



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

MEMORANDUM

TO: Heads and Acting Heads of Departments and Agencies
FROM: Scott Kuper, Director, U.S. Office of Personnel Management
DATE: September 10, 2025
RE: 2025 Combined Federal Campaign

The Combined Federal Campaign (CFC) is intended to provide Federal employees and military personnel a convenient way to donate time or money to charitable causes in the workplace. The 2025 CFC solicitation period is from October 1, 2025, through December 31, 2025.

Employees may make donations of money or time via payroll deductions, one-time gifts, or volunteering via cfcgiving.opm.gov or text-to-give. Employees can also give using paper pledge forms, mobile apps, or text. Agencies should work with IT teams to ensure access to the CFC website is allowed by agency cybersecurity systems.

Leaders may show support for the campaign in accordance with the [CFC rules](#). Employees must never be pressured to donate.

The Office of Personnel Management (OPM) believes strongly in charities and supports the generosity of Federal employees in donating their time and money to charitable causes. OPM hopes that this year's CFC campaign is successful.

However, OPM is concerned about excessive administrative costs associated with the CFC, along with steadily declining participation, and it is evaluating changes to the CFC for 2026 (including whether to continue the program).

For questions about this year's CFC, please contact cfc@opm.gov.

cc: Chiefs of Staff, Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors