UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

CPM 2026-13
November 6, 2026

Memorandum for Chief Human Capital Officers

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

Subject: Request for Information: Special Rates to Achieve January 2027 Pay Adjustments for Certain Law Enforcement Personnel

Background

On August 26, 2026, President Trump issued an alternative plan under 5 U.S.C. 5303(b) and 5 U.S.C. 5304a announcing his decisions regarding January 2027 pay adjustments. Under the alternative plan, General Schedule (GS) and other base pay rates for statutory pay systems will remain at 2026 levels, as will locality pay percentages. President Trump's alternative plan also directed the U.S. Office of Personnel Management (OPM) to use special pay authorities to provide a 3.8-percent pay increase effective in January 2027 for covered law enforcement personnel. OPM will use its special salary rate authority under 5 U.S.C. 5305 and 5 CFR 530, subpart C, to implement the President's directive, as we did in response to the President's directive to use special pay authorities to provide a 3.8-percent total increase for certain law enforcement personnel in January 2026. The pay increases will go into effect the first day of the first applicable pay period beginning on or after January 1, 2027 (January 10, 2027, based on the standard biweekly payroll cycle).

OPM will implement the President's directive as follows:

- Increase current Special Rate Tables L001 through L140 by 3.8 percent in January 2027. These special rate tables were established to provide a 3.8-percent increase in January 2026 for around 140,000 employees in certain law enforcement positions.
- At the direction of the Administration, expand special rate coverage in January 2027 to include categories of law enforcement personnel, such as certain Office of Inspector General positions and others, that are not currently covered by Special Rate Tables L001 through L140. To implement this directive, OPM will either expand coverage of Special Rate Tables L001 through L140 to include the additional personnel or establish new special rate tables where needed to provide a pay increase to law enforcement

positions now paid from other current special rate tables. Note that these coverage changes will be prospective and not retroactive.

Such new special rate coverage will apply automatically unless an agency sends OPM a request to be excluded from such coverage, following the instructions provided below and in the attachment. Agencies should note that these changes in coverage will result in newly covered law enforcement personnel receiving increases of approximately 6.7 percent over their current pay, subject to applicable statutory pay caps. This is discussed further in the attachment.

Separately from implementing special rates in January 2027 following the President's alternative plan, OPM is considering whether to establish special rates to provide a 3.8-percent increase in January 2027 for U.S. Customs and Border Protection agricultural inspectors and for certain firefighters. While not law enforcement occupations, these categories of protective positions are essential to public safety. OPM staff will contact agencies with such positions by email to gather the staffing data and information required for OPM to consider establishing special rates where needed to address existing or likely recruitment or retention challenges.

As a reminder, under 5 U.S.C. 5305(a)(1), no GS special rate OPM authorizes may exceed the rate of basic pay payable for level IV of the Executive Schedule, which under the alternative plan will remain at $197,200 in 2027. Under that same provision, the minimum rate of a special rate schedule OPM authorizes for a grade may not be more than 30 percent above the maximum rate of basic pay (excluding any locality-based comparability payment) otherwise payable for that grade. Therefore, employees at or near these limits in 2026 may see no increase in their pay or receive increases of less than 3.8 percent for currently covered employees or of less than 6.7 percent for newly covered employees in January 2027.

Responding to This Memo

A response to this memo is not required unless—

(1) An agency wishes to opt out of the new special rate coverage outlined in the attachment, in which case a letter from the agency head or designee (e.g., the agency's CHCO or Human Resources Director) is required and should be transmitted by email to PayPolicy@opm.gov **no later than November 25, 2026**, or

(2) A headquarters-level agency human resources official has questions or comments on January 2027 special rates, which can be sent to that same email address **no later than November 25, 2026**.

Attachment

cc: Deputy Chief Human Capital Officers, Human Resources Directors

Attachment—Supplementary Information and Instructions

Adjustments for Special Rate Tables L001 through L140

OPM is using its special salary rate authority under 5 U.S.C. 5305 and 5 CFR 530, subpart C, to implement the President's directive to use special pay authorities to provide a 3.8-percent pay increase effective in January 2027 for employees in certain law enforcement roles. Accordingly, a 3.8-percent increase will be applied to current Special Rate Tables L001 through L140, which OPM approved in CPM 2025-25 for implementation beginning in January 2026. As that compensation policy memo explains, these special rates were created as part of the January 2026 pay adjustment to support agency hiring efforts for mission-critical law enforcement positions essential to implementing the Administration's priorities to secure the border, enforce federal laws, and protect public safety. Those same priorities still apply, and they support providing a 3.8-percent pay increase for Special Rate Tables L001 through L140, which will be effective the first day of the first applicable pay period beginning on or after January 1, 2027 (January 10, 2027, based on the standard biweekly payroll cycle).

New Special Rate Coverage for Additional GS Law Enforcement Positions

Special Rate Tables L001 through L140 did not cover all law enforcement positions in 2026 because not all such positions met the above criteria for inclusion. The President has directed OPM to apply broader special rate coverage to cover additional categories of law enforcement positions in 2027.

The employee categories to be extended coverage in January 2027 are as follows, subject to agency review and comment:

- GS employees serving in approved LEO positions (as defined in 5 U.S.C. 5541(3)), excluding employees who are covered by section 5541(3) based on frequent direct contact with detained suspected/convicted criminals (see 5 U.S.C. 8401(17)(D));
- GS employees serving in the 0083 Police occupational series, excluding police officers in the Department of Veterans Affairs who are covered by title 38 special rates and whose January 2027 pay adjustment will be handled separately;
- GS employees serving in the 0080 Security Administration occupational series who regularly perform both physical security and law enforcement duties and have arrest authority; and
- GS employees serving in the 1811 Criminal Investigation occupational series.

Without this extended special rate coverage, the Government may find it difficult to recruit and/or retain the number of law enforcement personnel needed to enforce federal laws or otherwise protect the public safety. However, an agency may request

exclusion from the new special rate coverage by sending OPM a letter requesting such exclusion and signed by either the agency head or designee (e.g., the agency's CHCO or Human Resources Director). Such letters should be transmitted by email to PayPolicy@opm.gov and addressed as follows:

Veronica E. Hinton
Associate Director
Workforce Policy and Innovation
U.S. Office of Personnel Management
1900 E Street, NW
Washington, DC 20415

Applying January 2027 Special Rate Adjustments

As mentioned above, OPM will apply a 3.8-percent increase to Special Rate Tables L001 through L140, which will go into effect the first day of the first applicable pay period beginning on or after January 1, 2027 (January 10, 2027, based on the standard biweekly payroll cycle).

Employees already covered by those tables will therefore receive a 3.8-percent pay increase in January 2027, but employees who will be newly covered in January 2027 will prospectively receive an increase of approximately 6.7 percent at that time. This is because while both groups received a 1-percent base pay increase in January 2026, employees covered by Tables L001 through L140 also received a 2.77-percent special rate increase at that time so that they would receive a 3.8-percent total increase. (1.038 ÷ 1.01 – 1 = 2.77 percent.) Because the goal is to achieve common pay levels for covered law enforcement positions, newly covered employees will receive a 2.77-percent increase on top of the 3.8-percent increase to be provided for covered law enforcement positions in January 2027. (1.038 × 1.0277 – 1 = 6.68 percent.)

Examples of the special rate adjustments required are provided below.

1. **GS Special Rates Continuing from 2026**

- Special Rate Tables L001 through L059 will continue to apply in 2027 for covered General Schedule law enforcement officers who meet the definition of "law enforcement officer" (LEO) in 5 U.S.C. 5541(3) and 5 CFR 550.103 and would otherwise be paid from the LEO pay tables.
    - *Example:* Special Rate Table L001, which applies in the Alaska locality pay area, has a 2026 special rate supplement of 36.03 percent for all grades, GS-1 through GS-15, and the 2027 special rate supplement will be 41.20 percent. The calculation is 1.3603 × 1.038 – 1, which is 41.20 percent. At grades 3 through 10, that percentage will be applied to LEO special base rates.

