
U.S. Embassy Abidjan
Summary of Local Compensation Plan

Salary

- 26 pay periods per year
- Annual within grade increase
- Basic salary plus annualized allowances
- Miscellaneous Allowance : 363,505 FCFA
- Transportation Allowance: 300,000 FCFA (Grade 1 to 7) or 388,568 FCFA (Grade 8 to12)
- Meal Allowance: 41,576 FCFA

Health Insurance

- Provider: Saham Assurance
- Contributions: 80% U.S. Embassy, 20% employee
- Dependent coverage
- Annual per person coverage limit: 20,000,000 FCFA

CNPS

- Workers' compensation: 2% of gross salary (Employer contribution only)
- Family allowance: 5.75% gross salary (Employer contribution only)
- Retirement contributions: as prescribed by law (Employer and employee contributions)

Leave

- Sick: 13 days per year
- Long term sick: 90 days per year
- Annual: Less than 15 years, 22 days; 15 or more years, 26 days
- Holiday: 10 U.S. holidays, 10 local holidays

Other benefits

- Life insurance: 100% employer paid, 1 year basic salary or 1.3 year basic salary (accidental death)
- Seniority allowance: After completion of 2 years, 1% per year of service of basic rate, step one.
- Severance pay
- Year end bonus: 1/12 of basic annual salary and seniority pay.
- Mission awards program
- Overtime pay

Provided for informational use only. The Local Compensation Plan is the governing document for Locally Employed Staff.