



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

Employee Services

Wednesday, January 3, 2018
CPM 2018-02

MEMORANDUM FOR: HUMAN RESOURCES DIRECTORS

FROM: MARK D. REINHOLD, ASSOCIATE DIRECTOR, EMPLOYEE SERVICES

Subject: Continued Pay Freeze for Certain Senior Political Officials

Section 1001 of the Further Additional Continuing Appropriations Act, 2018 (Public Law 115-96, enacted on December 22, 2017) provides continuing appropriations to Federal agencies through January 19, 2018, or the date of enactment of specified appropriations legislation. Section 1001 amended the Continuing Appropriations Act, 2018, division D of Public Law 115-56. Under section 101(a) of that Act, the authority and conditions provided in Fiscal Year 2017 appropriations laws continue to apply during the period specified in the Act, as amended. This language means that the freeze on the payable pay rates for the Vice President and certain senior political appointees at 2013 levels—as provided in section 738 of division E of the Consolidated Appropriations Act, 2017, Public Law 115-31, May 5, 2017—continues into Calendar Year 2018 through January 19, 2018, or the date of enactment of new appropriations legislation. Until Congress acts on appropriations legislation, we will not know whether the pay freeze continues beyond January 19, 2018. The U.S. Office of Personnel Management (OPM) will issue separate guidance regarding whether this pay freeze will be continued or terminated. Until such time, the OPM guidance on the 2017 pay freeze for certain senior political officials is generally applicable in applying the pay freeze in 2018. (See OPM guidance memorandum CPM 2017-05 at <https://www.chcoc.gov/content/continued-pay-freeze-certain-senior-political-officials>.)

Please note that the Executive Order on 2018 pay adjustments shows the official pay rates (or ranges) for the Vice President, Executive Schedule positions, and certain other positions occupied by employees affected by the pay freeze. These official statutory rates of pay for the Vice President and Executive Schedule positions are used in determining the rate ranges and aggregate pay limitations for employees and pay systems unaffected by the pay freeze, such as General Schedule, Senior Level (SL), Scientific & Professional, and Senior Executive Service (SES) positions. Also, the official 2018 pay rate for EX-IV of \$164,200 must be used in applying the trigger for coverage under the pay freeze for political appointees in SES, SL, and certain other covered positions described in CPM 2017-05. An SES or SL political appointee paid less than \$164,200 may receive a pay increase up to this rate but may not receive an increase above this rate or any subsequent increase, except as provided in the pay freeze statutory authority referenced above.

Questions

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

cc: Chief Human Capital Officers
Deputy Chief Human Capital Officers