the coefficient determined, as prescribed by this Law, for the given state servant and the base salary, is higher than the amount of the basic salary maintained in accordance with this Article;
- (2) in case of shift (appointment) to a higher position, where the basic salary of a state servant is lower than the amount of the basic salary fixed (maintained) starting from 1 July 2014, the difference between the basic salary of the state servant — as of 1 July 2014 — and the basic salary determined as prescribed by part 10 of Article 32 of this Law (which must also include the normal growth provided for by part 4 of Article 20 of this Law) shall be maintained against the basic salary determined as prescribed by part 2 of Article 19 of this Law, until as a result of a change in base salary the raised amount of his or her basic salary exceeds this difference as well. Moreover, the difference of the amount of the salary, maintained as prescribed by this Article, shall be reduced in the amount equivalent to that for raising the basic salary in case of a change in base salary and/or application of normal growth of salary in accordance with part 4 of Article 20 of this Law.

3. Upon entry into force of this Law, a person registered in the short-term reserve of the civil service personnel shall be remunerated based on the official pay rate received for the last position held by him or her, but not more than the maximum pay rate prescribed for the first subgroup of the highest group prior to the entry into force of this Law.

4. Prior to the entry into force of this Law, where the current official pay rate of a person holding a state position is higher than the official pay rate prescribed by this Law and provided for the given state position, the higher official pay rate for a person holding a state position shall be retained.

5. Upon entry into force of this Law, growth of the basic salary of persons holding state positions shall be suspended until the acquisition of the right to receive official pay rate equivalent to their current official pay rate for the given position, where, upon entry into force of this Law, the basic salary of persons holding state positions exceeds the amounts prescribed by this Law.

6. Prior to the entry into force of this Law, the additional salary calculated for a person holding a state position shall be retained, where the amount of the additional salary calculated as prescribed by this Law is lower than the amount of the additional salary calculated for a person holding a state position prior to the entry into force of this Law, and in this case, growth of the additional salary shall be suspended, where the latter exceeds 30 percent of the basic salary. Provisions prescribed by this part shall not apply to the growth of the additional salary of those holding military service positions within republican executive bodies of defence, national security, police of the Republic of Armenia, servants of penitentiary and rescue services and, prior to the entry into force of this Law, to relations pertaining to supplementary payments prescribed for those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of penitentiary and rescue services. Moreover, the cases, amounts of and procedure for making supplementary payments envisaged in this part shall be prescribed by the Government of the Republic of Armenia.

7. Prior to the entry into force of this Law, the official pay rates for persons holding temporarily vacant state service positions shall — after the entry into force of this Law — be recalculated through the basic salary and the corresponding coefficient of the scale involving the given position, as prescribed by the relevant Annex to this Law.

8. ***(Part repealed by HO-133-N of 29 June 2016)***

9. After the entry into force of this Law, when appointing the judge to a lower court judge position, in case of reducing the number of judges in court or abolishing a court

or a Chamber of the Court of Cassation as envisaged by law, the salary received in his or her previous position shall be retained, except for the increments received prior to the entry into force of this Law for the position of chairperson of the court.

10. For the purpose of calculating the normal growth of the salary upon entry into force of this Law, the record of service of the state servant in the given position shall be calculated taking into account the entire period of employment of the state servant in the given position.

(Article 32 edited by HO-57-N of 11 June 2014, amended by HO-133-N of 29 June 2016, supplemented by HO-245-N of 6 December 2017)

Article 33. Entry into force of this Law

1. This Law shall enter into force on 1 July 2014, except for the cases envisaged by part 2 of this Article.

2. Before 1 January 2015, provisions prescribed by parts 1-3 of Article 22 of this Law shall apply only to civil servants, tax, customs, judicial officers, state servants within the Staffs of the National Security Council of the Republic of Armenia, the Prosecutor's Office of the Republic of Armenia, the National Assembly of the Republic of Armenia; moreover, from 1 July 2014, the bonus fund for civil servants, tax, customs, judicial officers, state servants within the Staffs of the National Security Council of the Republic of Armenia, the Prosecutor's Office of the Republic of Armenia, the National Assembly of the Republic of Armenia shall be calculated in the amount of 5 percent of the annual fund of the previous salary for the aforementioned servants within each body. Before 1 January 2015, the provisions prescribed by part 3 of Article 25 of this Law shall apply only to civil servants, judicial officers, state servants within the Staffs of the National Security Council of the Republic of Armenia, the Prosecutor's Office of the Republic of Armenia, the National Assembly of the Republic of Armenia. The provisions prescribed by part 3 of Article 25 of this Law shall apply from 1 January 2015 for all state servants, except for those holding military

service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services. The provisions prescribed by parts 1-3 of Article 22 of this Law shall apply from 1 January 2015 for all state servants, except for those holding military service positions within the republican executive bodies of defence, national security, police of the Republic of Armenia, servants of the penitentiary and rescue services.

3. Upon entry into force of this Law, to repeal the Law of the Republic of Armenia HO-505-N of 26 December 2002 "On official pay rates for chief officials of legislative, executive, and judicial authorities of the Republic of Armenia", the Law of the Republic of Armenia HO-409-N of 3 July 2002 "On remuneration for civil servants".

4. Within a three-month period following the entry into force of this Law, regulatory legal acts concerning remuneration for persons holding state positions and employees of state project implementation units operating within republican executive bodies shall be subject to compliance with the provisions prescribed by this Law. Before bringing other regulatory legal acts in compliance with this Law, they shall apply so far as they do not contradict the requirements prescribed by this Law.

5. Within a six-month period following the entry into force of this Law, titles of positions and job descriptions for those holding military positions within the republican executive bodies of national security, police and for servants of the penitentiary and rescue services must be brought into compliance with the classification prescribed by Annexes 4-8, respectively.

(Article 33 amended, supplemented by HO-57-N of 11 June 2014)

**President
of the Republic of Armenia**

S. Sargsyan

28 December 2013

Yerevan

HO-157-N

to the Law of the Republic of Armenia
"On remuneration for persons holding state positions"

COEFFICIENTS FOR CALCULATING THE OFFICIAL PAY RATES OF
PERSONS CONSIDERED AS HIGHEST OFFICIALS AND HOLDING
POLITICAL, DISCRETIONARY AND OTHER POSITIONS
(title amended by HO-57-N of 11 June 2014)

	Title of position	Coefficient
	1	2
	President of the Republic of Armenia	20.00
	President of the National Assembly of the Republic of Armenia	18.00
	Prime Minister of the Republic of Armenia	18.00
	President of the Constitutional Court of the Republic of Armenia	16.00
	Deputy Prime Minister of the Republic of Armenia	15.50
	Secretary of the National Security Council of the Republic of Armenia	15.50
	Human Rights Defender of the Republic of Armenia	15.00
	Chairperson of the Court of Cassation of the Republic of Armenia	15.00
	Chairperson of the Control Chamber of the Republic of Armenia	15.00
	Prosecutor General of the Republic of Armenia	15.00
	Vice President of the National Assembly of the Republic of Armenia	14.00
	Chairperson of the Chamber of the Court of Cassation of the Republic of Armenia	12.00
	Chairperson of a Standing Committee of the National Assembly of the Republic of Armenia	12.00
	Chief of Staff to the President of the Republic of Armenia	12.00
	Minister of the Republic of Armenia	12.00
	Director of the National Security Service adjunct to the Government of the Republic of Armenia	12.00
	Head of the Police adjunct to the Government of the Republic of Armenia	12.00

Chairperson of the State Revenue Committee adjunct to the Government of the Republic of Armenia	12.00
Chief of the General Staff of the Armed Forces of the Republic of Armenia	12.00
Member of the Constitutional Court of the Republic of Armenia	12.00
<i>(Line deleted by HO-57-N of 11 June 2014)</i>	
Chairperson of the Court of Cassation of the Republic of Armenia	11.50
Judge of the Court of Cassation of the Republic of Armenia	11.50
Chairperson of the Administrative Court of the Republic of Armenia	11.00
Chairperson of a Court of First Instance of the Republic of Armenia	11.00
Judge of the Court of Appeal of the Republic of Armenia	11.00
Deputy Prosecutor General of the Republic of Armenia	11.00
Head of the Special Investigation Service of the Republic of Armenia	11.00
Chairperson of the Investigative Committee of the Republic of Armenia	11.00
Deputy Chairperson of a Standing Committee of the National Assembly of the Republic of Armenia	10.50
Head of the State Protection Service of the National Security Service adjunct to the Government of the Republic of Armenia	10.00
Head of the Penitentiary Service under the Ministry of Justice of the Republic of Armenia	10.00
Director of the Rescue Service of the Ministry of Emergency Situations of the Republic of Armenia	10.00
Chief Compulsory Enforcement Officer of the Ministry of Justice of the Republic of Armenia	10.00
Deputy of the National Assembly of the Republic of Armenia	10.00
Chief of Staff of the National Assembly of the Republic of Armenia	12.00
Chief of Staff of the Constitutional Court of the Republic of Armenia	10.00
Head of a permanently operating body (commissions, services, councils, etc.) established by laws of the Republic of Armenia, including Chairperson of the Commission on Ethics of High-Ranking Officials	10.00
Marzpet [Regional Governor] of the Republic of Armenia	10.00
Deputy Chairperson of the Control Chamber of the Republic of Armenia	10.00
First Deputy Minister of the Republic of Armenia	10.00
Head of a state administration body adjunct to the Government of the Republic of Armenia	10.00

