



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Thursday, October 17, 2013  
CPM 2013-13

**MEMORANDUM FOR: Chief Human Capital Officers**

FROM: Elaine Kaplan Acting Director

Subject: Pay and Benefits for Employees Affected by the Lapse in Appropriations

The President has signed legislation restoring annual appropriations and allowing the immediate return to duty in a pay status of all Federal civilian employees who have been affected by the lapse in appropriations that began on October 1, 2013. In addition, the legislation provides retroactive compensation for furloughed Federal employees covering the period of the lapse in appropriations. The purpose of this portion of the legislation is to make furloughed Federal employees whole by ensuring that they receive their “standard rate of compensation” for the entire period of the lapse in appropriations as soon as practicable after the lapse in appropriations ends.

The attached guidance has been prepared by the U.S. Office of Personnel Management (OPM) in consultation with the Office of Management and Budget (OMB). It is intended to assist agencies in administering pay and benefits for employees affected by the lapse in appropriations. This includes employees who were furloughed and employees designated as “excepted” from the furlough pursuant to the applicable legal requirements—e.g., employees required to respond to emergencies involving the safety of human life or the protection of property or employees performing functions related to the orderly suspension of agency operations.

For additional guidance, agency Chief Human Capital Officers and Human Resources Directors may contact the OPM contacts listed in the attachment. Employees should contact their agency human resources offices for assistance.

Attachment: 2013 Furlough and Pay and Leave Benefits

cc: Human Resources Directors