

M46-09  
10 November 2009

**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF THE  
ASIAN DEVELOPMENT BANK HELD AT 10:00 A.M. ON 20 OCTOBER 2009**

**PRESENT:**

<b>PRESIDENT:</b>	Haruhiko Kuroda
<b>VICE PRESIDENTS:</b>	C. Lawrence Greenwood, Jr. Bindu N. Lohani
<b>DIRECTORS:</b>	Phil Bowen Marwanto Harjowiryo Md. Saad Hashim Kyung-Hoh Kim Ashok K. Lahiri Masakazu Sakaguchi Siraj S. Shamsuddin Eduard Westreicher Yingming Yang
<b>ALTERNATE DIRECTORS ACTING FOR DIRECTORS:</b>	Torben Bellers Jose Miguel Cortes Christopher Grewe (Temporary)
<b>ALTERNATE DIRECTORS:</b>	Md. Aminul Islam Bhuiyan Richard Edwards Marita Magpili-Jimenez Dereck Rooker-Smith Tsuen-Hua Shih Govinda Bahadur Thapa CJ (Stan) Vandersyp Yasuto Watanabe
<b>OFFICER-IN-CHARGE, OSEC:</b>	Ajay Sagar

**STAFF:**

**Office of the Secretary:** Jill Marie H. Drilon, Lead Professional (Conferences)

**Office of the General Counsel:** Jeremy H. Hovland, General Counsel

**Budget, Personnel, and Management Systems Department:** Masayuki Tamagawa, Director General; Hyong-Jong Yu, Deputy Director General; Ikuko Matsumoto, Director (BPDB)

1.1 The Board considered and approved the Draft Minutes of 13 October 2009 (DOC.DM44-09).

2.1 The Board considered DOC.R178-09: Annual Review of Salaries and Benefits for Professional Staff and approved:

- (i) the adoption of the salary structure in Table 2 in the R-Paper effective 1 January 2010;
- (ii) an average salary increase of 3.7%, which is equivalent to a 3.4% average salary increase when applied to the midpoints of the grade levels and a corresponding salary budget increase of 3.8% for 2010 to fund the salary increase, and other salary-related personnel actions; and
- (ii) the benefit changes proposed in paragraphs 34 to 42 of the R-Paper.

2.2 The United States opposed.

2.3 Denmark, Finland, Ireland, The Netherlands, Norway, and Sweden abstained.

2.4 Belgium, France, Italy, Portugal, Spain, and Switzerland abstained.

2.5 New Zealand abstained.

2.6 Austria, Germany, Luxembourg, Turkey, and the United Kingdom opposed.

3.1 The Board recorded its approval, with effect from 16 October 2009, of the recommendation in paragraph 11 of DOC.R176-09: Loan 1788-LAO: Decentralized Irrigation Development and Management Sector Project—Major Change in Scope.