First Deputy Director of the National Security Service adjunct to the Government of the Republic of Armenia	10.00
First Deputy Head of the Police adjunct to the Government of the Republic of Armenia	10.00
First Deputy Chairperson of the State Revenue Committee adjunct to the Government of the Republic of Armenia	10.00
First Deputy Chief of the General Staff of the Armed Forces of the Republic of Armenia	10.00
Judge of the Administrative Court of the Republic of Armenia	10.00
Judge of the Court of First Instance of the Republic of Armenia	10.00
<i>(Line deleted by HO-57-N of 11 June 2014)</i>	
Prosecutor of the City of Yerevan	9.00
Deputy Minister of the Republic of Armenia	8.50
Head of Department of the Staff to the Human Rights Defender of the Republic of Armenia	8.50
Ambassador-at-large	8.50
Deputy Head of the Special Investigation Service of the Republic of Armenia	8.50
Deputy Chairperson of the Investigative Committee of the Republic of Armenia, Head of the General Department of Military Investigation	8.50
Deputy Director of the National Security Service adjunct to the Government of the Republic of Armenia	8.50
Deputy Head of the Police adjunct to the Government of the Republic of Armenia	8.50
Deputy Chairperson of the State Revenue Committee adjunct to the Government of the Republic of Armenia	8.50
Deputy Chief of the General Staff of the Armed Forces of the Republic of Armenia	8.50
First Deputy Head of the State Protection Service of the National Security Service adjunct to the Government of the Republic of Armenia	8.50
First Deputy Head of the Penitentiary Service under the Ministry of Justice of the Republic of Armenia	8.50
Member of the Control Chamber of the Republic of Armenia	8.50
<i>(Line deleted by HO-57-N of 11 June 2014)</i>	
Deputy Head of a permanently operating body (commissions, services, councils, etc.) established by laws of the Republic of Armenia, including Deputy Chairperson of the Commission on Ethics of High-Ranking Officials	8.00

Secretary of the Central Electoral Commission of the Republic of Armenia	8.00
First Deputy Head of a state administration body adjunct to the Government of the Republic of Armenia	8.00
Deputy Marzpet [Regional Governor] of the Republic of Armenia	8.00
Deputy Head of the State Protection Service of the National Security Service adjunct to the Government of the Republic of Armenia	7.50
Deputy Head of the Penitentiary Service under the Ministry of Justice of the Republic of Armenia	7.50
Deputy Director of the Rescue Service of the Ministry of Emergency Situations of the Republic of Armenia	7.50
Deputy Chief Compulsory Enforcement Officer of the Ministry of Justice of the Republic of Armenia	7.50
Prosecutor of the Marz [Region] of the Republic of Armenia	8.00
Garrison Military Prosecutor	8.00
Member of a permanently operating body (commissions, services, councils, etc.) established by laws of the Republic of Armenia, including member of the Commission on Ethics of High-Ranking Officials	7.50
Deputy Head of a state administration body adjunct to the Government of the Republic of Armenia	7.50
Staff to the President of the Republic of Armenia	
Senior Advisor to the President of the Republic of Armenia	11.00
Head of the Presidential Oversight Service of the Republic of Armenia	10.50
Adviser to the President of the Republic of Armenia	10.50
Chief Military Inspector to the President of the Republic of Armenia	10.50
<i>(Line deleted by HO-57-N of 11 June 2014)</i>	
First Deputy Chief of Staff to the President of the Republic of Armenia	10.00
Deputy Chief of Staff to the President of the Republic of Armenia	9.50
Press Secretary of the President of the Republic of Armenia	9.00
Assistant to the President of the Republic of Armenia	9.00
First Deputy Chief Military Inspector of the Republic of Armenia	8.50
Deputy Chief Military Inspector to the President of the Republic of Armenia	7.50

Staff of the National Assembly of the Republic of Armenia		
Chief Adviser to the President of the National Assembly of the Republic of Armenia		10.00
Adviser to the President of the National Assembly of the Republic of Armenia		9.50
First Deputy Chief of Staff of the National Assembly of the Republic of Armenia		10.00
Assistant to the President of the National Assembly of the Republic of Armenia		8.00
Deputy Chief of Staff of the National Assembly of the Republic of Armenia		8.50
Discretionary Deputy Chief of Staff of the National Assembly of the Republic of Armenia		8.00
Staff of the Government of the Republic of Armenia		
Chief of Staff of the Government of the Republic of Armenia		12.00
First Deputy Chief of Staff of the Government of the Republic of Armenia		10.00
Deputy Chief of Staff of the Government of the Republic of Armenia		8.50
Chief Adviser to the Prime Minister of the Republic of Armenia		10.00
Head of the Control Service of the Prime Minister of the Republic of Armenia		9.50
Adviser to the Prime Minister of the Republic of Armenia		9.50
Senior Assistant to the Prime Minister of the Republic of Armenia		8.50
Assistant to the Prime Minister of the Republic of Armenia		8.00

(Annex amended, supplemented by HO-57-N of 11 June 2014, amended by HO-145-N of 24 November 2015, supplemented by HO-168-N of 19 October 2016, HO-6-N of 16 December 2016, amended and edited by HO-84-N of 31 May 2017) (Annex with amendments and supplements to Articles 1, 2, 3, 4 of the Law HO-104-N of 9 June 2017 will enter into force on 10 April 2018)

to the Law of the Republic of Armenia
"On remuneration for persons holding state positions"

**COEFFICIENTS FOR CALCULATING THE OFFICIAL PAY RATES OF
PERSONS NOT CONSIDERED AS HIGHEST OFFICIALS AND HOLDING
DISCRETIONARY AND POLITICAL POSITIONS, OFFICERS
OF THE INVESTIGATIVE COMMITTEE, EMPLOYEES OF STATE PROJECT
IMPLEMENTATION UNITS OPERATING WITHIN REPUBLICAN
EXECUTIVE BODIES *(Title amended by HO-57-N of 11 June 2014)***

Title of position	Coefficient
1	2
Staff to the President of the Republic of Armenia	
Aide to the President of the Republic of Armenia	7.00
Adviser to the Chief of Staff to the President of the Republic of Armenia	6.00
Assistant to the Chief of Staff to the President of the Republic of Armenia	4.50
Staff of the National Assembly of the Republic of Armenia	
Press Secretary of the President of the National Assembly of the Republic of Armenia	8.00
Aide to the President of the National Assembly of the Republic of Armenia	6.00
Adviser to the Vice President of the National Assembly of the Republic of Armenia	5.50
Assistant to the Vice President of the National Assembly of the Republic of Armenia	5.00
Adviser to the Chief of Staff of the National Assembly of the Republic of Armenia	5.50
Assistant to the Chief of Staff of the National Assembly of the Republic of Armenia	4.50
Expert of faction, parliamentary group of the National Assembly of the Republic of Armenia	4.50
Assistant to the Deputy of the National Assembly of the Republic of Armenia on a paid basis	3.00

Staff of the Government of the Republic of Armenia		
Press Secretary of the Prime Minister of the Republic of Armenia		8.00
Aide to the Prime Minister of the Republic of Armenia		6.00
Adviser to the Chief of Staff of the Government of the Republic of Armenia		5.50
Assistant to the Chief of Staff of the Government of the Republic of Armenia		4.50
Prosecutor's Office		
Head of Department of the General Prosecutor's Office, Deputy Military Prosecutor		9.00
Prosecutor of administrative district of the city of Yerevan		8.00
Head of Division of General Prosecutor's Office		7.50
Deputy Head of Department of the General Prosecutor's Office, Head of Division of the General Prosecutor's Office, Senior Prosecutor of the General Prosecutor's Office, Deputy Prosecutor of the City of Yerevan		7.25
Senior Prosecutor of Department, as well as Division of the General Prosecutor's Office, deputy prosecutor of a Marz [Region], administrative district of the city of Yerevan and Deputy Military Prosecutor of a garrison, Head of Division of Central Military Prosecutor's Office		7.00
Prosecutor of the General Prosecutor's Office, Prosecutor of Department, as well as Division of the General Prosecutor's Office, Head of Division of the Central Military Prosecutor's Office, Senior Prosecutor of the Central Military Prosecutor's Office		6.75
Senior Prosecutor of the Prosecutor's Office of the City of Yerevan, Senior Prosecutor of the Division of the Central Military Prosecutor's Office		6.50
Prosecutor of the Prosecutor's Office of the City of Yerevan, Senior Prosecutor of a Marz [Region], administrative district of the city of Yerevan and Senior Military Prosecutor of a garrison, Prosecutor of the Central Military Prosecutor's Office, Prosecutor of Division of the Central Military Prosecutor's Office		6.25
Prosecutor of a Marz [Region], district of the city of Yerevan and Prosecutor of a military prosecutor's office of a garrison		6.000
Adviser to the Prosecutor General of the Republic of Armenia		5.50
Press Secretary of the Prosecutor General of the Republic of Armenia		4.50
Special Investigation Service of the Republic of Armenia		
Head of Department of the Special Investigation Service		8.00
Deputy Head of Department of the Special Investigation Service		7.50

Senior Investigator for Particularly Important Cases	7.00
Investigator for Particularly Important Cases	6.00
Investigative Committee of the Republic of Armenia	
Head of the General Department of the Central Authority of the Investigative Committee, Deputy Head of the General Department of Military Investigation, Head of the Investigation Department of the City of Yerevan	8.00
Head of the General Department of the Central Authority of the Investigative Committee, Deputy Head of the General Department of the Central Authority, Head of Department of the General Department of Military Investigation, Deputy Head of the Investigation Department of the City of Yerevan, Head of a Marz [Regional] Department	7.00
Head of Division of the Central Authority of the Investigative Committee, Deputy Head of Department of the Central Authority, Deputy Head of Department of the General Department of Military Investigation, Head of Division of the Department of the General Department of Military Investigation, Head of the Garrison Investigation Division of the General Department of Military Investigation, Head of the Division of administrative district of the city of Yerevan, Deputy Head of a Marz [Regional] Department, Senior Investigator for Particularly Important Cases of the General Department, Senior Investigator for Particularly Important Cases of the General Department of Military Investigation	6.75
Deputy Head of the Division of the Central Authority of the Investigative Committee, Deputy Head of the Division of the General Department of Military Investigation, Deputy Head of the Division of administrative district of the city of Yerevan, Head of the Investigation Division (Unit) of a Marz [Regional] Department, Deputy Head of the Garrison Investigation Division of the General Department of Military Investigation, Head of the Garrison Investigation Unit, Investigator for Particularly Important Cases of the General Department, Investigator for Particularly Important Cases of the Department of the Central Authority, Senior Investigator for Particularly Important Cases of the Department of the Central Authority, Investigator for Particularly Important Cases of the General Department of Military Investigation, Investigator for Particularly Important Cases of the Investigation Department of the city of Yerevan, Senior Investigator for Particularly Important Cases of a Marz [Regional] Department	6.50
Senior Investigator of the General Department of the Central Authority of the Investigative Committee, Senior Investigator of the Division of the Department of the General Department of Military Investigation	6.25
Senior Investigator of the Department of the Central Authority of the Investigative Committee, Senior Investigator of the Division of the Central Authority of the Investigative Committee, Investigator of the Division of the Department of the General Department of Military Investigation, Investigator for	6.00

Particularly Important Cases of the Garrison Investigation Division, Senior Investigator of the Investigation Department of the city of Yerevan, Investigator for Particularly Important Cases of a Marz [Regional] Department, Deputy Head of the Division of a Marz [Regional] Department	
Investigator of the Department of the Central Authority of the Investigative Committee, Investigator of the Division of the Central Authority of the Investigative Committee, Senior Investigator of the Garrison Investigation Division of the General Department of Military Investigation, Investigator of the Investigation Department of the city of Yerevan, Senior Investigator of the Division of administrative district of the city of Yerevan, Senior Investigator of a Marz [Regional] Department	5.50
Investigator of the Garrison Investigation Division (Unit) of the General Department of Military Investigation, Investigator of the Division of administrative district of the city of Yerevan, Investigator of a Marz [Regional] Department	5.00
Senior Investigator of the Division of a Marz [Regional] Department	4.50
Investigator of the Division of a Marz [Regional] Department	4.25
Ministries	
Chief Adviser to Minister of the Republic of Armenia	5.75
Adviser to Minister of the Republic of Armenia	5.50
Assistant to First Deputy Minister of the Republic of Armenia	4.50
Assistant to Minister of the Republic of Armenia	4.50
Press Secretary of Minister of the Republic of Armenia	4.50
Assistant to Deputy Minister of the Republic of Armenia	4.00
Permanently operating bodies (commissions, services, councils, etc.) established by law	
Adviser to the Head of a permanently operating body (commissions, services, councils, etc.) established by the law of the Republic of Armenia	4.75
Assistant to the Head of a permanently operating body (commissions, services, councils, etc.) established by the law of the Republic of Armenia	4.50
Press Secretary of the Head of a permanently operating body (commissions, services, councils, etc.) established by the law of the Republic of Armenia	4.50
Assistant to the Deputy Head of a permanently operating body (commissions, services, councils, etc.) established by the law of the Republic of Armenia	3.50
Assistant to the Member of a permanently operating body (commissions, services, councils, etc.) established by the law of the Republic of Armenia	3.00

National Security Council		
Adviser to the Secretary of the National Security Council		4.75
Assistant to the Secretary of the National Security Council		4.50
Press Secretary of the Secretary of the National Security Council		4.50
Staff to the Human Rights Defender of the Republic of Armenia		
Coordinator for Implementation of the National Preventive Mechanism of the Staff to the Human Rights Defender of the Republic of Armenia		6.00
Adviser to the Human Rights Defender of the Republic of Armenia		5.5
Head of Marz [Regional] Subdivision of the Staff to the Human Rights Defender of the Republic of Armenia		4.55
Assistant to the Human Rights Defender of the Republic of Armenia		4.50
Press Secretary of the Human Rights Defender of the Republic of Armenia		4.50
Staff of the Central Electoral Commission of the Republic of Armenia		
Head of the Oversight and Audit Service of the Central Electoral Commission of the Republic of Armenia		6.00
State Administration Bodies adjunct to the Government		
Adviser to the Head of a State Administration Body adjunct to the Government of the Republic of Armenia		4.75
Assistant to the Head of a State Administration Body adjunct to the Government of the Republic of Armenia		4.50
Press Secretary of the Head of a State Administration Body adjunct to the Government of the Republic of Armenia		4.50
Assistant to the Deputy Head of a State Administration Body adjunct to the Government of the Republic of Armenia		3.00
Marzpetarans [Regional Governors' Offices]		
Adviser to the Marzpet [Regional Governor] of the Republic of Armenia		4.75
Assistant to the Marzpet [Regional Governor] of the Republic of Armenia		4.50
Press Secretary of the Marzpet [Regional Governor] of the Republic of Armenia		4.50
Assistant to the Deputy Marzpet [Regional Governor] of the Republic of Armenia		3.00
State bodies operating in the administration field of a ministry, as well as inspection bodies		
Head of a state body operating in the administration field of a ministry of the Republic of Armenia, as well as of an inspection body		8.50

First Deputy Head of a state body operating in the administration field of a ministry of the Republic of Armenia, as well as of an inspection body	7.00
Deputy Head of a state body operating in the administration field of a ministry of the Republic of Armenia, as well as of an inspection body	6.00
Adviser to the Head of a state body operating in the administration field of a ministry of the Republic of Armenia, as well as of an inspection body	4.75
Assistant to the Head of a state body operating in the administration field of a ministry of the Republic of Armenia, as well as of an inspection body	4.50
Press Secretary of the Head of a state body operating in the administration field of a ministry of the Republic of Armenia, as well as of an inspection body	4.50
Assistant to the Deputy Head of a state body operating in the administration field of a ministry of the Republic of Armenia, as well as of an inspection body	3.00
Project implementation units within the scope of a ministry	
Director	7.50
Deputy Director	5.50
Head of Division	4.48
Chief Specialist	3.36
Leading Specialist	3.03
First Class Specialist	2.50
Adviser, Assistant to the Director	2.00

(Annex supplemented, amended and edited by HO-57-N of 11 June 2014, edited by HO-145-N of 24 November 2015, supplemented by HO-37-N of 7 April 2016, supplemented and amended by HO-6-N of 16 December 2016, amended and edited by HO-84-N of 31 May 2017)

Annex 3

**to the Law of the Republic of Armenia
"On remuneration for persons holding state positions"**

MINISTRY OF DEFENCE OF THE REPUBLIC OF ARMENIA

No	Group	Titles of military ranks	Levels						
			1 st level (0-2 years)	2 nd level (2-5 years)	3 rd level (5-10 years)	4 th level (10-15 years)	5 th level (15-20 years)	6 th level (20-25 years)	7 th level (25 years and older)
1		Highest officer personnel (Generals)	9.93	10.25	10.58	10.92	11.27	11.63	12.00
2			8.29	8.55	8.82	9.10	9.39	9.69	10.00
3			7.05	7.27	7.50	7.74	7.99	8.24	8.50
4	1		7.03	7.25	7.48	7.72	7.97	8.22	8.48
5	2		6.81	7.03	7.25	7.48	7.72	7.97	8.22
6	3		6.60	6.81	7.03	7.25	7.48	7.72	7.97
7	4		6.40	6.60	6.81	7.03	7.25	7.48	7.72
8	5		6.20	6.40	6.60	6.81	7.03	7.25	7.48
9	39	Senior and Junior officer personnel	6.19	6.38	6.58	6.79	7.00	7.22	7.45
10	38		6.00	6.19	6.38	6.58	6.79	7.00	7.22
11	37		5.82	6.00	6.19	6.38	6.58	6.79	7.00
12	36		5.64	5.82	6.00	6.19	6.38	6.58	6.79
13	35		5.47	5.64	5.82	6.00	6.19	6.38	6.58
14	34		5.30	5.47	5.64	5.82	6.00	6.19	6.38
15	33		5.14	5.30	5.47	5.64	5.82	6.00	6.19
16	32		4.98	5.14	5.30	5.47	5.64	5.82	6.00
17	31		4.94	5.09	5.25	5.41	5.58	5.75	5.93
18	30		4.79	4.94	5.09	5.25	5.41	5.58	5.75
19	29		4.65	4.79	4.94	5.09	5.25	5.41	5.58
20	28		4.51	4.65	4.79	4.94	5.09	5.25	5.41
21	27		4.37	4.51	4.65	4.79	4.94	5.09	5.25
22	26		4.24	4.37	4.51	4.65	4.79	4.94	5.09
23	25		4.11	4.24	4.37	4.51	4.65	4.79	4.94
24	24		4.04	4.16	4.29	4.42	4.55	4.69	4.83

