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Carol W Jones 05/20/2009 08:32:53 AM From DB/Inbox: Carol W Jones

Cable Text:

UNCLAS SECSTATE 49470
CXBAG:
ACTION: ADM
INFO: HR FMO EXEC DCM AMB

DISSEMINATION: ADM
CHARGE: ICAS

VZCZCBG05221
OO RUEHGB
DE RUEHC #9470/01 1341830
ZNR UUUUU ZZH
O 141817Z MAY 09
FM SECSTATE WASHDC
TO RUEHGB/AMEMBASSY BAGHDAD IMMEDIATE 6079
INFO RUEHTB/USOFFICE FSC BANGKOK IMMEDIATE 7949
BT
UNCLAS SECTION 01 OF 02 STATE 049470

FOR MANAGEMENT OFFICER/HUMAN RESOURCES OFFICER ONLY

E.O. 12958: N/A
TAGS: AMGT, AFIN, AFSN, IZ
SUBJECT: IRAQ: LE STAFF - 2009 COMPENSATION AUTHORIZATION

REF: A. STATE 35054
B. BAGHDAD 1162

1. Based on pay review results ref A and post management's preferences ref B, the Department authorizes post to implement the revisions to the Local Compensation Plan (LCP) outlined below. The authorized effective date is as early as pay period 14, 07/05/2009. The FSC Payroll Office must receive a signed copy of the revised LCP from post before the beginning of pay period 12, 06/07/2009 in order for the effective date to be valid. If post is unable to meet this deadline, the authorized effective date is the beginning of the third pay period following receipt of the revised/signed LCP by the FSC Payroll Office.

2. Although the Washington headquarters of the agencies at post have approved these changes, authorization is subject to the availability of funds.

3. Prior to Implementation

*** For State: All wage and benefit changes must be approved by NEA/SCA/EX/FM prior to implementation. Post is requested to provide NEA/SCA/EX/FM with whole year cost for Program, ICASS and PD allotments with percentage increase, sub-object codes affected, and effective date. No increase may be implemented until the bureau completes an analysis of the provided information. The bureau will advise post of the total amount allowable and will confirm the amount, if any, that the bureau will be able to fund.

*** For PSA Guard Costs: All authorized wage and benefit increases for PSA security elements, i.e., Local Guards, Surveillance Detection Specialists and Residential Security Coordinators, must be coordinated with DS/EX/CFO prior to submitting a request to HR/OE/CM for authorization to implement. Upon receipt of this telegram, and before the post ICASS Council determines funds availability for the wage/benefit increase, post must submit a telegram to DS/EX/CFO (info DS/IP/OPO) cleared by the RSO, providing the cost associated with the increase in the following format:

--Cost breakdown by function codes, i.e., FC 5821, 5822, 5823, 5824, 5826, 9912, and CC0007
--Increased amount in the current fiscal year
--Annualized amount in the next fiscal year

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--Effective Date
--Average percentage increase

*** For USAID Mission: Authorization is subject to USAID's ability to assume extra expenses in current year OE budget. USAID Mission should advise M/MPBP/BUD and Bureau Controller of ability to assume extra expenses prior to implementation.

*** For Defense: Implementation is contingent upon concurrence of agency representatives at post and availability of funds.

***For Commerce: Implementation is contingent upon concurrence of SCO at post and availability of funds.

***For USDA/FAS: Implementation is contingent upon concurrence of Ag representative at post and availability of funds.

4. Following are the revised minimum and maximum basic rates and WGI amount3Yf]c&vm)Ca_

40-HOUR WORKWEEK

FSN	STEP-1	STEP-13	WGI
12	40,283	60,419	1,678
11	36,177	54,261	1,507
10	32,497	48,745	1,354
09	26,937	40,401	1,122
08	24,086	36,134	1,004
07	20,305	30,457	846
06	16,921	25,381	705
05	15,229	22,849	635
04	13,845	20,769	577
03	11,748	17,628	490
02	9,788	14,684	408
01	8,893	13,345	371

5. All other attachments to post's LCP are continued without change.

6. Post must distribute copies of the signed, revised LCP in accordance with the instructions in 07 State 33223 dated 03/15/07. Please e-mail a complete copy of your revised LCP (schedule, remarks section, and all benefit plans) to HR/OE/CM, Sandra Hemby.

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End Cable Text

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