

LOGNOTE -- Chief, Operations Group, 10 April 1986

1. [redacted] PMCD, and I met today with Abidjan Bureau Chief [redacted] to discuss FBN issues at the bureau. Bill brought up his concern that bureau FBN employees are receiving a transportation allowance as part of the compensation package as well as transportation to and from work during hours when public transport is not available. It was agreed after discussion that there is little to be done about this since the transportation allowance is an integral part of the compensation package and cannot be arbitrarily withdrawn and since transport is supplied to get monitors and teletypists to work and home at unusual hours when there is, indeed, no available public transport. Bill then made the general statement that the monitorial staff is in general overgraded as their performance is poor in comparison to monitors in other bureaus where Bill has served and in comparison to a number of Embassy FSN employees at lower grades. Again, it was noted that this is a problem without a solution since a general downgrading of monitors at this point would be out of the question. The payscale itself is not at fault as it is fairly close to Embassy rates and based on market surveys. It was also pointed out that the bureau has had a past history of problems with recruiting when the payscale rates were lower. Another issue that arose is the State Department proposal for a leave plan for foreign national employees based on local law and practice. A draft of the leave plan indicates it would grant far more annual and sick leave to employees than they currently receive under the civil service regulations now used by the bureau and the Embassy. Bill said that if FBIS were to adopt a policy of continuing to follow civil service regulations to administer foreign national leave and the Embassy adopts the leave policy based on local practice there would be a great uproar from the staff and morale would be seriously affected. He added, however, that he did not believe anybody would resign. He also noted that were the bureau to adopt the local leave plan as now constituted he would be required to add one monitorial and teletypist position to his T/O to maintain the current level of operations. Norm and I said that FBIS would be making a policy decision on this issue, in coordination with PMCD, after the bureau chiefs' conference. One other point Bill made is that while he believes the monitors are overgraded and overcompensated (he has no documentation for the latter point), the teletypists, as well as Embassy FSN employees, in grades 1 through 6 are undercompensated. Again, he has no solid documentation to back this statement.

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(cc: Chief, Abidjan Bureau, Abidjan FBN file)