25	23		3.92	4.04	4.16	4.29	4.42	4.55	4.69
26	22		3.80	3.92	4.04	4.16	4.29	4.42	4.55
27	21		3.69	3.80	3.92	4.04	4.16	4.29	4.42
28	20		3.58	3.69	3.80	3.92	4.04	4.16	4.29
29	19		3.31	3.41	3.51	3.62	3.73	3.84	3.96
30	18		3.21	3.31	3.41	3.51	3.62	3.73	3.84
31	17		3.12	3.21	3.31	3.41	3.51	3.62	3.73
32	16		3.03	3.12	3.21	3.31	3.41	3.51	3.62
33	15		2.94	3.03	3.12	3.21	3.31	3.41	3.51
34	14		2.85	2.94	3.03	3.12	3.21	3.31	3.41
35	13		2.80	2.88	2.96	3.05	3.14	3.23	3.33
36	12		2.72	2.80	2.88	2.96	3.05	3.14	3.23
37	11		2.64	2.72	2.80	2.88	2.96	3.05	3.14
38	10		2.56	2.64	2.72	2.80	2.88	2.96	3.05
39	9/5	Staff positions for the military rank of "Senior Warrant Officer"	2.37	2.44	2.51	2.58	2.65	2.73	2.81
40	9/4		2.30	2.37	2.44	2.51	2.58	2.65	2.73
41	9/3		2.24	2.30	2.37	2.44	2.51	2.58	2.65
42	9/2		2.18	2.24	2.30	2.37	2.44	2.51	2.58
43	9/1		2.12	2.18	2.24	2.30	2.37	2.44	2.51
44	8/6	Staff positions for the military rank of "Warrant Officer"	2.09	2.13	2.17	2.22	2.27	2.32	2.37
45	8/5		2.05	2.09	2.13	2.17	2.22	2.27	2.32
46	8/4		2.01	2.05	2.09	2.13	2.17	2.22	2.27
47	8/3		1.97	2.01	2.05	2.09	2.13	2.17	2.22
48	8/2		1.93	1.97	2.01	2.05	2.09	2.13	2.17
49	8/1		1.89	1.93	1.97	2.01	2.05	2.09	2.13
50	7/3	Staff positions for the military rank of "Senior (contract military servants)"	1.83	1.86	1.89	1.92	1.95	1.98	2.01
51	7/2		1.81	1.83	1.86	1.89	1.92	1.95	1.98
52	7/1		1.79	1.81	1.83	1.86	1.89	1.92	1.95
53	6/5	Staff positions for the military rank of "Senior Sergeant (contract military servants)"	1.77	1.79	1.81	1.83	1.86	1.89	1.92
54	6/4		1.75	1.77	1.79	1.81	1.83	1.86	1.89
55	6/3		1.73	1.75	1.77	1.79	1.81	1.83	1.86
56	6/2		1.71	1.73	1.75	1.77	1.79	1.81	1.83
57	6/1		1.69	1.71	1.73	1.75	1.77	1.79	1.81

58	5/5	Staff positions for the military rank of "Sergeant (contract military servants)"	1.67	1.69	1.71	1.73	1.75	1.77	1.79
59	5/4		1.65	1.67	1.69	1.71	1.73	1.75	1.77
60	5/3		1.63	1.65	1.67	1.69	1.71	1.73	1.75
61	5/2		1.61	1.63	1.65	1.67	1.69	1.71	1.73
62	5/1		1.59	1.61	1.63	1.65	1.67	1.69	1.71
63	4/4	Staff positions for the military rank of "Efreitor (contract military servants)"	1.58	1.60	1.62	1.64	1.66	1.68	1.70
64	4/3		1.56	1.58	1.60	1.62	1.64	1.66	1.68
65	4/2		1.54	1.56	1.58	1.60	1.62	1.64	1.66
66	4/1		1.52	1.54	1.56	1.58	1.60	1.62	1.64
67	3/6	Staff positions for the military rank of "Private (contract military servants)"	1.50	1.52	1.54	1.56	1.58	1.60	1.62
68	3/5		1.48	1.50	1.52	1.54	1.56	1.58	1.60
69	3/4		1.46	1.48	1.50	1.52	1.54	1.56	1.58
70	3/3		1.44	1.46	1.48	1.50	1.52	1.54	1.56
71	3/2		1.42	1.44	1.46	1.48	1.50	1.52	1.54
72	3/1		1.40	1.42	1.44	1.46	1.48	1.50	1.52

Annex 4

**to the Law of the Republic of Armenia
"On remuneration for persons holding state positions"**

**NATIONAL SECURITY SERVICE ADJUNCT TO THE GOVERNMENT
OF THE REPUBLIC OF ARMENIA**

No	Group	Titles of military ranks	Levels						
			1 st level (0-2 years)	2 nd level (2-5 years)	3 rd level (5-10 years)	4 th level (10-15 years)	5 th level (15-20 years)	6 th level (20-25 years)	7 th level (25 years and more)
1	3	Generals	6.20	6.40	6.60	6.81	7.02	7.24	7.47
2	4		6.01	6.20	6.40	6.60	6.81	7.02	7.24
3	5		5.83	6.01	6.20	6.40	6.60	6.81	7.02
4	39	Colonel	5.82	6.00	6.18	6.37	6.57	6.77	6.98
5	38		5.65	5.82	6.00	6.18	6.37	6.57	6.77
6	37		5.48	5.65	5.82	6.00	6.18	6.37	6.57
7	36		5.32	5.48	5.65	5.82	6.00	6.18	6.37
8	35		5.16	5.32	5.48	5.65	5.82	6.00	6.18
9	34		5.01	5.16	5.32	5.48	5.65	5.82	6.00
10	33		4.86	5.01	5.16	5.32	5.48	5.65	5.82
11	32		4.71	4.86	5.01	5.16	5.32	5.48	5.65
12	31	Lieutenant Colonel	4.70	4.84	4.99	5.14	5.30	5.46	5.63
13	30		4.56	4.70	4.84	4.99	5.14	5.30	5.46
14	29		4.43	4.56	4.70	4.84	4.99	5.14	5.30
15	28		4.30	4.43	4.56	4.70	4.84	4.99	5.14
16	27		4.17	4.30	4.43	4.56	4.70	4.84	4.99
17	26		4.05	4.17	4.30	4.43	4.56	4.70	4.84
18	25		3.93	4.05	4.17	4.30	4.43	4.56	4.70
19	24	Major	3.87	3.99	4.11	4.23	4.36	4.49	4.62
20	23		3.76	3.87	3.99	4.11	4.23	4.36	4.49
21	22		3.65	3.76	3.87	3.99	4.11	4.23	4.36

22	21		3.54	3.65	3.76	3.87	3.99	4.11	4.23
23	20		3.44	3.54	3.65	3.76	3.87	3.99	4.11
24	19	Captain	3.19	3.28	3.38	3.48	3.58	3.69	3.80
25	18		3.10	3.19	3.28	3.38	3.48	3.58	3.69
26	17		3.01	3.10	3.19	3.28	3.38	3.48	3.58
27	16		2.92	3.01	3.10	3.19	3.28	3.38	3.48
28	15		2.84	2.92	3.01	3.10	3.19	3.28	3.38
29	14		2.76	2.84	2.92	3.01	3.10	3.19	3.28
30	13	Senior Lieutenant	2.71	2.79	2.87	2.95	3.04	3.13	3.22
31	12		2.63	2.71	2.79	2.87	2.95	3.04	3.13
32	11	Lieutenant	2.56	2.63	2.71	2.79	2.87	2.95	3.04
33	10		2.49	2.56	2.63	2.71	2.79	2.87	2.95
34	9/5	Senior Warrant Officer	2.33	2.39	2.46	2.53	2.60	2.67	2.74
35	9/4		2.27	2.33	2.39	2.46	2.53	2.60	2.67
36	9/3		2.21	2.27	2.33	2.39	2.46	2.53	2.60
37	9/2		2.15	2.21	2.27	2.33	2.39	2.46	2.53
38	9/1		2.09	2.15	2.21	2.27	2.33	2.39	2.46
39	8/6	Warrant Officer	2.08	2.12	2.16	2.20	2.24	2.28	2.33
40	8/5		2.04	2.08	2.12	2.16	2.20	2.24	2.28
41	8/4		2.00	2.04	2.08	2.12	2.16	2.20	2.24
42	8/3		1.96	2.00	2.04	2.08	2.12	2.16	2.20
43	8/2		1.92	1.96	2.00	2.04	2.08	2.12	2.16
44	8/1		1.88	1.92	1.96	2.00	2.04	2.08	2.12
45	7/3	Senior	1.82	1.84	1.86	1.89	1.92	1.95	1.98
46	7/2		1.80	1.82	1.84	1.86	1.89	1.92	1.95
47	7/1		1.78	1.80	1.82	1.84	1.86	1.89	1.92
48	6/5	Senior Sergeant	1.76	1.78	1.80	1.82	1.84	1.86	1.89
49	6/4		1.74	1.76	1.78	1.80	1.82	1.84	1.86
50	6/3		1.72	1.74	1.76	1.78	1.80	1.82	1.84
51	6/2		1.70	1.72	1.74	1.76	1.78	1.80	1.82
52	6/1		1.68	1.70	1.72	1.74	1.76	1.78	1.80
53	5/5	Sergeant	1.66	1.68	1.70	1.72	1.74	1.76	1.78
54	5/4		1.64	1.66	1.68	1.70	1.72	1.74	1.76

