



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Monday, March 18, 2019

CPM 2019-08

MEMORANDUM FOR: CHIEF HUMAN CAPITAL OFFICERS

FROM: MARGARET M. WEICHERT, ACTING DIRECTOR

Subject: Request for Data on Student Loan Repayments CY 2018

Agencies must submit an annual written report to the U.S. Office of Personnel Management (OPM) on their use of student loan repayments during the previous calendar year (CY), as required by law, codified at 5 U.S.C. 5379(h). OPM requests your CY 2018 agency student loan repayment report by **March 31, 2019**.

Under 5 U.S.C. 5379, and its regulations at 5 CFR part 537, agencies are authorized to establish a program under which they may agree to repay certain Federally-made, insured student loans in order to recruit or retain highly qualified personnel. Each report must contain the following:

- Number of Federal employees who receive student loan repayment benefits;
- Job classification of each recipient (i.e., pay plan, occupational series, and job title); and
- Total dollar amount of student loan repayment benefits.

Each report should consolidate the data for an entire department or independent agency from all bureaus and subcomponents.

Please submit your agency's report using the same format as found at **Attachment 2** of OPM's annual report to Congress. For reference, OPM's prior reports to Congress can be found at: <https://www.opm.gov/policy-data-oversight/pay-leave/student-loan-repayment/#url=Repayment-Reports>.

We also invite you to share any additional information regarding best practices, lessons learned, program effectiveness, or metrics used to measure program success. We would also appreciate your input on how agencies can best establish and justify each business case, as well as how to address and resolve program impediments. Your agency may provide relevant details about your agency's use of the student loan repayment authority as an effective recruitment or retention tool.

If your agency did not provide any student loan repayment benefits during CY 2018, please submit a negative response and specify whether or not your agency has established, is in the process of establishing, or does not intend to establish, a student loan repayment program. If applicable, please indicate the primary reason(s) your agency does not use student loan repayments as a recruitment or retention tool.

Please submit your agency report, or negative response, by email, to: pay-leave-policy@opm.gov. Please also include an agency point-of-contact with a phone number and email address with your response.

If you have any questions regarding this data request, you may contact OPM's Employee Services, Pay and Leave, at pay-leave-policy@opm.gov.

cc: Deputy Chief Human Capital Officers, and Human Resources Directors