



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Tuesday, November 29, 2016  
CPM 2016-17

**MEMORANDUM FOR: Chief Human Capital Officers**

FROM: BETH F. COBERT  
ACTING DIRECTOR

Subject: Compensation Guidance for Recruiting and Retaining Cybersecurity Professionals

I am pleased to announce the release of new compensation guidance to assist agencies in recruiting and retaining cybersecurity professionals. The [Federal Cybersecurity Workforce Strategy](#) issued on July 12, 2016, details Government wide actions to identify, expand, recruit, develop, retain, and sustain a capable and competent cybersecurity workforce in key functional areas to address complex and ever-evolving cyber threats. In this strategy, the U.S. Office of Personnel Management (OPM) commits to establishing programs to assist Federal agencies in their use of existing flexibilities for compensation to recruit and hire highly-skilled cybersecurity talent.

OPM has developed two tools to support agency cybersecurity recruitment and retention efforts—

1. The guide “[Compensation Flexibilities to Recruit and Retain Cybersecurity Professionals](#)” provides information for human resources specialists and hiring managers on existing pay and leave flexibilities in a helpful checklist format and contains examples of combining flexibilities to maximize their effectiveness.
2. The fact sheet “[Federal Employee Compensation Package: It's More than Just Salary](#)” provides information for prospective employees on compensation and benefit packages available with Federal employment and may be used in agency cybersecurity and other employee recruitment activities.

I encourage agencies to explore these new resources and consider existing compensation and other human resources flexibilities as you develop strategies to address recruitment and retention difficulties in your cybersecurity workforce.

**Additional Information**

Agency headquarters-level human resources offices may contact OPM’s Pay and Leave center at [pay-leave-policy@opm.gov](mailto:pay-leave-policy@opm.gov). Employees should contact their agency human resources or payroll office for further information on this memorandum.

cc: Deputy Chief Human Capital Officers, and Human Resources Directors