55	5/3		1.62	1.64	1.66	1.68	1.70	1.72	1.74
56	5/2		1.60	1.62	1.64	1.66	1.68	1.70	1.72
57	5/1		1.58	1.60	1.62	1.64	1.66	1.68	1.70
58	4/4	Efreitor	1.57	1.59	1.61	1.63	1.65	1.67	1.69
59	4/3		1.55	1.57	1.59	1.61	1.63	1.65	1.67
60	4/2		1.53	1.55	1.57	1.59	1.61	1.63	1.65
61	4/1		1.51	1.53	1.55	1.57	1.59	1.61	1.63
62	3/6	Private	1.49	1.51	1.53	1.55	1.57	1.59	1.61
63	3/5		1.47	1.49	1.51	1.53	1.55	1.57	1.59
64	3/4		1.45	1.47	1.49	1.51	1.53	1.55	1.57
65	3/3		1.43	1.45	1.47	1.49	1.51	1.53	1.55
66	3/2		1.41	1.43	1.45	1.47	1.49	1.51	1.53
67	3/1		1.39	1.41	1.43	1.45	1.47	1.49	1.51

Annex 5

**to the Law of the Republic of Armenia
"On remuneration for persons holding state positions"**

**POLICE OF THE REPUBLIC OF ARMENIA ADJUNCT
TO THE GOVERNMENT OF THE REPUBLIC OF ARMENIA**

No	Group	Titles of military ranks	Levels							
			1 st level (0-2 years)	2 nd level (2-5 years)	3 rd level (5-10 years)	4 th level (10-15 years)	5 th level (15-20 years)	6 th level (20-25 years)	7 th level (25 years and more)	
1	3	Generals	6.20	6.40	6.60	6.81	7.02	7.24	7.47	
2	4		6.01	6.20	6.40	6.60	6.81	7.02	7.24	
3	5		5.83	6.01	6.20	6.40	6.60	6.81	7.02	
4	39	Colonel	5.82	6.00	6.18	6.37	6.57	6.77	6.98	
5	38		5.65	5.82	6.00	6.18	6.37	6.57	6.77	
6	37		5.48	5.65	5.82	6.00	6.18	6.37	6.57	
7	36		5.32	5.48	5.65	5.82	6.00	6.18	6.37	
8	35		5.16	5.32	5.48	5.65	5.82	6.00	6.18	
9	34		5.01	5.16	5.32	5.48	5.65	5.82	6.00	
10	33		4.86	5.01	5.16	5.32	5.48	5.65	5.82	
11	32		4.71	4.86	5.01	5.16	5.32	5.48	5.65	
12	31		Lieutenant Colonel	4.70	4.84	4.99	5.14	5.30	5.46	5.63
13	30			4.56	4.70	4.84	4.99	5.14	5.30	5.46
14	29	4.43		4.56	4.70	4.84	4.99	5.14	5.30	
15	28	4.30		4.43	4.56	4.70	4.84	4.99	5.14	
16	27	4.17		4.30	4.43	4.56	4.70	4.84	4.99	
17	26	4.05		4.17	4.30	4.43	4.56	4.70	4.84	
18	25	3.93		4.05	4.17	4.30	4.43	4.56	4.70	
19	24	Major		3.87	3.99	4.11	4.23	4.36	4.49	4.62
20	23		3.76	3.87	3.99	4.11	4.23	4.36	4.49	
21	22		3.65	3.76	3.87	3.99	4.11	4.23	4.36	
22	21		3.54	3.65	3.76	3.87	3.99	4.11	4.23	

23	20		3.44	3.54	3.65	3.76	3.87	3.99	4.11
24	19	Captain	3.19	3.28	3.38	3.48	3.58	3.69	3.80
25	18		3.10	3.19	3.28	3.38	3.48	3.58	3.69
26	17		3.01	3.10	3.19	3.28	3.38	3.48	3.58
27	16		2.92	3.01	3.10	3.19	3.28	3.38	3.48
28	15		2.84	2.92	3.01	3.10	3.19	3.28	3.38
29	14		2.76	2.84	2.92	3.01	3.10	3.19	3.28
30	13		Senior Lieutenant	2.71	2.79	2.87	2.95	3.04	3.13
31	12	2.63		2.71	2.79	2.87	2.95	3.04	3.13
32	11	Lieutenant	2.56	2.63	2.71	2.79	2.87	2.95	3.04
33	10		2.49	2.56	2.63	2.71	2.79	2.87	2.95
34	9/5	Senior Warrant Officer	2.33	2.39	2.46	2.53	2.60	2.67	2.74
35	9/4		2.27	2.33	2.39	2.46	2.53	2.60	2.67
36	9/3		2.21	2.27	2.33	2.39	2.46	2.53	2.60
37	9/2		2.15	2.21	2.27	2.33	2.39	2.46	2.53
38	9/1		2.09	2.15	2.21	2.27	2.33	2.39	2.46
39	8/6	Warrant Officer	2.08	2.12	2.16	2.20	2.24	2.28	2.33
40	8/5		2.04	2.08	2.12	2.16	2.20	2.24	2.28
41	8/4		2.00	2.04	2.08	2.12	2.16	2.20	2.24
42	8/3		1.96	2.00	2.04	2.08	2.12	2.16	2.20
43	8/2		1.92	1.96	2.00	2.04	2.08	2.12	2.16
44	8/1		1.88	1.92	1.96	2.00	2.04	2.08	2.12
45	7/3	Senior	1.82	1.84	1.86	1.89	1.92	1.95	1.98
46	7/2		1.80	1.82	1.84	1.86	1.89	1.92	1.95
47	7/1		1.78	1.80	1.82	1.84	1.86	1.89	1.92
48	6/5	Senior Sergeant	1.76	1.78	1.80	1.82	1.84	1.86	1.89
49	6/4		1.74	1.76	1.78	1.80	1.82	1.84	1.86
50	6/3		1.72	1.74	1.76	1.78	1.80	1.82	1.84
51	6/2		1.70	1.72	1.74	1.76	1.78	1.80	1.82
52	6/1		1.68	1.70	1.72	1.74	1.76	1.78	1.80
53	5/5	Sergeant	1.66	1.68	1.70	1.72	1.74	1.76	1.78
54	5/4		1.64	1.66	1.68	1.70	1.72	1.74	1.76
55	5/3		1.62	1.64	1.66	1.68	1.70	1.72	1.74
56	5/2		1.60	1.62	1.64	1.66	1.68	1.70	1.72
57	5/1		1.58	1.60	1.62	1.64	1.66	1.68	1.70

58	4/4	Efreitor	1.57	1.59	1.61	1.63	1.65	1.67	1.69
59	4/3		1.55	1.57	1.59	1.61	1.63	1.65	1.67
60	4/2		1.53	1.55	1.57	1.59	1.61	1.63	1.65
61	4/1		1.51	1.53	1.55	1.57	1.59	1.61	1.63
62	3/6	Private	1.49	1.51	1.53	1.55	1.57	1.59	1.61
63	3/5		1.47	1.49	1.51	1.53	1.55	1.57	1.59
64	3/4		1.45	1.47	1.49	1.51	1.53	1.55	1.57
65	3/3		1.43	1.45	1.47	1.49	1.51	1.53	1.55
66	3/2		1.41	1.43	1.45	1.47	1.49	1.51	1.53
67	3/1		1.39	1.41	1.43	1.45	1.47	1.49	1.51

