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**MEMORANDUM OF AGREEMENT
BETWEEN
THE GOVERNMENT ACCOUNTABILITY OFFICE (GAO)
AND
THE GAO EMPLOYEES ORGANIZATION, IFPTE, LOCAL 1921 (IFPTE, Local 1921)
FOR
THE 2010 PERFORMANCE BASED COMPENSATION PE PAY ADJUSTMENT**

1. For employees in PE Pay Plan Band I (except for employees in the PDP and CAPP) Bands II, IIA, and IIB, GAO will provide Performance Based Compensation (PBC) using a 2.40 percent PBC budget factor.
2. If the total dollar amount of PBC compensation for an employee calculated under paragraph 1 is less than 1.6 percent of the relevant competitive rate before proration, if applicable, the amount will be adjusted up to 1.6 percent of the relevant competitive rate.
3. The total dollar amount of compensation calculated under paragraphs 1 and 2 will be provided to the employee as a permanent increase to base consistent with GAO Order 2540.3 (with the exception of the Band IIB speed bump, as referenced below) and only if it does not exceed the following applicable limits:
 - a. Except as set forth in paragraph 4, for Band I employees the limit is the Band I maximum rate for the geographic zone;
 - b. For Band II employees (i.e., Criminal Investigators), the limit is the Band II maximum rate for the geographic zone;
 - c. Except as set forth in paragraph 5, for Band IIA employees who were assigned to a PE position as of January 8, 2006, the limit is the Band IIA transition maximum rate for the geographic zone;
 - d. For Band IIA employees who were assigned to a PE position after January 8, 2006, the limit is the Band IIA maximum rate for the geographic zone;
 - e. For Band IIB employees, the Band IIB speed bump does not apply and the limit is the Band IIB maximum rate for the geographic zone.

Any amount in excess of the applicable maximum described in this paragraph will be provided as a cash payout.

4. For Band I employees who on January 8, 2006 were assigned to a Band I position and whose base salary exceeded the Band I maximum rate for the geographic zone at that time, 1.6% of PBC will be applied to their base pay without regard to the limit of the Band I maximum rate for the geographic zone set forth in paragraph 3a.
5. For Band IIA employees who on January 8, 2006 were assigned to a Band IIA position and whose base salary exceeded the Band IIA maximum rate for the geographic zone at that time, 1.6% of PBC will be applied to their base without regard to the limit of the Band IIA transition maximum rate for the geographic zone set forth in paragraph 3c.

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- 6. The PBC percentage for an employee will be determined by subtracting the employee's comparison group appraisal average from the employee's appraisal average and then adding the PBC budget factor.
- 7. The pay adjustments described in paragraphs 1-6 of this document will be retroactive to the first day of the full pay period in January beginning on January 3, 2010, and will be processed as soon as feasible.
- 8. For employees in PE Pay Plan Band I (except for employees in the PDP and CAPP) Bands II, IIA and IIB, GAO will provide a one time bonus of \$300.

Paragraphs 1-8 will only apply to bargaining unit employees who are meeting expectations or better in all competencies for the appraisal period ending on October 14, 2009.

Executed this _____ day of _____, 2010:

For the GAO:

For the Union:

Eric R. Adams
Dir. of Workforce Relations, GAO
Chief Negotiator

Leo Acosta
Bargaining Committee Member

Cheryl B. Whitaker
Deputy Chief Admin. Officer, GAO
Negotiator

Susan Etzel
Bargaining Committee Member

Joan M. Hollenbach
Managing Assoc. Gen. Counsel, GAO
Negotiator

Ronald La Due Lake
Union President

John A. Bielec
Assistant General Counsel, GAO
Negotiator

Daniel Meyer
Bargaining Committee Chairman

Approved:

Gene L. Dodaro
Acting Comptroller General

Date