



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

CPM 2025-07

Memorandum for Human Resources Directors

From: Veronica E. Hinton
Associate Director
Workforce Policy and Innovation

Subject: Request for CY 2024 Data on Student Loan Repayments

Agencies must submit an annual written report to the U.S. Office of Personnel Management (OPM) on their use of the student loan repayment program (SLRP) during the previous calendar year (CY), as required by [5 U.S.C. 5379\(h\)](#). OPM requests your CY 2024 agency SLRP report **by Monday, March 31, 2025**. Please be sure to review our **new instructions** on the data submission process below for this cycle.

Under 5 U.S.C. 5379 and [5 CFR part 537](#), agencies are authorized to establish an SLRP under which they may agree to repay certain Federally-made, insured student loans in order to recruit or retain highly qualified employees. Each report must contain the following:

1. Number of Federal employees who received student loan repayment benefits
2. The grand total dollar amount of SLRP benefits paid by the department or independent agency
3. Job classification of each recipient (that is, pay plan, occupational series, and job title)

This year we are requesting that all departments and independent agencies complete the [OPM CY 2024 Student Loan Repayment Program Agency Survey](#) for the first and second regulatory requirements above. In addition:

Agencies that did *not* use SLRP in CY 2024:

If your agency did not provide any SLRP benefits during CY 2024 and as requested above, please submit your negative response within the [survey](#) **and** other relevant information. For example, specify whether or not your agency has established; is in the process of establishing; or does not intend to establish an SLRP program; and if applicable, indicate the primary reason(s) for your agency not using the program for recruitment or retention purposes.

Agencies that did use SLRP in CY 2024:

Survey

If your agency did provide any SLRP benefits during CY 2024, please submit your response to the two regulatory requirements above within the [survey](#). Furthermore, within the survey we invite you to share:

- Any agency information regarding leading and promising practices, lessons learned, program effectiveness, or metrics used to measure program success
- Input on how agencies can best establish and justify each business case, as well as how to address and resolve program impediments
- Relevant details about your agency's use of the student loan repayment authority as an effective recruitment or retention tool

Spreadsheet

Please use the attached [spreadsheet](#) to provide the classification data for the third regulatory requirement above. Also:

- Each spreadsheet column should only contain a single classification data element for the specific occupation listed in that row. This will allow us to easily manipulate and combine your data with that of other agencies.
- It is not necessary to provide SLRP benefits paid per occupation. Providing the total amount of SLRP benefits paid within the survey is sufficient.
- Completed spreadsheets should be emailed to paypolicy@opm.gov using the subject line, [(**Agency Name**) 2024 SLRP Spreadsheet Submission]. With your submission, please also include an agency point of contact with a phone number and email address. To ensure that submissions are received, Pay, Leave, and Workforce Flexibilities staff will acknowledge receipt of each submission. If your agency does not receive an acknowledgement, please follow up.

If you have any questions regarding this SLRP data request, you may contact OPM's Workforce Policy and Innovation; Pay, Leave, and Workforce Flexibilities at paypolicy@opm.gov.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs

Attachment: [Agency CY 2024 SLRP Position Data Spreadsheet](#)