Annex 6

**to the Law of the Republic of Armenia
"On remuneration for persons holding state positions"**

**STATE PROTECTION SERVICE OF THE NATIONAL SECURITY SERVICE
ADJUNCT TO THE GOVERNMENT OF THE REPUBLIC OF ARMENIA**

No	Group	Titles of military ranks	Levels						
			1 st level (0-2 years)	2 nd level (2-5 years)	3 rd level (5-10 years)	4 th level (10-15 years)	5 th level (15-20 years)	6 th level (20-25 years)	7 th level (25 years and more)
1	3	Generals	6.20	6.40	6.60	6.81	7.02	7.24	7.47
2	4		6.01	6.20	6.40	6.60	6.81	7.02	7.24
3	5		5.83	6.01	6.20	6.40	6.60	6.81	7.02
4	39	Colonel	5.82	6.00	6.18	6.37	6.57	6.77	6.98
5	38		5.65	5.82	6.00	6.18	6.37	6.57	6.77
6	37		5.48	5.65	5.82	6.00	6.18	6.37	6.57
7	36		5.32	5.48	5.65	5.82	6.00	6.18	6.37
8	35		5.16	5.32	5.48	5.65	5.82	6.00	6.18
9	34		5.01	5.16	5.32	5.48	5.65	5.82	6.00
10	33		4.86	5.01	5.16	5.32	5.48	5.65	5.82
11	32		4.71	4.86	5.01	5.16	5.32	5.48	5.65
12	31	Lieutenant Colonel	4.70	4.84	4.99	5.14	5.30	5.46	5.63
13	30		4.56	4.70	4.84	4.99	5.14	5.30	5.46
14	29		4.43	4.56	4.70	4.84	4.99	5.14	5.30
15	28		4.30	4.43	4.56	4.70	4.84	4.99	5.14
16	27		4.17	4.30	4.43	4.56	4.70	4.84	4.99
17	26		4.05	4.17	4.30	4.43	4.56	4.70	4.84
18	25		3.93	4.05	4.17	4.30	4.43	4.56	4.70
19	24	Major	3.87	3.99	4.11	4.23	4.36	4.49	4.62
20	23		3.76	3.87	3.99	4.11	4.23	4.36	4.49
21	22		3.65	3.76	3.87	3.99	4.11	4.23	4.36
22	21		3.54	3.65	3.76	3.87	3.99	4.11	4.23

23	20		3.44	3.54	3.65	3.76	3.87	3.99	4.11
24	19	Captain	3.19	3.28	3.38	3.48	3.58	3.69	3.80
25	18		3.10	3.19	3.28	3.38	3.48	3.58	3.69
26	17		3.01	3.10	3.19	3.28	3.38	3.48	3.58
27	16		2.92	3.01	3.10	3.19	3.28	3.38	3.48
28	15		2.84	2.92	3.01	3.10	3.19	3.28	3.38
29	14		2.76	2.84	2.92	3.01	3.10	3.19	3.28
30	13		Senior Lieutenant	2.71	2.79	2.87	2.95	3.04	3.13
31	12	2.63		2.71	2.79	2.87	2.95	3.04	3.13
32	11	Lieutenant	2.56	2.63	2.71	2.79	2.87	2.95	3.04
33	10		2.49	2.56	2.63	2.71	2.79	2.87	2.95
34	9/5	Senior Warrant Officer	2.33	2.39	2.46	2.53	2.60	2.67	2.74
35	9/4		2.27	2.33	2.39	2.46	2.53	2.60	2.67
36	9/3		2.21	2.27	2.33	2.39	2.46	2.53	2.60
37	9/2		2.15	2.21	2.27	2.33	2.39	2.46	2.53
38	9/1		2.09	2.15	2.21	2.27	2.33	2.39	2.46
39	8/6	Warrant Officer	2.08	2.12	2.16	2.20	2.24	2.28	2.33
40	8/5		2.04	2.08	2.12	2.16	2.20	2.24	2.28
41	8/4		2.00	2.04	2.08	2.12	2.16	2.20	2.24
42	8/3		1.96	2.00	2.04	2.08	2.12	2.16	2.20
43	8/2		1.92	1.96	2.00	2.04	2.08	2.12	2.16
44	8/1		1.88	1.92	1.96	2.00	2.04	2.08	2.12
45	7/3	Senior	1.82	1.84	1.86	1.89	1.92	1.95	1.98
46	7/2		1.80	1.82	1.84	1.86	1.89	1.92	1.95
47	7/1		1.78	1.80	1.82	1.84	1.86	1.89	1.92
48	6/5	Senior Sergeant	1.76	1.78	1.80	1.82	1.84	1.86	1.89
49	6/4		1.74	1.76	1.78	1.80	1.82	1.84	1.86
50	6/3		1.72	1.74	1.76	1.78	1.80	1.82	1.84
51	6/2		1.70	1.72	1.74	1.76	1.78	1.80	1.82
52	6/1		1.68	1.70	1.72	1.74	1.76	1.78	1.80
53	5/5	Sergeant	1.66	1.68	1.70	1.72	1.74	1.76	1.78
54	5/4		1.64	1.66	1.68	1.70	1.72	1.74	1.76
55	5/3		1.62	1.64	1.66	1.68	1.70	1.72	1.74
56	5/2		1.60	1.62	1.64	1.66	1.68	1.70	1.72
57	5/1		1.58	1.60	1.62	1.64	1.66	1.68	1.70

58	4/4	Efreitor	1.57	1.59	1.61	1.63	1.65	1.67	1.69
59	4/3		1.55	1.57	1.59	1.61	1.63	1.65	1.67
60	4/2		1.53	1.55	1.57	1.59	1.61	1.63	1.65
61	4/1		1.51	1.53	1.55	1.57	1.59	1.61	1.63
62	3/6	Private	1.49	1.51	1.53	1.55	1.57	1.59	1.61
63	3/5		1.47	1.49	1.51	1.53	1.55	1.57	1.59
64	3/4		1.45	1.47	1.49	1.51	1.53	1.55	1.57
65	3/3		1.43	1.45	1.47	1.49	1.51	1.53	1.55
66	3/2		1.41	1.43	1.45	1.47	1.49	1.51	1.53
67	3/1		1.39	1.41	1.43	1.45	1.47	1.49	1.51

to the Law of the Republic of Armenia
"On remuneration for persons holding state positions"

PENITENTIARY SERVICE OF THE MINISTRY OF JUSTICE
OF THE REPUBLIC OF ARMENIA

No	Group	Titles of military ranks	Levels							
			1 st level (0-2 years)	2 nd level (2-5 years)	3 rd level (5-10 years)	4 th level (10-15 years)	5 th level (15-20 years)	6 th level (20-25 years)	7 th level (25 years and more)	
1	3	Generals	6.12	6.31	6.51	6.71	6.92	7.13	7.35	
2	4		5.94	6.12	6.31	6.51	6.71	6.92	7.13	
3	5		5.76	5.94	6.12	6.31	6.51	6.71	6.92	
4	39	Colonel	5.70	5.86	6.02	6.19	6.36	6.54	6.73	
5	38		5.55	5.70	5.86	6.02	6.19	6.36	6.54	
6	37		5.40	5.55	5.70	5.86	6.02	6.19	6.36	
7	36		5.25	5.40	5.55	5.70	5.86	6.02	6.19	
8	35		5.11	5.25	5.40	5.55	5.70	5.86	6.02	
9	34		4.97	5.11	5.25	5.40	5.55	5.70	5.86	
10	33		4.84	4.97	5.11	5.25	5.40	5.55	5.70	
11	32		4.70	4.84	4.97	5.11	5.25	5.40	5.55	
12	31		Lieutenant Colonel	4.65	4.78	4.91	5.05	5.19	5.33	5.49
13	30			4.53	4.65	4.78	4.91	5.05	5.19	5.33
14	29	4.41		4.53	4.65	4.78	4.91	5.05	5.19	
15	28	4.29		4.41	4.53	4.65	4.78	4.91	5.05	
16	27	4.16		4.29	4.41	4.53	4.65	4.78	4.91	
17	26	4.04		4.16	4.29	4.41	4.53	4.65	4.78	
18	25	3.92		4.04	4.16	4.29	4.41	4.53	4.65	
19	24	Major	3.84	3.94	4.05	4.16	4.27	4.39	4.51	
20	23		3.74	3.84	3.94	4.05	4.16	4.27	4.39	
21	22		3.64	3.74	3.84	3.94	4.05	4.16	4.27	
22	21		3.53	3.64	3.74	3.84	3.94	4.05	4.16	

