

MEMORANDUM OF AGREEMENT
BETWEEN
THE GOVERNMENT ACCOUNTABILITY OFFICE (GAO)
AND
THE GAO EMPLOYEES ORGANIZATION, IFPTE, LOCAL 1921 (IFPTE, Local 1921)

1. GAO and the IFPTE, Local 1921, have agreed to revise the manner in which increases to base pay are calculated for Band I Professional Development Program (PDP) employees for each 26-week period of service.
2. A Band I PDP employee's initial increase to base pay (and/or bonus) will be effective 26 weeks after the effective date of his or her appointment and each subsequent increase (and/or bonus), shall be effective 26 weeks after the effective date of the last increase unless the employee has non-pay time (i.e., leave without pay or absence without leave) in excess of 20 work days (including holidays) or (160 hours) during the 26-week period. The pay increases (and/or bonuses) of employees with non-work time above this limit shall be deferred by the number of work days of nonpay time over 20 work days. This deferral does not apply to employees on military leave without pay under the provisions of GAO Order 2353.1 or on LWOP with restoration rights under the provisions of GAO Order 2352.1
3. Each employee will be appraised by his or her Designated Performance Manager and will receive a salary increase and/or bonus as provided in paragraphs 4 through 7 if he or she is rated at "meets expectations" or higher on all competencies on which the employee is rated.
4. For each geographic zone, the band I salary range for each occupation shall be divided into quartiles. Quartile 1 is the lowest quarter of the salary range and quartile 4 is the highest. A Standard Adjustment Factor (SAF) percentage is applicable to each quartile as follows:
 - a. 7.55% for quartile 1
 - b. 7.05% for quartile 2
 - c. 6.55% for quartile 3
 - d. 6.05% for quartile 4
5. Band I Professional Development Program (PDP) employees will receive an increase to base pay, up to the maximum rate of their bands, equal to the higher of the following:
 - a) an amount equal to the SAF percentage for their salary quartile times their annual base salary, or
 - b) an amount equal to the SAF percentage for the next lower salary quartile, if there is a lower salary quartile, multiplied by the maximum base pay rate for the lower quartile.

Example: In Washington, D.C, for 2010, the minimum salary for a Band I employee is \$47,202 and the maximum is \$87,697. Therefore, quartile 1 would encompass a range of \$47,202 to \$57,326 and quartile 2 would begin with a base salary of \$57,327. An employee in quartile 2 with a salary of \$57,327 (the minimum for that quartile) would be entitled to receive an increase of \$4,042 (7.05% of \$57,327.) The maximum amount allowable for quartile 1 is \$4,328 (7.55% of the maximum salary of

\$57,326). Therefore, in this example, the employee would receive a \$4,328 increase to base pay for a total salary of \$61,655 because the maximum increase for the lower quartile is greater than the increase the employee would receive by virtue of his/her actual salary in quartile 2.

6. If the full amount of the salary increase described in paragraph 5 would cause an employee's salary to exceed the maximum rate of the band, the employee will receive as an increase to base pay only the portion of the amount that will increase his/her salary to the maximum rate of the band.

7. If an employee is ineligible to receive all of the pay increase because of the pay cap, he or she will receive

a) a \$3000 cash bonus if unable to receive any base pay increase, or

b. an amount, if any, equal to \$3000 minus the amount of the allowable base pay increase.

8. The process described in paragraphs 1 through 7 of this agreement will be effective no later than the beginning of the first full pay period after the approval of this agreement.

9. Each Band I PDP employee who was on the rolls as of August 16, 2009 and who has had a rating prior to the effective date of this agreement will receive a one-time bonus of \$500, provided that the employee obtained a rating of meets expectations or higher on all competencies on their most recent rating. This payment will be provided no later than May 9, 2010.

10. The parties agree to meet and discuss the compensation formulas, including using a percentage of the competitive rate to calculate PDP employees' increases.

11. It is recognized that unit employee compensation will be a matter for collective bargaining between GAO and IFPTE, Local 1921 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 _____ day of _____, 2010:

For the GAO:

For the Union:

Re 1/28/10
1/29/2010
