Georgetown, Guyana
Effective Date: 02/03/2008

Revised Local Compensation Plan
STATE/USAID/PEACE CORPS/DOD/CDC

G$200.30=US$1.00

40-Hours Grade	1	2	Regular 3	4	Step 5	6	Rates 7	8	9	10	11	WGI
FSN-12 Basic Rate	8,525,389	8,883,455	9,241,521	9,599,587	9,957,653	10,315,719	10,673,785	11,031,851	11,389,917	11,747,983	12,106,049	358,066
FSN-11 Basic Rate	6,020,754	6,273,626	6,526,498	6,779,370	7,032,242	7,285,114	7,537,986	7,790,858	8,043,730	8,296,602	8,549,474	252,872
FSN-10 Basic Rate	4,186,894	4,362,744	4,538,594	4,714,444	4,890,294	5,066,144	5,241,994	5,417,844	5,593,694	5,769,544	5,945,394	175,850
FSN-9 Basic Rate	3,723,534	3,879,922	4,036,310	4,192,698	4,349,086	4,505,474	4,661,862	4,818,250	4,974,638	5,131,026	5,287,414	156,388
FSN-8 Basic Rate	2,897,387	3,019,077	3,140,767	3,262,457	3,384,147	3,505,837	3,627,527	3,749,217	3,870,907	3,992,597	4,114,287	121,690
FSN-7 Basic Rate	2,473,972	2,577,879	2,681,786	2,785,693	2,889,600	2,993,507	3,097,414	3,201,321	3,305,228	3,409,135	3,513,042	103,907
FSN-6 Basic Rate	2,015,478	2,100,128	2,184,778	2,269,428	2,354,078	2,438,728	2,523,378	2,608,028	2,692,678	2,777,328	2,861,978	84,650
FSN-5 Basic Rate	1,761,782	1,835,777	1,909,772	1,983,767	2,057,762	2,131,757	2,205,752	2,279,747	2,353,742	2,427,737	2,501,732	73,995
FSN-4 Basic Rate	1,524,922	1,588,969	1,653,016	1,717,063	1,781,110	1,845,157	1,909,204	1,973,251	2,037,298	2,101,345	2,165,392	64,047
FSN-3 Basic Rate	1,314,963	1,370,191	1,425,419	1,480,647	1,535,875	1,591,103	1,646,331	1,701,559	1,756,787	1,812,015	1,867,243	55,228
FSN-2 Basic Rate	1,023,966	1,066,973	1,109,980	1,152,987	1,195,994	1,239,001	1,282,008	1,325,015	1,368,022	1,411,029	1,454,036	43,007
FSN-1 Basic Rate	890,406	927,803	965,200	1,002,597	1,039,994	1,077,391	1,114,788	1,152,185	1,189,582	1,226,979	1,264,376	37,397

48-Hours Grade	1	2	3	4	5	6	7	8	9	10	11	WGI
			Regular		Step		Rates					
FSN-6 Basic Rate	2,418,574	2,520,154	2,621,734	2,723,314	2,824,894	2,926,474	3,028,054	3,129,634	3,231,214	3,332,794	3,434,374	101,580
FSN-5 Basic Rate	2,114,138	2,202,932	2,291,726	2,380,520	2,469,314	2,558,108	2,646,902	2,735,696	2,824,490	2,913,284	3,002,078	88,794
FSN-4 Basic Rate	1,829,906	1,906,762	1,983,618	2,060,474	2,137,330	2,214,186	2,291,042	2,367,898	2,444,754	2,521,610	2,598,466	76,856
FSN-3 Basic Rate	1,577,956	1,644,230	1,710,504	1,776,778	1,843,052	1,909,326	1,975,600	2,041,874	2,108,148	2,174,422	2,240,696	66,274
FSN-2 Basic Rate	1,228,759	1,280,367	1,331,975	1,383,583	1,435,191	1,486,799	1,538,407	1,590,015	1,641,623	1,693,231	1,744,839	51,608

PARTICIPATING AGENCIES SIGNATURES:

David M. Thomas
Management Officer
STATE

Peter Hubbard
Director
USAID

James Geenen
Country Director
PEACE CORPS

Stephen D. Stanley
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DOD

Lamar Hasbrouck
Chief of Party
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Effective Date: 02/03/2008

Approved By: American Embassy, Georgetown on 01/07/2008

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ERR FOR FSN-4005-12 PROGRAM DEVELOPMENT SPEC. POSITION

40-Hours Grade	1	2	Regular 3	4	Step 5	6	Rates 7	8	9	10	11	WGI
Basic Rate	54,345	56,627	58,909	61,191	63,473	65,755	68,037	70,319	72,601	74,883	77,165	2,282

N.B. Employees paid under the terms of the FSN-4005, Program Development Spec. are entitled to the benefits listed below

(1) Meal, Miscellaneous Benefit and Recreational Travel Assistance Allowances authorized at the FSN-12 level.

(2) Premium Pay: Use the same Premium Pay Plan used for all other FSN employees.

(3) Paid Holidays: Provide the same local and U.S Holidays granted to all other FSN employees

(4) Medical: Use the same Medical Plan used for all other FSN employees.

(5) Retirement: Enrollment under the Local Social Security System (LSSS) and Supplemental Retirement Plan.

(6) Leave. Enrollment under the Local Leave Plan.

(7) Severance Pay and Separation Notice: Use the same plans used for all other FSN employees.

(8) Effective June 24, 2007 employees are eligible to earn compensatory time for official travel that occurs on or after June 24, 2007 and that is not otherwise compensable hours of duty. This benefit will be provided in accordance with the plan in STATE 075136 of 05/10/06.

(9) Effective June 24, 2007 LE Staff and American Citizens hired at post who are paid under the host country Local Compensation Plan (LCP) are eligible for the voluntary leave transfer program in accordance with the plan in STATE 23789 of 11/17/96.

The ERR will be denominated in U.S. dollars. All salary and benefit payments should be made in local currency using the current exchange rate each Pay Period.

PARTICIPATING AGENCIES SIGNATURES.

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ERR FOR FSN-510-9 NURSE POSITION

40-Hours Grade	1	2	Regular 3	4	Step 5	6	Rates 7	8	9	10	11	WGI
Basic Rate	38,521	40,139	41,757	43,375	44,993	46,611	48,229	49,847	51,465	53,083	54,701	1,618

N.B Employees paid under the terms of the FSN-510-9 Nurse ERR are entitled to the benefits listed below.

(1) Meal, Miscellaneous Benefit and Recreational Travel Assistance Allowances.

(2) Premium Pay Use the same Premium Pay Plan used for all other FSN-9 employees.

(3) Paid Holidays: Provide the same local and U.S Holidays granted to all other FSN employees.

(4) Medical: Use the same Medical Plan used for all other FSN employees.

(5) Retirement: FSN nurses must enroll under the Local Social Security System (LSSS) if the LSSS permits enrollment of Non-Guyana Citizens. Enrollment is not optional for employees who are Guyana citizens. Upon enrollment in the LSSS the employees will also be eligible to enroll in Post's Supplemental Retirement Plan. Contributions would be converted to Local Currency each Pay Period using the current exchange rate.

(6) Leave: Enroll under the Local Leave Plan.

(7) Severance Pay and Separation Notice: Use the same plans used for all other FSN employees.

(8) Effective June 24, 2007 employees are eligible to earn compensatory time for official travel that occurs on or after June 24, 2007 and that is not otherwise compensable hours of duty. This benefit will be provided in accordance with the plan in STATE 075136 of 05/10/06.

(9) Effective June 24, 2007 LE Staff and American Citizens hired at post who are paid under the host country Local Compensation Plan (LCP) are eligible for the voluntary leave transfer program in accordance with the plan in STATE 23789 of 11/17/96.

The ERR will be denominated in U.S. dollars. All salary and benefit payments should be made in local currency using the current exchange rate each Pay Period.

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