23	20		3.43	3.53	3.64	3.74	3.84	3.94	4.05
24	19	Captain	3.18	3.26	3.35	3.44	3.53	3.62	3.72
25	18		3.09	3.18	3.26	3.35	3.44	3.53	3.62
26	17		3.00	3.09	3.18	3.26	3.35	3.44	3.53
27	16		2.91	3.00	3.09	3.18	3.26	3.35	3.44
28	15		2.83	2.91	3.00	3.09	3.18	3.26	3.35
29	14		2.75	2.83	2.91	3.00	3.09	3.18	3.26
30	13		Senior	2.70	2.78	2.86	2.93	3.01	3.09
31	12	Lieutenant	2.62	2.70	2.78	2.86	2.93	3.01	3.09
32	11	Lieutenant	2.55	2.62	2.70	2.78	2.86	2.93	3.01
33	10		2.48	2.55	2.62	2.70	2.78	2.86	2.93
34	9/5	Senior Warrant Officer	2.32	2.38	2.44	2.50	2.56	2.63	2.71
35	9/4		2.26	2.32	2.38	2.44	2.50	2.56	2.63
36	9/3		2.20	2.26	2.32	2.38	2.44	2.50	2.56
37	9/2		2.14	2.20	2.26	2.32	2.38	2.44	2.50
38	9/1		2.08	2.14	2.20	2.26	2.32	2.38	2.44
39	8/6	Warrant Officer	2.07	2.11	2.15	2.19	2.23	2.27	2.31
40	8/5		2.03	2.07	2.11	2.15	2.19	2.23	2.27
41	8/4		1.99	2.03	2.07	2.11	2.15	2.19	2.23
42	8/3		1.95	1.99	2.03	2.07	2.11	2.15	2.19
43	8/2		1.91	1.95	1.99	2.03	2.07	2.11	2.15
44	8/1		1.87	1.91	1.95	1.99	2.03	2.07	2.11
45	7/3	Senior	1.81	1.83	1.85	1.88	1.90	1.93	1.97
46	7/2		1.79	1.81	1.83	1.85	1.88	1.90	1.93
47	7/1		1.77	1.79	1.81	1.83	1.85	1.88	1.90
48	6/5	Senior Sergeant	1.75	1.77	1.79	1.81	1.83	1.85	1.87
49	6/4		1.73	1.75	1.77	1.79	1.81	1.83	1.85
50	6/3		1.71	1.73	1.75	1.77	1.79	1.81	1.83
51	6/2		1.69	1.71	1.73	1.75	1.77	1.79	1.81
52	6/1		1.67	1.69	1.71	1.73	1.75	1.77	1.79
53	5/5	Sergeant	1.65	1.67	1.69	1.71	1.73	1.75	1.78
54	5/4		1.63	1.65	1.67	1.69	1.71	1.73	1.75
55	5/3		1.61	1.63	1.65	1.67	1.69	1.71	1.73
56	5/2		1.59	1.61	1.63	1.65	1.67	1.69	1.71
57	5/1		1.58	1.59	1.61	1.63	1.65	1.67	1.69

58	4/4	Efreitor	1.56	1.58	1.60	1.62	1.64	1.66	1.68
59	4/3		1.54	1.56	1.58	1.60	1.62	1.64	1.66
60	4/2		1.52	1.54	1.56	1.58	1.60	1.62	1.64
61	4/1		1.50	1.52	1.54	1.56	1.58	1.60	1.62
62	3/6	Private	1.48	1.50	1.52	1.54	1.56	1.58	1.60
63	3/5		1.46	1.48	1.50	1.52	1.54	1.56	1.58
64	3/4		1.44	1.46	1.48	1.50	1.52	1.54	1.56
65	3/3		1.42	1.44	1.46	1.48	1.50	1.52	1.54
66	3/2		1.40	1.42	1.44	1.46	1.48	1.50	1.52
67	3/1		1.38	1.40	1.42	1.44	1.46	1.48	1.50

Annex 8

**to the Law of the Republic of Armenia
"On remuneration for persons holding state positions"**

**RESCUE SERVICE OF THE MINISTRY OF EMERGENCY SITUATIONS
OF THE REPUBLIC OF ARMENIA**

No	Group	Titles of military ranks	Levels							
			1 st level (0-2 years)	2 nd level (2-5 years)	3 rd level (5-10 years)	4 th level (10-15 years)	5 th level (15-20 years)	6 th level (20-25 years)	7 th level (25 years and more)	
1	3	Generals	6.12	6.31	6.51	6.71	6.92	7.13	7.35	
2	4		5.94	6.12	6.31	6.51	6.71	6.92	7.13	
3	5		5.76	5.94	6.12	6.31	6.51	6.71	6.92	
4	39	Colonel	5.70	5.86	6.02	6.19	6.36	6.54	6.73	
5	38		5.55	5.70	5.86	6.02	6.19	6.36	6.54	
6	37		5.40	5.55	5.70	5.86	6.02	6.19	6.36	
7	36		5.25	5.40	5.55	5.70	5.86	6.02	6.19	
8	35		5.11	5.25	5.40	5.55	5.70	5.86	6.02	
9	34		4.97	5.11	5.25	5.40	5.55	5.70	5.86	
10	33		4.84	4.97	5.11	5.25	5.40	5.55	5.70	
11	32		4.70	4.84	4.97	5.11	5.25	5.40	5.55	
12	31		Lieutenant Colonel	4.65	4.78	4.91	5.05	5.19	5.33	5.49
13	30			4.53	4.65	4.78	4.91	5.05	5.19	5.33
14	29	4.41		4.53	4.65	4.78	4.91	5.05	5.19	
15	28	4.29		4.41	4.53	4.65	4.78	4.91	5.05	
16	27	4.16		4.29	4.41	4.53	4.65	4.78	4.91	
17	26	4.04		4.16	4.29	4.41	4.53	4.65	4.78	
18	25	3.92		4.04	4.16	4.29	4.41	4.53	4.65	
19	24	Major		3.84	3.94	4.05	4.16	4.27	4.39	4.51
20	23		3.74	3.84	3.94	4.05	4.16	4.27	4.39	
21	22		3.64	3.74	3.84	3.94	4.05	4.16	4.27	
22	21		3.53	3.64	3.74	3.84	3.94	4.05	4.16	

23	20		3.43	3.53	3.64	3.74	3.84	3.94	4.05
24	19	Captain	3.18	3.26	3.35	3.44	3.53	3.62	3.72
25	18		3.09	3.18	3.26	3.35	3.44	3.53	3.62
26	17		3.00	3.09	3.18	3.26	3.35	3.44	3.53
27	16		2.91	3.00	3.09	3.18	3.26	3.35	3.44
28	15		2.83	2.91	3.00	3.09	3.18	3.26	3.35
29	14		2.75	2.83	2.91	3.00	3.09	3.18	3.26
30	13		Senior Lieutenant	2.70	2.78	2.86	2.93	3.01	3.09
31	12	2.62		2.70	2.78	2.86	2.93	3.01	3.09
32	11	Lieutenant	2.55	2.62	2.70	2.78	2.86	2.93	3.01
33	10		2.48	2.55	2.62	2.70	2.78	2.86	2.93
34	9/5	Senior Warrant Officer	2.32	2.38	2.44	2.50	2.56	2.63	2.71
35	9/4		2.26	2.32	2.38	2.44	2.50	2.56	2.63
36	9/3		2.20	2.26	2.32	2.38	2.44	2.50	2.56
37	9/2		2.14	2.20	2.26	2.32	2.38	2.44	2.50
38	9/1		2.08	2.14	2.20	2.26	2.32	2.38	2.44
39	8/6	Warrant Officer	2.07	2.11	2.15	2.19	2.23	2.27	2.31
40	8/5		2.03	2.07	2.11	2.15	2.19	2.23	2.27
41	8/4		1.99	2.03	2.07	2.11	2.15	2.19	2.23
42	8/3		1.95	1.99	2.03	2.07	2.11	2.15	2.19
43	8/2		1.91	1.95	1.99	2.03	2.07	2.11	2.15
44	8/1		1.87	1.91	1.95	1.99	2.03	2.07	2.11
45	7/3	Senior	1.81	1.83	1.85	1.88	1.90	1.93	1.97
46	7/2		1.79	1.81	1.83	1.85	1.88	1.90	1.93
47	7/1		1.77	1.79	1.81	1.83	1.85	1.88	1.90
48	6/5	Senior Sergeant	1.75	1.77	1.79	1.81	1.83	1.85	1.87
49	6/4		1.73	1.75	1.77	1.79	1.81	1.83	1.85
50	6/3		1.71	1.73	1.75	1.77	1.79	1.81	1.83
51	6/2		1.69	1.71	1.73	1.75	1.77	1.79	1.81
52	6/1		1.67	1.69	1.71	1.73	1.75	1.77	1.79
53	5/5	Sergeant	1.65	1.67	1.69	1.71	1.73	1.75	1.78
54	5/4		1.63	1.65	1.67	1.69	1.71	1.73	1.75
55	5/3		1.61	1.63	1.65	1.67	1.69	1.71	1.73

56	5/2		1.59	1.61	1.63	1.65	1.67	1.69	1.71
57	5/1		1.58	1.59	1.61	1.63	1.65	1.67	1.69
58	4/4	Efreitor	1.56	1.58	1.60	1.62	1.64	1.66	1.68
59	4/3		1.54	1.56	1.58	1.60	1.62	1.64	1.66
60	4/2		1.52	1.54	1.56	1.58	1.60	1.62	1.64
61	4/1		1.50	1.52	1.54	1.56	1.58	1.60	1.62
62	3/6		Private	1.48	1.50	1.52	1.54	1.56	1.58
63	3/5	1.46		1.48	1.50	1.52	1.54	1.56	1.58
64	3/4	1.44		1.46	1.48	1.50	1.52	1.54	1.56
65	3/3	1.42		1.44	1.46	1.48	1.50	1.52	1.54
66	3/2	1.40		1.42	1.44	1.46	1.48	1.50	1.52
67	3/1	1.38		1.40	1.42	1.44	1.46	1.48	1.50

