

5.5 Compensation and Benefits

Satisfaction with Salary is increasing, although it continues to lag behind most of the other main employee issues. The average satisfaction score for Salary has increased to 5.8 from 5.2 in 2000 and 4.0 in 1998. This increase in satisfaction with Salary could reflect salary increases among certain employee groups in the intervening years.

FS employees remain the least satisfied with their Salary, although there has been considerable improvement in their satisfaction. In 2000 only 12% of FS provided a satisfaction rating of 7 or higher. This has increased to 31% of FS at Post and 38% for FS at Headquarters. As a group, LES remain slightly more satisfied than CBS with Salary but their satisfaction has dropped, while it is rising for CBS in general.

As shown in **Exhibit 10**, satisfaction with Benefits and Hardship Level Designation remains significantly higher than satisfaction with Salary. Satisfaction with all components of Compensation and Benefits has increased for CBS in general.

Exhibit 10: Satisfaction with Compensation and Benefits

	CBS			LES		
	Number of Respondents	Average Score	% Rating 7 or Higher	Number of Respondents	Average Score	% Rating 7 or Higher
Salary	506	5.7 (+1.2)	45% (+18)	347	5.8 (-0.3)	48% (-2)
Benefits	503	7.2 (+0.3)	71% (+6)	313	4.9 (-0.1)	34% (+5)
Foreign Service Directives (FSDs)	362	5.3 (+0.5)	34% (+6)	N/A	N/A	N/A
Post Index	316	5.2 (+0.7)	36% (+9)	N/A	N/A	N/A
Hardship Level Designation	297	6.5 (+0.4)	54% (+7)	N/A	N/A	N/A

Question 5.32: How satisfied are you with the following: