



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

December 17, 2025
CPM 2025-16

Memorandum for Chief Human Capital Officers

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

Subject: **Human Resources Flexibilities for Recruiting and Retaining
Information Technology, Cyber, Artificial Intelligence, and Other
Technical Employees**

To support agencies in carrying out their critical missions, the U.S. Office of Personnel Management (OPM) reminds agencies of the available Human Resources flexibilities that can assist in their efforts to recruit and retain employees in information technology, cyber, artificial intelligence, and other technical positions. Attracting and retaining this talent is essential to safeguarding Federal systems, modernizing operations, and delivering high-quality services to the public. OPM's guidance [Pay, Leave, and Workforce Flexibilities for Recruitment and Retention](#) summarizes the flexibilities and programs available to agencies, including information on where to find additional resources. These flexibilities may also be used by agencies to recruit and retain talent more broadly, and may therefore be used for other positions of need within agencies.

Agencies can use most of the flexibilities summarized in the guidance without OPM approval. For the few authorities that require OPM approval—such as special rates and critical pay—we stand ready to assist agencies and respond to their requests for enhanced compensation tools.

In addition, OPM's guidance [Federal Employee Compensation Package: It's More than Just Salary](#) provides information for prospective employees on the compensation and benefit packages available with Federal employment. We encourage agencies to tailor this guidance to the packages offered by your agency and use it in agency recruitment activities.

In addition, OPM has granted governmentwide direct-hire authority for certain positions in information technology, cybersecurity, artificial intelligence, and other

scientific and technical occupations. Agencies may use these hiring flexibilities to accelerate the filling of critical positions while adhering to merit system principles. When using direct-hire authorities, agencies should ensure they are using appropriate assessment methods to determine that candidates meet qualification requirements. Additional information on current governmentwide direct-hire authorities is available on [OPM's Direct-Hire Authority webpage](#).

Questions

Agency headquarters-level human resources offices may contact OPM at paypolicy@opm.gov for pay-related questions and employ@opm.gov for hiring questions. Employees should contact their agency human resources offices for assistance.

cc: Deputy Chief Human Capital Officers and Human Resources Directors