Annex 9

to the Law of the Republic of Armenia "On remuneration for persons holding state positions"

STATE SERVICE

<i>State service, except for diplomatic, tax, customs and compulsory enforcement services</i>												
Levels of salary	Normal growth of basic salary	Junior positions			Leading positions			Chief positions			The highest positions	
		Scale for the third subgroup	Scale for the second subgroup	Scale for the first subgroup	Scale for the third subgroup	Scale for the second subgroup	Scale for the first subgroup	Scale for the third subgroup	Scale for the second subgroup	Scale for the first subgroup	Scale for the second subgroup	Scale for the first subgroup
11	No growth	1.68	1.95	2.28	2.66	3.11	3.64	4.40	5.34	6.49	7.91	9.65
10	Once in three years	1.63	1.90	2.21	2.58	3.01	3.53	4.27	5.17	6.29	7.65	9.33
9		1.58	1.84	2.14	2.50	2.92	3.42	4.13	5.01	6.09	7.41	9.03
8		1.54	1.79	2.08	2.42	2.83	3.31	4.01	4.85	5.89	7.17	8.74
7	Once in two years	1.49	1.73	2.02	2.35	2.75	3.21	3.88	4.70	5.71	6.94	8.46
6		1.45	1.68	1.96	2.28	2.66	3.11	3.76	4.55	5.52	6.72	8.18
5		1.41	1.63	1.90	2.21	2.58	3.02	3.64	4.41	5.35	6.50	7.92
4	Each year	1.37	1.59	1.84	2.15	2.50	2.92	3.53	4.27	5.18	6.29	7.66
3		1.33	1.54	1.79	2.08	2.43	2.83	3.42	4.14	5.01	6.09	7.41
2		1.29	1.49	1.73	2.02	2.35	2.75	3.31	4.01	4.86	5.89	7.17
1		1.25	1.45	1.68	1.96	2.28	2.66	3.21	3.88	4.70	5.71	6.94

<i>Diplomatic service</i>										
Levels of salary	Normal growth of basic salary		1	2	3	4	5	6	7	8
			Attache	Third Secretary	Second Secretary	First Secretary	Adviser, Head of Division	Head of Department, Deputy Head of separated subdivision	Head of the separated subdivision	Chief Secretary
11	No growth		2.66	3.11	3.64	4.40	5.34	6.49	7.91	9.65
10	Once in three years		2.58	3.01	3.53	4.27	5.17	6.29	7.65	9.33
9			2.50	2.92	3.42	4.13	5.01	6.09	7.41	9.03
8			2.42	2.83	3.31	4.01	4.85	5.89	7.17	8.74
7	Once in two years		2.35	2.75	3.21	3.88	4.70	5.71	6.94	8.46
6			2.28	2.66	3.11	3.76	4.55	5.52	6.72	8.18
5			2.21	2.58	3.02	3.64	4.41	5.35	6.50	7.92

4	Each year		2.15	2.50	2.92	3.53	4.27	5.18	6.29	7.66
3			2.08	2.43	2.83	3.42	4.14	5.01	6.09	7.41
2			2.02	2.35	2.75	3.31	4.01	4.86	5.89	7.17
1			1.96	2.28	2.66	3.21	3.88	4.70	5.71	6.94

Tax and Customs Services											
<i>Levels of salary</i>	<i>Normal growth of basic salary</i>	1	2	3	4	5	6	7	8	9	10
		Second and First Class Specialist of the Tax Inspectorate	Tax Inspector of the Tax Inspectorate, Operations Officer of the territorial unit, Second Class Specialist of the superior tax authority, First Class Specialist of the superior tax authority, Customs Inspector of a customs house of the superior customs authority	Leading Specialist of the Tax Inspectorate, Senior Tax Inspector of the territorial unit, Senior Customs Inspector of a customs house or a customs point of the superior customs authority	Tax Inspector of the superior tax authority, Operations Officer of the superior tax authority, Head of Shift of a customs house or a customs point of the superior customs authority, Deputy Head of Unit of a customs house or a customs point of the superior customs authority, Deputy Head of Unit of a customs house or a customs point of the superior customs authority, Deputy Head of Division of a customs house of the superior customs authority,	Chief Specialist of the Tax Inspectorate, Chief Tax Inspector of the territorial division, Head of Unit of a customs house or a customs point of the superior customs authority, Deputy Head of Division of a customs house of the superior customs authority,	Inquest Officer of the superior tax authority, Leading Specialist of the superior tax authority, Senior Tax Inspector of the superior tax authority, Senior Operations Officer of the superior tax authority, Deputy Head of Unit of the superior customs authority, Head of Shift of the superior customs authority, Deputy Head of the shift of the superior customs authority, Chief	Deputy Head of Division of the superior tax authority, Head of Division of the Tax Inspectorate, Senior Inquest Officer of the superior tax authority, Chief Specialist of the superior tax authority, Chief Operations Officer of the superior tax authority, Deputy Head of the superior tax authority, Head of Division of a customs house of the superior customs authority, Chief Customs Inspector of the superior customs authority,	Deputy Head of the Tax Inspectorate, Head of the superior tax authority, head of a customs point of the superior customs authority, Deputy Head of a customs house of the superior customs authority,	Deputy Head of Department of the Tax Authority, Deputy Head of Department of the superior customs authority	Head of Department of the Tax Authority, Head of the Tax Inspectorate, Head of the department of the superior customs authority, Head of a customs house of the superior customs authority

					Deputy Head of the shift of a customs house or a customs point of the superior customs authority, Inspector of the superior customs authority	customs authority, Chief Customs Inspector of a customs house or a customs point of the superior customs authority	Customs Inspector of the superior customs authority	Deputy Head of Division of the superior customs authority, Head of Unit of the superior customs authority			
11	No growth	1.68	1.95	2.28	2.66	3.11	3.64	4.40	5.34	6.49	7.91
10	Once in three years	1.63	1.90	2.21	2.58	3.01	3.53	4.27	5.17	6.29	7.65
9		1.58	1.84	2.14	2.50	2.92	3.42	4.13	5.01	6.09	7.41
8		1.54	1.79	2.08	2.42	2.83	3.31	4.01	4.85	5.89	7.17
7	Once in two years	1.49	1.73	2.02	2.35	2.75	3.21	3.88	4.70	5.71	6.94
6		1.45	1.68	1.96	2.28	2.66	3.11	3.76	4.55	5.52	6.72
5		1.41	1.63	1.90	2.21	2.58	3.02	3.64	4.41	5.35	6.50
4	Each year	1.37	1.59	1.84	2.15	2.50	2.92	3.53	4.27	5.18	6.29
3		1.33	1.54	1.79	2.08	2.43	2.83	3.42	4.14	5.01	6.09
2		1.29	1.49	1.73	2.02	2.35	2.75	3.31	4.01	4.86	5.89
1		1.25	1.45	1.68	1.96	2.28	2.66	3.21	3.88	4.70	5.71

Investigation Department of the State Revenue Committee adjunct to the Government of the Republic of Armenia	
Head of the Investigation Department of the State Revenue Committee adjunct to the Government of the Republic of Armenia	8.00
Deputy Head of the Investigation Department of the State Revenue Committee adjunct to the Government of the Republic of Armenia	6.75
Investigator for Particularly Important Cases of the Investigation Department of the State Revenue Committee adjunct to the Government of the Republic of Armenia	6.50

Senior Investigator of the Investigation Department of the State Revenue Committee adjunct to the Government of the Republic of Armenia	6.00
Investigator of the Investigation Department of the State Revenue Committee adjunct to the Government of the Republic of Armenia	5.50

Compulsory Enforcement Service

Levels of salary	Normal growth of basic salary	1	2	3	4	5	6	7
		Inspector	Compulsory Enforcement Officer	Senior Compulsory Enforcement Officer, Leading Counsellor, First Class Counsellor	Chief Counsellor	Head of the Unit, Deputy Head of Division	Head of a Marz [Regional] Division, Head of Yerevan Division	Head of Division of the Central Authority
11	No growth	2.28	2.66	3.11	3.64	4.40	5.34	6.49
10	Once in three years	2.21	2.58	3.01	3.53	4.27	5.17	6.29
9		2.14	2.50	2.92	3.42	4.13	5.01	6.09
8		2.08	2.42	2.83	3.31	4.01	4.85	5.89
7	Once in two years	2.02	2.35	2.75	3.21	3.88	4.70	5.71
6		1.96	2.28	2.66	3.11	3.76	4.55	5.52
5		1.90	2.21	2.58	3.02	3.64	4.41	5.35
4	Each year	1.84	2.15	2.50	2.92	3.53	4.27	5.18
3		1.79	2.08	2.43	2.83	3.42	4.14	5.01
2		1.73	2.02	2.35	2.75	3.31	4.01	4.86
1		1.68	1.96	2.28	2.66	3.21	3.88	4.70

(Annex edited by HO-57-N of 11 June 2014, HO-204-N of 1 December 2014, amended by HO-168-N of 19 October 2016)