



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

November 12, 2025
CPM 2025-15

Memorandum for Human Resources Directors

From: Veronica E. Hinton
Associate Director
Workforce Policy and Innovation

Subject: **Continued Pay Freeze for Certain Senior Political Officials**

In a memorandum issued on October 2, 2025 ([CPM 2025-13](#)), I advised Chief Human Capital Officers that the U.S. Office of Personnel Management (OPM) would issue guidance regarding the continuance of the pay freeze for certain political officials once Congress enacted legislation clarifying the status of the pay freeze. Congress enacted such clarifying legislation in section 140 of division A (the Continuing Appropriations Act, 2026) of the Continuing Appropriations, Agriculture, Legislative Branch, Military Construction and Veterans Affairs, and Extensions Act, 2026 (November 12, 2025).

Under a provision in the Continuing Appropriations Act, 2026, the freeze on the payable pay rates for the Vice President and certain senior political appointees will continue through January 30, 2026.¹ Future Congressional action will determine whether the pay freeze continues beyond that date. The OPM guidance issued on April 2, 2025, regarding the pay freeze for certain senior political officials continues to be generally applicable in applying the pay freeze in 2025 (i.e., through the end of the last applicable pay period commencing in calendar year 2025). See [CPM 2025-08](#). OPM will

¹ Section 1605 of division A of the Full-Year Continuing Appropriations and Extensions Act, 2025 (Public Law 119-4, March 15, 2025), provides that the provisions of section 747 of title VII of division B of Public Law 118-47 "shall be applied through the date specified in section 1106 of this Act." The date specified in section 1106 was September 30, 2025. However, section 140(a) of division A of the Continuing Appropriations, Agriculture, Legislative Branch, Military Construction and Veterans Affairs, and Extensions Act, 2026, provides that section 1605 shall be applied through the end of the last applicable pay period that commences in calendar year 2025 instead of the date specified in section 1106. For executive branch employees paid on a biweekly basis, the end of the referenced pay period is January 10, 2026. Section 140(b) of division A of the Continuing Appropriations, Agriculture, Legislative Branch, Military Construction and Veterans Affairs, and Extensions Act, provides that section 747 of title VII of division B of Public Law 118-47 shall be applied "through the date specified in section 106(3) of this Act". The date specified in section 106(3) is January 30, 2026. Thus, the pay freeze is extended through January 30, 2026, absent further Congressional action.

release guidance on the 2026 pay freeze once the level IV Executive Schedule rate for 2026 is finalized, since that rate is used in determining coverage for certain appointees.

Questions

Agency headquarters-level human resources offices may contact OPM at paypolicy@opm.gov. Employees should contact their agency human resources offices for assistance.

cc: Chief Human Capital Officers (CHCOs), and Deputy CHCOs