

**2011 Performance Based Compensation PE Pay Agreement
Between
The Government Accountability Office (GAO)
And
The GAO Employees Organization, IFPTE, Local 1921 (IFPTE, Local 1921)**

1. For employees in a 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 1.69 percent PBC budget factor.
2. If the total dollar amount of PBC compensation calculated under paragraph 1 is less than \$500 before proration, if applicable, then the amount will be adjusted up to \$500.
3. The total dollar amount of compensation calculated under paragraph 1 will be provided to the employee as a permanent increase to base up to the applicable salary caps consistent with GAO Order 2540.3 but subject to the following applicable limits (and the January 31, 2011 MOA for certain Band I and IIA employees exceeding the applicable salary caps when they were placed into a Band I and IIA position on January 8, 2006):
 - a. 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. For Band IIA employees, the limit is the Band IIA maximum rate for the geographic zone;
 - d. For Band IIB employees, the limit is the Band IIB maximum rate for the geographic zone.

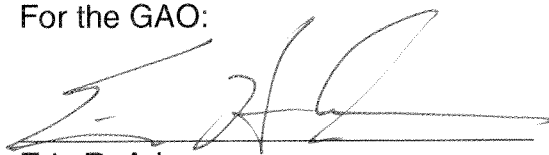
Any amount in excess of the applicable maximum described in this paragraph will be provided as a cash payout.

4. 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.
5. The pay adjustments described in paragraphs 1-4 will be retroactive to the first day of the full pay period in January beginning on January 2, 2011 and will be processed as soon as feasible.

Paragraphs 1-5 will apply only to bargaining unit employees who are meeting expectations or better in all competencies for the appraisal period ending on October 14, 2010.

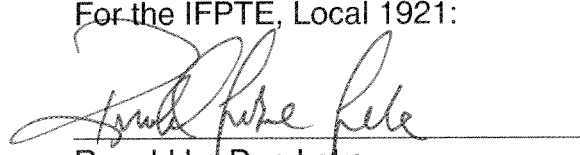
Executed this 30th day of June, 2011:

For the GAO:

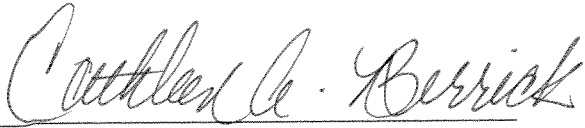


Eric R. Adams
Dir. of Workforce Relations, GAO
Chief Negotiator

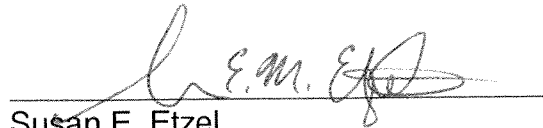
For the IFPTE, Local 1921:



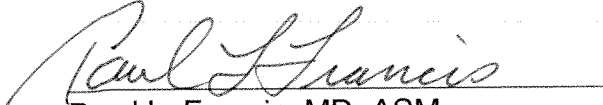
Ronald La Due Lake
Union President
Chief Negotiator



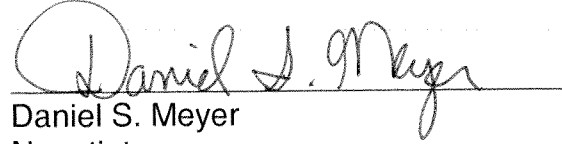
Cathleen A. Berrick, MD, HSJ
Negotiator



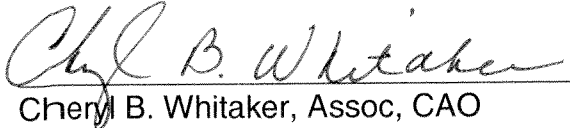
Susan E. Etzel
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Paul L. Francis, MD, ASM
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Cheryl B. Whitaker, Assoc, CAO
Negotiator



Leo G. Acosta
Negotiator



Lee W. Clark, Sen. Attorney, OGC
Negotiator



Steven R. Putansu
Negotiator

Approved:



Gene L. Dodaro
Comptroller General

7/6/2011
Date