



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Tuesday, February 12, 2008

CPM 2008-06

MEMORANDUM FOR: Human Resources Directors

FROM: Nancy H. Kichak, Associate Director, SHRP

Subject: Forum on Recruitment, Relocation, and Retention Incentives

I invite you and your technical staffs to attend a forum on **March 11, 2008, from 9:30 a.m. to 11:30 a.m.** to discuss recruitment, relocation, and retention incentives. The forum will be held in the **Campbell Auditorium** at the U.S. Office of Personnel Management (OPM), 1900 E St. NW, Washington, D.C.

OPM recently issued final regulations on recruitment, relocation, and retention incentives (see CPM 2007-10, November 16, 2007, and CPM 2007-11, December 10, 2007). At the forum, we will provide an overview of these final regulations.

We will also discuss ways to improve the recruitment, relocation, and retention incentive authorities. I invite you to submit any ideas you would like to discuss at the forum to pay-performance-policy@opm.gov by February 26, 2008. Some suggestions we recently received from agencies include:

- Allowing the simultaneous payment of multiple incentives, and
- Expanding the authority an agency has to pay a retention incentive to an employee who would be likely to leave for a different position in the Federal service to situations other than before the closure or relocation of the employee's office, facility, activity, or organization.

I hope you take advantage of this opportunity to share your thoughts and concerns before we determine whether to issue a proposed regulation for formal public comment.

To facilitate the security check-in procedure, please RSVP to pay-performance-policy@opm.gov if you plan to attend this forum. For further information, you may contact Tom Bustard of OPM's Pay Administration Group at (202) 606-2858.