



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Thursday, April 10, 2014
CPM 2014-06

MEMORANDUM FOR: Heads Of Executive Departments And Agencies

FROM: Katherine Archuleta Director

Subject: Governmentwide Strategy on Gender Pay Equality in the Federal Government

On May 10, 2013, President Obama signed a Presidential Memorandum entitled “Advancing Pay Equality in the Federal Government and Learning from Successful Practices.” The memorandum directed the U.S. Office of Personnel Management (OPM) to submit to the President a Governmentwide strategy to address any gender pay gap in the Federal workforce. For your reference, the President’s Memorandum is available at <https://obamawhitehouse.archives.gov/the-press-office/2013/05/10/presidential-memorandum-advancing-pay-equality-federal-government-and-le>.

I am pleased to share with you OPM’s Governmentwide Strategy on Advancing Pay Equality in the Federal Government. See Attachment 1. OPM developed this Governmentwide strategy based on agencies’ reviews of their pay and promotion policies and practices and an analysis of Federal civilian workforce salary and other data. Thank you for submitting reports of your policy reviews to assist us with this important effort.

While we found many of the Government’s policies and practices already support gender pay equality, there is more work for us to do. We will be engaging Federal agencies on a number of important initiatives in the coming weeks and months. With this memorandum, we are taking two steps that require your immediate attention—

1. Please designate a point of contact who will coordinate your agency’s efforts in working with OPM to implement the classification, pay, data analysis, recruitment, and promotion policy initiatives described in Attachment 2. E-mail pay-leave-policy@opm.gov within 2 weeks of the date of this memorandum to identify your agency point of contact.
2. To promote salary transparency across the Government, I strongly encourage agencies with independent authority to establish salary tables or rate ranges outside of the General Schedule or other Governmentwide pay systems to post such salary tables or rate ranges on their public websites with appropriate contact information. Please certify that you have posted any such salary tables or rate ranges, have a plan to do so, or explain why you cannot by signing the certification form in Attachment 3 and submitting it to pay-leave-policy@opm.gov within 30 days of the date of this memorandum.

We look forward to working with you to implement the actions outlined in the Governmentwide strategy to close the gender pay gap in the Federal workforce.

Additional Information

Employees should contact their agency human resources office for further information on this memo. Agency headquarters-level human resources offices may contact Jeanne Jacobson in the Pay and Leave office at OPM at pay-leave-policy@opm.gov or (202) 606-2858.

cc: Chief Human Capital Officers
Human Resources Directors