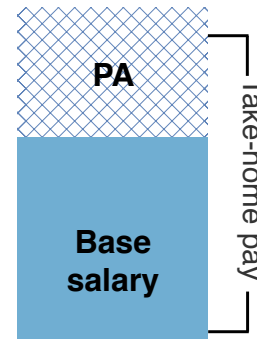


Post Adjustment for Geneva

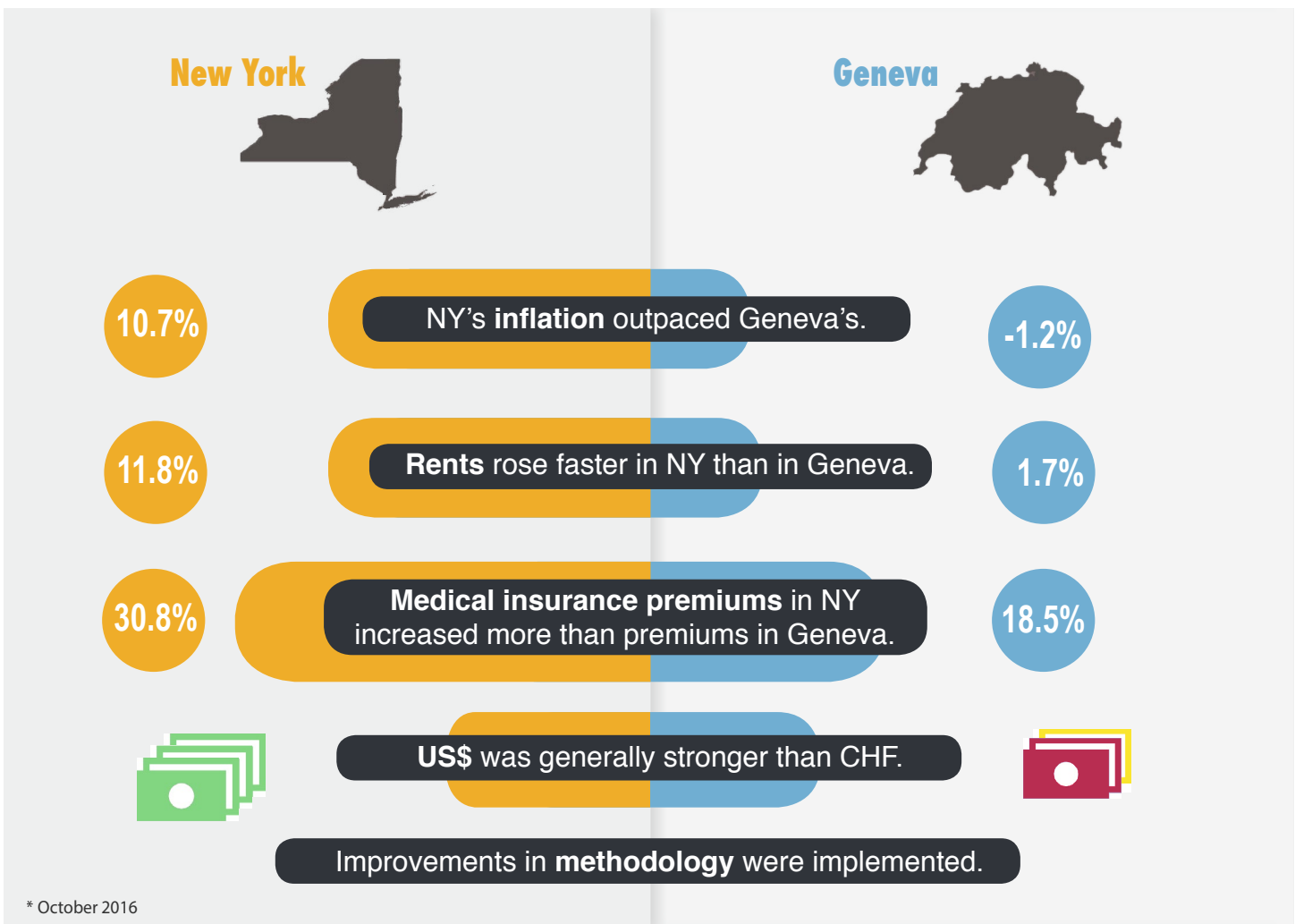
What is Post Adjustment (PA)?

- > **Variable amount** paid in addition to base salary
- > **Equalizes** purchasing power of salaries between Geneva and New York
- > Collection and analysis of PA data are conducted by the International Civil Service Commission with the full collaboration of organizations and staff associations



The PA is a variable component that is adjusted periodically to reflect changes in the cost of living in a duty station.

WHY DID THE PA CHANGE IN GENEVA?*



Myths

vs.

Facts

My local cost of living just went up, so should my post adjustment.

Post adjustment is not about **your** cost of living, but it is about yours **relative** to New York.

The International Civil Service Commission (ICSC) is selective in its data collection and analysis.

Data used by the ICSC can be verified independently by official sources.¹ Data processing is verified by organizations and staff representatives.

The ICSC did not apply the approved methodology.

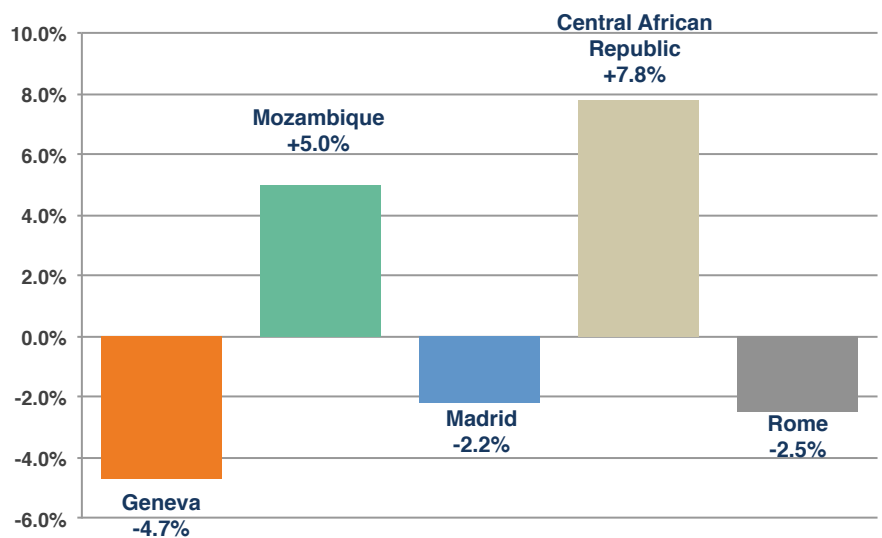
An independent expert panel (Advisory Committee on Post Adjustment Questions, ACPAQ) concluded that ICSC correctly applied the approved methodology.

The decrease in post adjustment is unprecedented.

Fluctuations in PA are routine, because they are driven by constantly changing economic conditions. In Geneva, a similar decrease occurred in 1983.

Mitigation: No sudden changes

- ✦ Survey results increased by 3%.
- ✦ Current staff members' salaries are protected for 6 months (via Personal Transitional Allowance).
- ✦ Gradual reductions every 4 months until phased out.



PA reductions and increases at select duty stations
2016-2017

¹ Example: Compare Consumer Price Index from Eurostat, <http://ec.europa.eu/eurostat/web/hicp/data/database>