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SUBJECT FILE

DDA 81-0236
4 February 1981

MEMORANDUM FOR: Director, Personnel Policy, Planning and Management

ATTENTION: Chairman, Ad Hoc Committee on Benefits and Allowances

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FROM: [redacted]
D/SSA/DDA

SUBJECT: Overseas Pay Scale (U)

1. It is time to begin to formulate the second phase of the overseas pay schedule. As originally conceived, the pay package was intended to reasonably parallel the foreign service pay provisions which permit retention of the increased salary scale during periods of domestic assignment. Since the ultimate approval was obtained after the budget cycle had been accomplished for fiscal year 81, it was judged prudent at the time to extend the initial benefits to personnel in the field to lessen the dollar impact of the proposal on an already lean budget year. (C)

2. While we are already behind the curve for FY 82, the sooner that a firm plan can be presented for implementation, the sooner the necessary budgetary adjustments can be made. Addressing this matter with some degree of urgency will also deminish the possibility of charges or reactive management by those who see this whole process as a system of simply equalizing government benefits upwards. (C)

3. As a starting point, I would like to propose the following guidelines for the complete pay package:

a. That the current criteria remain in effect, i.e., that the pay scale be applied to personnel during their first full pay period of an overseas PCS assignment.

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b. That personnel continue to be removed from the pay scale at the completion of their overseas PCS assignment until they have completed qualifying service for CIARDS, i.e., five years of overseas duty. At that point, the employee would be permitted to remain on the overseas pay scale during domestic assignment(s) provided that the time spent on combined domestic assignments did not exceed eight years. If the employee remained on domestic assignment past the eight year period, he or she would revert to the GS pay scale. (C)

4. This additional provision would provide a substantive incentive for continued overseas assignments which could still be spaced between necessary domestic tours without removing the ongoing incentive. (C)

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cc: CMS

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