



GOL PAY HARMONIZATION FACT SHEET

Distributional Analysis of Pay Structure

- ✓ Under current structure, the top **1%** earned about **13.3%** of the total wage bill with monthly median pay at **US\$3,571** while the bottom **20%** earned only **4.6%** with monthly median pay at just **US\$125**
- ✓ Under the Harmonized system, the top **1%** share of the wage bill will reduce to **9.8%** from **13.3%** while the bottom **20%** increased from **4.6%** to **8.1%** with monthly median pay will increase from **US\$125** to **US\$225**
- ✓ Through harmonization and downward adjustment beginning July 2019, the wage of the top **1%** will reduce to **12.7%** from **13.3%** with median pay reduced to **US\$3,214** from **US\$3,571**

Summary Analysis of the Harmonization

66,538

central government employees have been graded for now according to the GOL revised pay grade structure. They include teachers, health workers, security officers, foreign service employees, and presidential appointees among others.

56,338

or **85%** of the 66, 538 employees were protected from any downward adjustment in pay. They include teachers, health workers, security officers, foreign service employees & employees that are currently earning below their assessed pay grade.

14,900

or **27%** of the protected employees will also get an immediate monthly pay increase beginning **July 2019**

- ✓ Additional **US\$50** monthly for each officer of the Liberia Immigration Service (**LIS**)
Liberia National Fire Service, and Liberia Drug Enforcement Agency (**LDEA**)
- ✓ Additional **US\$36** monthly for each Police Officer (**LNP**)
- ✓ Additional **US\$30** monthly for each officer of the Armed Forces of Liberia (**AFL**)
- ✓ Additional **US\$15** monthly for each Probation and Correction Officer
- ✓ **3,500** teachers currently earning between **US\$40 - US\$75**
on supplementary payroll will now earn **US\$100**
- 114** health workers within MOH currently earning below **US\$100** will now earn **US\$100**

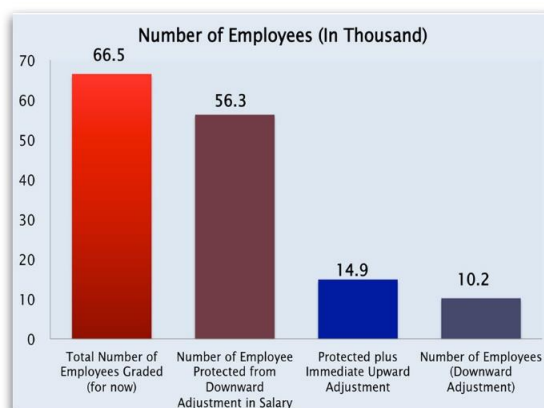
10,200 or **15%** employees were affected by downward adjustment

DISTRIBUTION OF DOWNWARD ADJUSTMENT IN PAY

Nº.	REDUCTION RANGE	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
1	US\$2 - US\$50	2,712	26.5%
2	US\$51 - US\$250	4,368	42.8%
3	US\$251 - US\$400	1,127	11%
4	US\$401 - US\$500	385	3.7%
5	US\$501 - US\$750	779	7.6%
6	US\$751 - US\$1,000	452	4.1%
7	US\$1,001 - US\$1,500	259	2.5%
8	US\$1,501 - US\$2,000	108	1.0%
9	ABOVE US\$2,000	89	0.8%
10		10,200	100%

ADJUSTMENT IN MINIMUM PAY IN THE LOWEST RANK SECURITY SECTOR OFFICERS

NO.	EMPLOYEES	CURRENT PAY	STARTING JULY 2019
1	LIBERIA NATIONAL POLICE	US\$169	US\$205
2	LIBERIA IMMIGRATION SERVICE	US\$135	US\$185
3	LIBERIA NATIONAL FIRE SERVICE	US\$104	US\$154
4	LIBERIA DRUG ENFORCEMENT AGENCY	US\$75	US\$125
5	ARMED FORCES OF LIBERIA	US\$260	US\$290
6	TEACHERS & HEALTH WORKERS (MOE & MOH)	BETWEEN US\$40 - US\$75	US\$100



- ✓ The 66,538 employees graded excluded employees of the national legislature and Judiciary.
- ✓ About 56,338 employees or 85% of the graded employees were protected from pay reduction. They generally include teachers, nurses, security sector officers, etc.
- ✓ 14,900 employees receiving immediate pay increase are mainly security sector officers, teachers, and health workers within the Ministry of Health. This is in addition to the central government ensuring full payment of the payrolls for the Liberia Broadcasting System and National Transit Authority for FY19/20.
- ✓ 10,200 employees affected by downward salary adjustment represent 15% of the total graded employees and include presidential appointees.

DISTRIBUTION ANALYSIS OF PAY STRUCTURE

Nº.		CURRENT STRUCTURE	HARMONIZED STRUCTURE	BEGINNING JULY 2019
1	BOTTOM 20%	4.6%	8.1%	5.7%
2	MIDDLE 40%	7.7%	10.2%	9.1%
3	TOP 1%	13.3%	9.8%	12.7%

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- ✓ Through harmonization and downward adjustment beginning July 2019, the wage of the top **20%** will reduce to **12.7%** from **13.3%** with median pay reduced to **US\$3,214** from **US\$3,571**