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February 8, 2008

### GAO 2008 Pay Adjustment Finalized

GAO is pleased to announce that it has reached tentative agreement with the Union's Interim Council on the 2008 annual pay adjustment.

Under the tentative agreement, the across-the-board adjustment would be 3.5 percent and the PBC budget factor would be 2.75 percent. The agreement also includes a "floor guarantee" concept similar to the one that the Comptroller General discussed at GAO's oversight hearing last May, which means that all employees performing at meets expectations or better--irrespective of their salaries vis-a-vis the pay cap (except for the statutory pay cap at GS-15, step 10) and the Band IIB speed bump--would see no less than a 4.49 percent increase in permanent pay. Employees whose performance would take them beyond 4.49 percent, given the combination of their across-the-board adjustment and performance based compensation total, would still be entitled to the total pay adjustment that they earned, subject to speed bumps and pay caps. The floor guarantee and PBC budget factor do not apply to any employees in a professional development program, as these employees are eligible for increases through the separate progress review process.

At the time of the original pay proposal decision, GAO had not received its 2008 appropriation and the President had proposed a 3.0 percent adjustment for the Executive Branch's General Schedule. The agreement reached late yesterday reflects a reasonable compromise consistent with

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GAO's market based pay for performance system and is also based on actions taken by the Congress to enact a 3.5 percent increase for the General Schedule of the Executive Branch, resulting in a 4.49 percent increase for Washington, D.C. based employees.

The tentative agreement is subject to ratification by bargaining unit employees. The Comptroller General remains committed to the principle of pay parity for all GAO employees. As previously announced, GAO management intends to apply this pay agreement to all non-bargaining unit employees with the exception of the SES. We expect that 2008 pay adjustments will be made effective retroactive to the first full pay period of the new leave year, which began on January 6, 2008.

Posted to [From the CG](#) at 9:15 AM

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