

LOGNOTE -- Chief, Operations Group, 31 July 1984

1. (Wilson) In a telephone conversation today with PMCD officer [redacted] regarding bureau FBN payscale changes, I learned that the Office of Personnel was "reneging on the interim agreement" reached by OGC, PMCD and FBIS regarding the use of FSN payscale effective dates as set by State's Office of Foreign National Administration as effective dates for FBN scales. According to [redacted] OP was concerned about the legality of using the bonus concept to conform to local mission effective dates that were essentially retroactive even though this has been concurred in by OGC and that payscale retroactivity was State practice. I emphasized most strongly to [redacted] that we did not appreciate OP's apparent strict constructionist attitude and second thoughts at this time. If, indeed, OP was serious about this, a formal memorandum should be sent to Director/FBIS detailing their concerns. We in FBIS could and would not tolerate a situation where our foreign national employees would be disadvantaged in relation to embassy FSN's. We would react most strongly to any backing out of an agreement so laboriously fashioned under extreme time pressures to provide compensation relief to our foreign nationals pending congressional approval of the Agency draft regulation authorizing retroactive salary payments. The conversation ended on this note with the implied understanding that we would await what if any action by OP.

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(cc: D/FBIS, C/AS, C/P&TB)