

INTERNATIONAL MONETARY FUND

Minutes of Executive Board Meeting 85/179

3:00 p.m., December 11, 1985

J. de Larosière, Chairman
R. D. Erb, Deputy Managing Director

Executive Directors

H. Fujino
G. Grosche
J. E. Ismael
A. Kafka

E. I. M. Mtei
F. L. Nebbia
Y. A. Nimatallah
F. Pérez
J. J. Polak

G. Salehkhoul

S. Zecchini

Alternate Executive Directors

L. K. Doe, Temporary
M. K. Bush
L. Hubloue, Temporary
G. Nguyen, Temporary
T. Alhaimus

M. Foot
H. Fugmann
G. W. K. Pickering, Temporary

A. V. Romuáldez

A. S. Jayawardena
N. Coumbis
Jiang H.

L. Van Houtven, Secretary
R. S. Franklin, Assistant

1. Job Grading Exercise - Grade and Interim
Salary Structures Page 3

Also Present

Administration Department: G. F. Rea, Director; H. J. O. Struckmeyer, Deputy Director; D. A. Anderson, T. Cole, D. S. Cutler, A. D. Goltz.
Legal Department: G. P. Nicoletopoulos, Director; F. P. Gianviti, Director Designate. Personal Assistant to the Managing Director: R. M. G. Brown. Advisors to Executive Directors: M. B. Chatah, L. P. Ebrill, S. Ganjarerndee, J. Hospedales, I. Puro, A. Steinberg, E. M. Taha, A. Vasudevan, K. Yao. Assistants to Executive Directors: H. Alaoui-Abdallaoui, J. R. N. Almeida, I. Angeloni, A. Bertuch-Samuels, J. de la Herrán, S. Geadah, G. D. Hodgson, A. R. Ismael, S. King, H. Kobayashi, R. Msadek, K. Murakami A. Mustafa, W. K. Parmena, A. J. Tregilgas, E. L. Walker.

1. JOB GRADING EXERCISE - GRADE AND INTERIM SALARY STRUCTURES

The Executive Directors, again meeting in restricted session, continued from the previous meeting (EBM/85/178, 12/11/85) their consideration of a paper and recommendations on job grading in the Fund (EBAP/85/284, 11/21/85). They also had before them a paper on the same subject prepared by the Staff Association Committee (EBAP/85/299, 12/6/85).

The Executive Board then took the following decision:

To enable implementation in the Fund of the results of the job grading exercise, the conduct of which has been described in EBAP/85/284 (11/21/85), the Executive Board

- (a) endorses the new grade and interim salary structures set out in the attached table; and
- (b) agrees that Fund staff in the new grades A1 through A8 shown in the table shall be eligible for payment for overtime work.

Adopted December 11, 1985

APPROVED: July 30, 1986

LEO VAN HOUTVEN
Secretary

Grade and Interim Salary Structures

Fund Grade	Grade Structure			Interim Salary Structure		
	Hay Minimum	Point Midpoint	Range Maximum	Minimum	Midpoint	Maximum
B5				\$76,660	\$87,235	\$97,810
B4		1735 and above		69,520	80,595	91,670
B3	1426	1580	1734	65,060	76,375	87,690
B2	1207	1316	1425	60,700	71,260	81,820
A15/B1	1021	1114	1206	56,140	65,715	75,290
A14	865	943	1020	50,530	59,135	67,740
A13	726	795	864	42,510	50,715	58,920
A12	614	670	725	34,890	42,710	50,530
A11	519	566	613	31,860	39,000	46,140
A10	441	480	518	28,340	35,425	42,510
A9	377	409	440	26,050	32,565	39,080
A8	315	346	376	24,030	30,035	36,040
A7	267	291	314	23,050	28,220	33,390
A6	226	246	266	20,080	24,885	29,690
A5	190	208	225	17,750	21,970	26,190
A4	162	176	189	15,410	19,230	23,050
A3	141	151	161	14,300	17,850	21,400
A2	121	131	140	13,140	16,610	20,080
A1		120 and below		12,350	15,610	18,870