



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Thursday, December 26, 2019  
CPM 2019-28

**MEMORANDUM FOR: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES**

FROM: DALE CABANISS, DIRECTOR

Subject: Continued Pay Freeze for Certain Senior Political Officials

Section 749 of division C of the Consolidated Appropriations Act, 2020, contains a provision that continues the pay freeze on the payable pay rates for the Vice President and certain senior political appointees at the rates of pay and applicable limitations on payable rates of pay in effect on December 31, 2019, by operation of section 749 of division D of Public Law 116-6 (February 15, 2019). The section 749 pay freeze is scheduled to end on the last day of the last pay period that begins in calendar year 2020 (i.e., January 2, 2021, for those on the standard biweekly pay period cycle). Future Congressional action will determine whether the pay freeze continues beyond that date.

The pay freeze applies to the *payable* rates for covered senior political officials. The freeze does not affect the *official* rates for the Vice President and the Executive Schedule, which are adjusted under normally applicable law without regard to the pay freeze. While not payable to freeze-covered officials, those official rates continue to be used in establishing pay limitations for employees not covered by the pay freeze. In January 2020, the official rates for the Vice President and the Executive Schedule will be increased by 2.6 percent.

The detailed guidance attached to this memorandum provides information on the employees covered by the pay freeze, the rates of pay affected, and exceptions to the pay freeze.

**Questions**

Agency headquarters-level human resources offices may contact OPM at [pay-leave-policy@opm.gov](mailto:pay-leave-policy@opm.gov). Employees should contact their agency human resources offices for assistance.

Attachment (see 508-conformant PDF below)

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Human Resources Directors