

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 AGREEMENT

1. For employees in the PE Pay Plan Bands I (except for employees in the Professional Development Program and the Communications Analysts Pay Process), Bands II, IIA and IIB, GAO will provide Performance Based Compensation (PBC) using a 2.65 percent PBC budget factor.
2. The total dollar amount of compensation calculated under paragraph 1 will be provided to the employee as a permanent increase to base consistent with GAO Order 2540.3 (with the exception of the Band IIB speed bump, as referenced below) and only if it does not exceed the following applicable limits:
 - For Band I employees the limit is the Band I maximum rate for the geographic zone;
 - For Band II employees (i.e., Criminal Investigators), the limit is the Band II maximum rate for the geographic zone;
 - For Band IIA employees who were assigned to a PE position as of January 8, 2006, the limit is the Band IIA transition maximum rate for the geographic zone;
 - For Band IIA employees who were assigned to a PE position after January 8, 2006, the limit is the Band IIA maximum rate for the geographic zone;
 - For Band IIB employees, the Band IIB speed bump does not apply and the limit is the Band IIB maximum rate for the geographic zone.

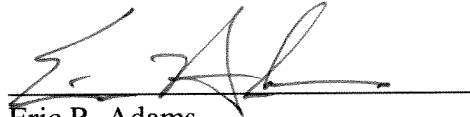
Any amount in excess of the applicable maximum will be provided as a cash payout.

3. 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.
4. The pay adjustment described in this document will be retroactive to the first day of the full pay period in January beginning on January 4, 2009, and will be processed as soon as feasible.
5. Paragraphs 1-4 will only apply to employees who are meeting expectations or better in all competencies.
6. GAO and IFPTE, Local 1921 agree that this agreement applies only to the 2009 pay adjustment for bargaining unit employees. It is recognized that unit employee compensation will be a matter for collective bargaining between the parties in the future. Nothing in this

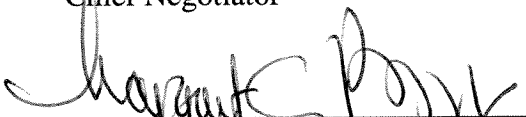
agreement should be taken to waive or alter either the GAO or IFPTE, Local 1921's rights with respect to future negotiations over compensation for bargaining unit employees and either party is free to propose similar or different terms.

Executed this 5 day of May, 2009:

For the GAO:



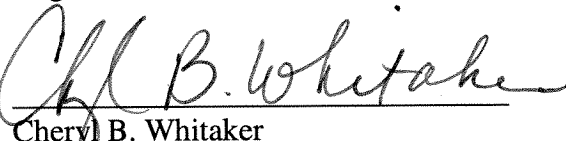
Eric R. Adams
Dir. of Workforce Relations, GAO
Chief Negotiator




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



Paul H. Ullman, WR Spec., GAO
Negotiator



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

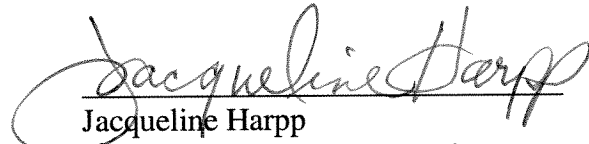


Brenda E. Ellison
Senior Attorney, GAO
Negotiator

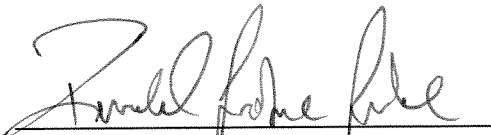
For the Union:



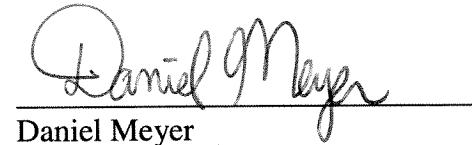
Leo Acosta
Bargaining Committee Member



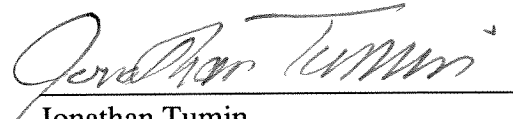
Jacqueline Harpp
Bargaining Committee Member



Ronald La Due Lake
Union President

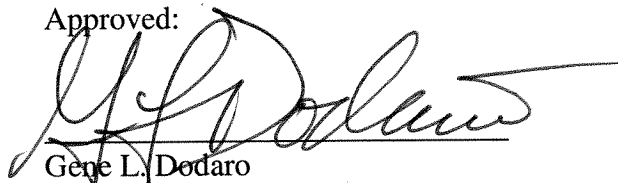


Daniel Meyer
Bargaining Committee Chairman



Jonathan Tumin
Bargaining Committee Member

Approved:



Gene L. Dodaro
Acting Comptroller General

5/18/2009
Date