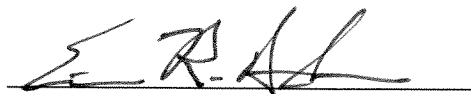


**MEMORANDUM OF AGREEMENT
BETWEEN
THE GOVERNMENT ACCOUNTABILITY OFFICE (GAO)
AND
THE GAO EMPLOYEES ORGANIZATION, IFPTE, LOCAL 1921 (IFPTE, Local 1921)
FOR
THE 2009 PE PAY ADJUSTMENT**

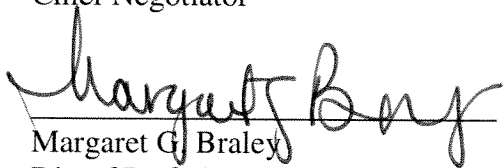
1. GAO will provide an adjustment to the salary range maximum, competitive, and speed bump rates for each band in each GAO geographic zone. The rate will be calculated by multiplying the applicable current salary range maximum, competitive and speed bump rates by a percentage equal to the GAO office 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. GAO will provide an annual adjustment to current base salary. The 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 adjustment described in this document will become effective on the first day of the first full pay period in January beginning on January 4, 2009, and will be processed as soon as feasible.
4. Paragraphs 2-3 will apply to bargaining unit employees who are meeting expectations in all competencies, including employees in the Professional Development Program (PDP) and the Communications Analyst Pay Process (CAPP).
5. Negotiations over preliminary Performance Based Compensation (PBC) issues (e.g. SRS score, employee transition ranges, salary caps and IIB speed bump) will begin no later than January 15, 2009. If negotiations over preliminary issues are completed prior to a final appropriation for FY 2009, the parties will meet to discuss the current budget situation and its impact on negotiating the Performance Based Compensation (PBC) budget factor. In any event, negotiations over the PBC budget factor will begin as soon as possible, but not later than 6 weeks from the date GAO receives a final appropriation for FY 2009. Any PBC negotiated will be effective on the first day of the first full pay period in January beginning on January 4, 2009.
6. The annual adjustment described in paragraph 2 will not be considered as part or all of any bargaining unit employee's PBC.

Executed this 9th day of January, 2009:

For the GAO:



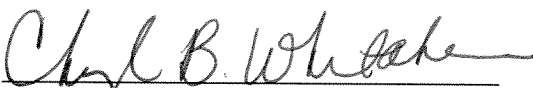
Eric R. Adams
Dir. of Workforce Rel. (WR), GAO
Chief Negotiator



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



Paul H. Ullman, WR Spec., GAO
Negotiator



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



Barbara J. Simball
Asst. General Counsel, GAO
Negotiator

Approved:



Gene L. Dodaro
Acting Comptroller General

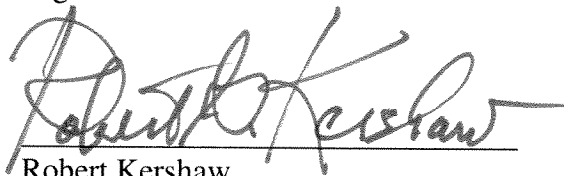
For the Union:



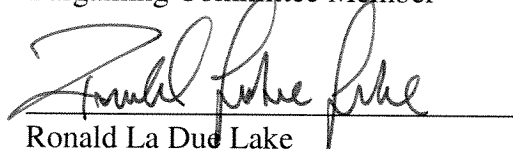
Leo Acosta
Bargaining Committee Member



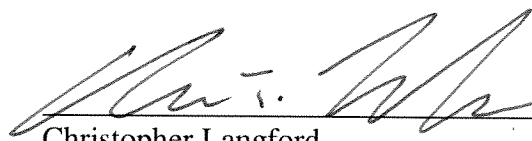
Jacqueline Harpp
Bargaining Committee Member



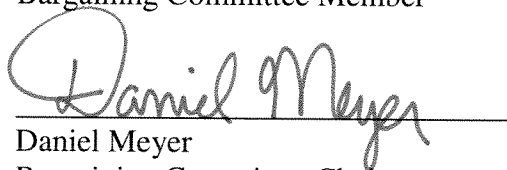
Robert Kershaw
Bargaining Committee Member



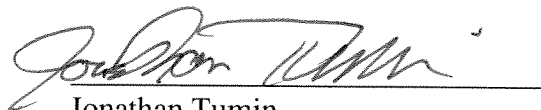
Ronald La Due Lake
Union President



Christopher Langford
Bargaining Committee Member



Daniel Meyer
Bargaining Committee Chairman



Jonathan Tumin
Bargaining Committee Member

1/12/2009

Date