

OUTGOING MESSAGE

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FBIS

4376

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TO: FBIS/TEL AVIV 4

REFS: A.

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WILL ATTEMPT, ONCE AGAIN, TO EXPLAIN THE PROCEDURES FOR NON-STAFF WAGE SCHEDULES. REALIZE A LOT OF WATER HAS GONE UNDER THE BRIDGE SINCE YOU DEPARTED HEADQUARTERS. HISTORICALLY, BACK IN THE 40'S AND 50'S FBIS NON-STAFF WAGE SCHEDULES WERE SEPARATE FROM EMBASSY WAGE SCHEDULES. AT THAT TIME, WAGE SCALE ADJUSTMENTS REQUIRED BUREAU CHIEFS CONDUCT A WAGE SURVEY TO JUSTIFY CHANGES. BUREAU CHIEFS EVENTUALLY BEGAN TO LEAN TOWARDS BRIDING THE "COAT TAIL" OF ADJUSTMENTS TO THE LOCAL EMBASSY FSL WAGE SCALE. IN SHORT, INSTEAD OF DOING THEIR OWN SURVEY BUREAU WOULD RECOMMEND SALARY INCREASES FOR FBIS EMPLOYEES BECAUSE EMBASSY WAS INCREASING FSL SCALE BY SUCH AND SUCH A PERCENTAGE. THIS TREND OF RIDING THE COAT TAIL OF THE EMBASSY LED TO THE CONCEPT OF EQUATING, WHEREVER PRACTICAL, THE FBIS WAGE SCHEDULE WITH THE EMBASSY WAGE SCHEDULE. THIS TREND OF CLOSER ALIGNMENT WITH EMBASSY WAGE SCHEDULES COINCIDED WITH FORMAL ACKNOWLEDGE-

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MENT OF THE AMBASSADOR AS THE HEAD OF ALL U.S. GOVERNMENT ACTIVITY, INCLUDING MISSION EMPLOYMENT PRACTICES WITHIN THE HOST COUNTRY. PMCD AT THIS TIME, AUTHORIZED FBIS TO IMPLEMENT WAGE SCALE CHANGES WITHOUT PRIOR HQS. APPROVAL WHEN THE FBIS BUREAU CONCERNED WAS INCLUDED IN THE FSL SCHEDULE. SOME BUREAUS WERE COMPLETELY INTEGRATED INTO THE LOCAL FSL SCALE AND OTHER BUREAUS FELL IN LINE AT THE NON-PROFESSIONAL LEVEL BUT NOT AT THE PROFESSIONAL LEVEL. THIS IS WHERE WE BASICALLY STAND TODAY. 4

WHEN A BUREAU IS COVERED BY THE EMBASSY WAGE SCALE, COST OF LIVING INCREASES AND RESTRUCTURED WAGE SCALES (SUCH AS TEL AVIV HAD IN JUNE 75) ARE AUTOMATIC. THE BUREAU SIMPLY PROVIDES HEADQUARTERS WITH COURTESY COPIES OF THE NEW WAGE SCHEDULE. ALTHOUGH SALARY ADJUSTMENTS ARE AUTOMATIC WHEN WE ARE ALIGNED WITH THE EMBASSY SCALE, POSITION RECLASSIFICATION OF FBIS POSITIONS ON THE LOCAL FSL SCALE IS NOT AUTOMATIC. IF THE MISSION CONCURS IN THE RECLASSIFICATION OF AN FBIS POSITION THE BUREAU MUST REQUEST HEADQUARTERS APPROVAL. THE REQUEST IS REVIEWED BY FBIS HEADQUARTERS AND PMCD. HEADQUARTERS HOLDS THE FINAL AUTHORITY FOR APPROVING RECLASSIFICATION TO INSURE THE

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RECLASSIFICATION IS PRETTY MUCH IN LINE WITH THE ALIGNMENT OF THE POSITION AND RESPONSIBILITY WITHIN OTHER FBIS WAGE SCHEDULES.. THE REQUEST FOR RECLASSIFICATION OF A POSITION MUST BE BASED ON ACTUAL CHANGES IN THE POSITION REQUIREMENTS, NOT CAREER CONSIDERATIONS OF THE INCUMBENT. 4

THE BIRTH OF NEW BUREAUS IN AMMAN AND TEL AVIV USHERED IN A NEW ERA FOR FBIS. FOR THE FIRST TIME THE MISSION TOOK THE POSITION THAT FBIS NON-AMERICAN EMPLOYEES WOULD BE PAID IN ACCORDANCE WITH THE MISSION WAGE SCHEDULE. WE DID NOT HAVE THE CHOICE OF WHETHER OR NOT TO FOLLOW THE MISSION WAGE SCHEDULE. SINCE TEL AVIV BUREAU IS LOCKED INTO THE EMBASSY WAGE SCALE IT IS THE BUREAU CHIEF'S RESPONSIBILITY TO TAKE PART IN EMBASSY WAGE SCALE DISCUSSIONS AND TO INSURE WITHIN THE LIMITS OF THE WAGE SCHEDULE THAT THE POSITIONS UNIQUE TO FBIS ARE CORRECTLY GRADED. AS THINGS CURRENTLY STAND CHANGES IN EMBASSY PAY COMPENSATION POLICY ARE AUTOMATIC FOR TEL AVIV BUREAU. RECLASSIFICATION OF A PARTICULAR JOB REQUIRES THAT BUREAU FIRST OBTAIN CONCURRENCE OF MISSION AND THEN APPROVAL OF HEADQUARTERS. 4

IT IS OBVIOUS THAT SITUATIONS CHANGE. IF THE MISSION WOULD ALLOW

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TEL AVIV BUREAU TO ESTABLISH ITS OWN WAGE SCALE THE BUREAUS CASE
 WOULD THEN BE ARGUED WITH PMCD FOR FINAL APPROVAL. PMCD TAKES THE
 BASIC POSITION THAT THE MISSION WAGE SCHEDULE SHOULD COVER ALL COM-
 PONENTS WITHIN THE MISSION. ~~CONFIDENTIAL~~

FBIS ADMIN IS PROPOSING THAT PMCD ESTABLISH FIRM PROCEDURAL GUIDANCE FOR
 ALL FBIS BUREAU CHIEFS UNDER THE GENERAL SUBJECT OF WAGE SCALE ADMINISTRATION
 AND POSITION CLASSIFICATION FOR NON-STAFF PERSONNEL. WE DON'T KNOW WHEN THIS
 AMBITIOUS PROJECT WILL BE COMPLETED. E2IMPET.

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