

**Compensation Agreement
Between
The Government Accountability Office (GAO)
And
The GAO Employees Organization, IFPTE, Local 1921 (Union)**

Annual Adjustment of Pay Ranges

The Agency will provide an annual adjustment to the salary range minimum, maximum and competitive rates for each band in each geographic zone.¹ The rate will be calculated by increasing the applicable current salary range minimum, maximum and competitive rate by a percentage equal to the Zone 3 Office with the highest General Schedule (GS) total increase (including locality). The maximum rate for any band shall not exceed the GS-15, step 10 rate for the GS locality pay area in which the office is located.

Annual Adjustment²

The Agency will provide an annual adjustment, effective Pay Period 1 and processed immediately thereafter, to base salary equivalent to the General Schedule total increase (including locality) for the GS locality pay area in which each Agency office is located for all employees who are meeting expectations or better in all competencies. 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.

Performance Based Compensation

The Agency and the Union will negotiate an agreement for Performance Based Compensation (PBC) on an annual basis for the duration of this agreement. The subjects of bargaining will include the budget factor or equivalent, the mechanism for determining the individual calculation for PBC, minimum PBC, if any, and will be limited to the subject of PBC.

PBC negotiations will commence as soon as possible upon the Agency's receipt of its appropriation for the fiscal year but not later than 6 weeks of receipt of its appropriation.

Pay Setting Procedures

¹ The Band IIB speed bump is no longer applicable.

² The GAO Act of 2008 requires that the Agency provide a required minimum percentage of permanent pay equivalent to the GS January across the board increase. The annual adjustment provided in this agreement is greater than that required by the GAO Act of 2008. According to the Act, if the amount of the increase to permanent pay through a combination of the annual adjustment and Performance Based Compensation (PBC) is less than the GS January across the board increase, the Comptroller General shall provide for a further increase in the rate of basic pay; when this occurs, any non-permanent PBC or merit pay shall be decreased to off-set the additional increase in pay. Depending upon annual appropriations and other budgetary factors, the amount available for PBC, if any, or other items such as training in any year may be limited.

Upon promotion to Band IIA an employee will receive an increase in basic pay equal to the employee's current rate plus 10% of the analysts Band I minimum rate or the minimum rate of Band IIA, which ever is higher.

Upon competitive placement to Band IIB, an employee will receive an increase in basic pay equal to the employee's current rate plus 7% of the analysts Band IIA minimum rate or the minimum rate of Band IIB, whichever is higher.

All pay setting procedures will use the pay range applicable to the geographic zone in which the employee is located.

Compensation Analysis

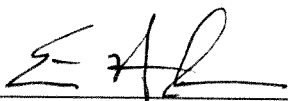
The Agency agrees to pre-decisional Union involvement in the design and execution of any future compensation market study concerning salary ranges, geographic or locality pay, and geographic zones for employees that the Agency decides to undertake.

Duration

This agreement shall expire on September 30, 2014. If either party seeks to reopen the Agreement upon its initial (or any subsequent) expiration date, it shall provide the other party with notice at least 60 days prior to the expiration date. Otherwise, the agreement shall roll over for successive two year periods thereafter.

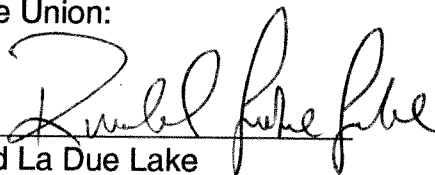
Executed this 5th day of January, 2010: ^{E4}

For the GAO:



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

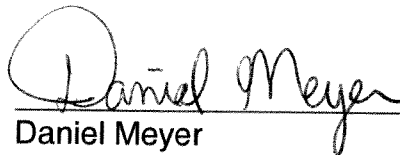
For the Union:



Ronald La Due Lake
Union President
Chief Negotiator



Cathleen Berrick, MD, HSJ
Negotiator



Daniel Meyer
Negotiator



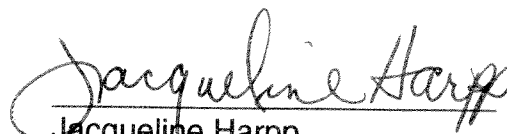
Denise Hunter, MDFO
Negotiator



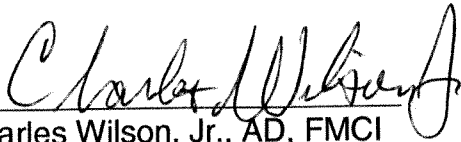
Lise Levie
Negotiator



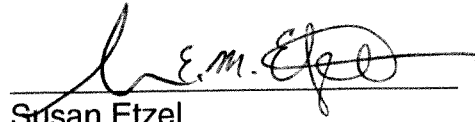
Karen Doran, AD, HC
Negotiator



Jacqueline Harpp
Negotiator



Charles Wilson, Jr., AD, FMCI
Negotiator



Susan Etzel
Negotiator



Lee Clark, Sen. Attorney, OGC
Negotiator

Approved:



Gene L. Dodaro
Acting Comptroller General

1/31/2011
Date

