

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


1. GAO will provide an adjustment to the salary range maximum, competitive, and speed bump rates for each band in each GAO geographic zone. The rate will be calculated by multiplying the applicable current salary range maximum, competitive and speed bump rates by a percentage equal to the GAO office with the maximum General Schedule (GS) total increase (including locality) for Zone 3. The amount for each office shall not exceed the GS rate for GS-15, step 10 for the GS locality pay area in which the office is located. In addition, for each band in each GAO geographic zone, GAO will provide an adjustment to the salary range minimum. For GAO geographic zones with more than one field office, the rate will be calculated by multiplying the applicable current salary range minimum for each band in each GAO geographic zone by the average of the GS total increase (including locality) for the cities within the GAO geographic zone. For zone 5, the rate will be equal to the total General Schedule increase (including locality) for the San Francisco locality pay area.
2. For employees in PE Pay Plans Bands I (including employees in the Professional Development Program (PDP) and the Communications Analyst Pay Process (CAPP)), Bands II, IIA, and IIB, GAO will provide an annual adjustment to current base salary. The annual adjustment will be equivalent to the General Schedule total increase (including locality) for the GS locality pay area in which each field office is located. These increases will be provided without regard to any salary limitation other than the applicable rate for GS-15, step 10 for the GS locality pay area in which the offices are located.
3. The pay adjustments described in 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.
4. Paragraphs 2-3 will only apply to bargaining unit employees who are meeting expectations or better in all competencies.
5. This agreement applies only to the annual adjustment and does not resolve ongoing negotiations over Performance Based Compensation (PBC) other than to agree that any PBC agreement reached will be retroactive to the first day of the full pay period in January beginning on January 3, 2010. The annual adjustment described in paragraph 2 will not be considered as part or all of any bargaining unit employees PBC.

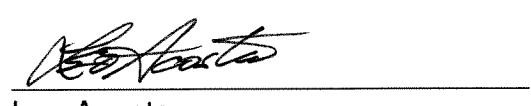
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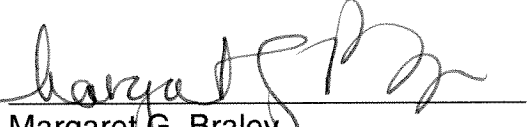
Executed this 4 day of January, <sup>2010: *RL*</sup>~~2009: *EA*~~

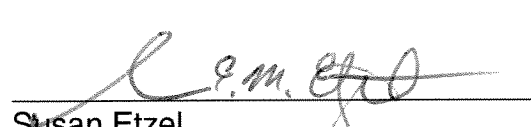
For the GAO:

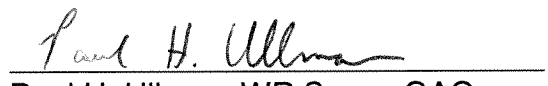
For the Union:

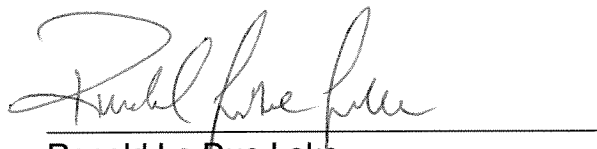
  
Eric R. Adams  
Dir. of Workforce Rel. (WR), GAO  
Chief Negotiator


  
Leo Acosta  
Bargaining Committee Member

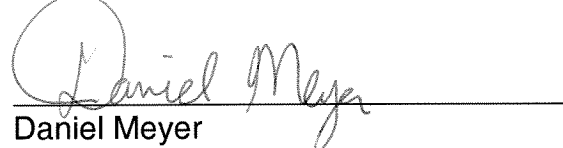
  
Margaret G. Braley  
Dir. of Perf. & Comp. Mgmt., GAO  
Negotiator

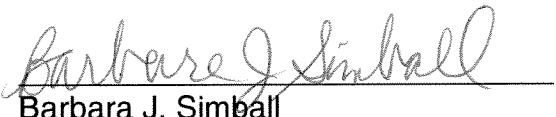
  
Susan Etzel  
Bargaining Committee Member

  
Paul H. Ullman, WR Spec., GAO  
Negotiator

  
Ronald La Due Lake  
Union President

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

  
Daniel Meyer  
Bargaining Committee Chairman

  
Barbara J. Simball  
Asst. General Counsel, GAO  
Negotiator

Approved:

  
Gene L. Dodaro  
Acting Comptroller General

1/20/2010  
Date