



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

CPM 2026-02
February 3, 2026

Memorandum for Chief Human Capital Officers

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

Subject: Employee Pay, Leave, Benefits, and Other Human Resources Programs Affected by the Partial Lapse in Appropriations

The President has signed legislation providing full-year appropriations for certain agencies that were affected by the partial lapse in appropriations that began on January 31, 2026. In the case of the U.S. Department of Homeland Security, the legislation restored appropriations through February 13, 2026. (See the Consolidated Appropriations Act, 2026, and the Further Continuing Appropriations Act, 2026, enacted on February 3, 2026.) Section 103 of division H of the legislation provides retroactive pay pursuant to 31 U.S.C. 1341(c) to Federal employees affected by the partial lapse in appropriations that began on January 31, 2026. This includes Federal employees who were furloughed, as well as Federal employees who were required to perform excepted work activities during the partial lapse.

The legislation allows all Federal civilian employees who had been affected by the partial lapse in appropriations that began on January 31, 2026, to return to duty. Agencies should provide direction to their employees on resumption of operations and reporting expectations.

For further information on pay, leave, benefits, and other human resources programs for employees affected by a lapse in appropriations, please see [CPM 2025-14](#) (November 12, 2025). The guidance attached to that memorandum concerning retroactive pay, leave use and accrual, and service credit is generally applicable to the partial lapse that began on January 31, except that a different time period is referenced.

Additional Information

For additional guidance, agency headquarters-level human resources offices may contact [OPM](#). Employees should contact their agency human resources offices for assistance.

cc: Deputy Chief Human Capital Officers and Human Resources Directors