

Memorandum of Agreement on Revisions to the Performance Management System
Between
The Government Accountability Office (GAO)
and
The GAO Employees Organization, IFPTE, Local 1921 (Union)

The Agency and the Union will work together collaboratively to revise the performance management system for the bargaining unit based upon the findings of the Ivy Group African American Performance Assessment Study: Final Report (2008) and the Performance Appraisal System Study. The goal of this effort is to increase employee satisfaction with the system and meet the needs of the Agency. The intent of the Parties is to have this revised system completed as quickly as possible with a goal of making it effective, as appropriate, for the FY2012 assessment cycle.

This collaborative effort will include the following activities:

The Union will be provided relevant information that will be used to inform revisions to the performance management system. It is understood that information may be provided in a sanitized form. If information is provided in an un-sanitized form appropriate safeguards will be put in to protect the confidentiality of the information and the privacy of employees.

The Union will be involved throughout the revision of the performance management system including subsequent review and evaluation of the system once implemented.

The Union and Agency will use a problem solving approach to work collaboratively to revise the performance management system.

The Union and Agency will work together with the contractor for the revision to the performance management system to provide input on appropriate approaches to revise the system.

In the event the Agency and the Union are not able to come to a mutual agreement on the entire revised system, it is understood that the Parties will engage in collective bargaining on any remaining issue(s) consistent with law.

For the GAO:

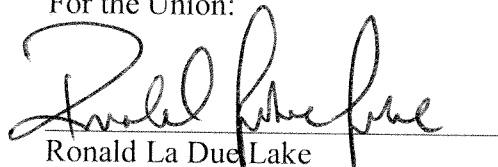


Eric R. Adams
Dir. of Workforce Relations, GAO
Chief Negotiator

8/17/2010
Date

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For the Union:



Ronald LaDuc
Union President

8/17/2010
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