- Special Rate Tables L060 through L118 will continue to apply in 2027 for covered General Schedule law enforcement officers who *do not* meet the definition of "law enforcement officer" (LEO) in 5 U.S.C. 5541(3) and 5 CFR 550.103 and would otherwise be paid from the GS pay tables.
    - *Example:* Special Rate Table L060, which applies in the Alaska locality pay area, has a 2026 special rate supplement of 36.03 percent for all grades, GS-1 through GS-15, and the 2027 special rate supplement will be 41.20 percent. The calculation is 1.3603 × 1.038 – 1, which is 41.20 percent. That percentage will be applied to GS base rates.
- Special Rate Tables L119 through L140 will continue to apply in 2027 for certain law enforcement positions that were already receiving title 5 special rates in 2025, prior to the establishment of Special Rate Tables L001 through L118.
    - *Example:* Special Rate Table L119, which applies to certain Air Interdiction Agents previously covered by Special Rate Table 0571, has a 2026 special rate supplement of 38.74 percent for all grades covered and the 2027 special rate supplement will be 44.01 percent. The calculation is 1.3874 × 1.038 – 1, which is 44.01 percent.

2. New GS Special Rate Coverage for Additional Law Enforcement Positions

- Certain law enforcement personnel who are not covered by Special Rate Tables L001 through L140 and who meet the definition of "law enforcement officer" (LEO) in 5 U.S.C. 5541(3) and 5 CFR 550.103 will be added to the coverage of Special Rate Tables L001 through L059. Such personnel would otherwise be paid from the LEO pay tables.
    - *Example:* As noted previously, the special rate supplement for Table L001 will increase to 41.20 percent in January 2027. Since impacted employees' current pay is based on a 32.36 percent locality payment, the calculation for their increase is 1.4120 ÷ 1.3236 – 1 ≈ 6.7 percent.
- Certain law enforcement personnel who are not covered by Special Rate Tables L001 through L140 and who *do not* meet the definition of "law enforcement officer" (LEO) in 5 U.S.C. 5541(3) and 5 CFR 550.103 will be added to the coverage of Special Rate Tables L060 through L118. Such personnel would otherwise be paid from the GS locality pay tables.
    - *Example:* As noted previously, the special rate supplement for Table L060 will increase to 41.20 percent in January 2027. Since impacted employees' current pay is based on a 32.36 percent locality payment, the calculation for their increase is 1.4120 ÷ 1.3236 ≈ 6.7 percent.

- Certain law enforcement personnel who are not covered by Special Rate Tables L119 through L140 will be added to the coverage of those tables if they are covered by the special rate tables that Tables L119 through L140 were established to provide a 2.77 percent increase over in January 2026. Examples are below.
    - As indicated in coverage notes on Special Rate Table L135, that table was established in January 2026 to cover a subset of the GS-0083 police officer positions that were previously covered by Special Rate Table 983A, but in January 2027, Table L135 will cover all GS-0083 police officers currently covered by Table 983A.
    - The special rate supplement for grade GS-4 of Table L135 will increase to 34.41 percent in January 2027, and since a 26 percent supplement currently applies for GS-4 employees still covered by Table 983A, their January 2027 increase will be around 6.7 percent. (The calculation is 1.3441 ÷ 1.26 – 1 ≈ 6.7 percent.)
- Certain law enforcement personnel who were not covered by Special Rate Tables L119 through L140 will be placed on new tables as needed that will provide a 6.68 percent increase over current pay.
    - For these new tables, OPM will apply a 6.68-percent increase based on the result of compounding the 3.8-percent increase the alternative plan directive provides for law enforcement officers and the 2.77-percent adjustment required to bring pay for newly covered positions up to the same pay levels that will apply for currently covered positions. The calculation is 1.038 × 1.0277 – 1 = 6.68 percent.
    - *Example:* The GS-0083 police officers covered by Special Rate Table 983D were not covered by Special Rate Tables L119 through L140, but would be covered by a new special rate table with special rate supplements set to provide a 6.68 percent increase over current pay. Since the GS-4 supplement for Table 983D is 41 percent, the GS-4 supplement for the new table would be 50.42 percent. (The calculation is 1.41 × 1.0668 – 1, which is 50.42 percent.)

Coverage for Alternative Pay Systems

OPM will work proactively with agencies having employees in non-GS positions that serve in positions that have similar functions to the covered GS positions so that they will receive an appropriate increase in January 2027. This will include increasing the law enforcement special rates approved in 2026 for non-GS positions. As with the GS positions covered, the special rates approved for non-GS positions will be limited to the rate for level IV of the Executive Schedule, which under the President's alternative plan

will remain at $197,200 in 2027. Agencies wishing to opt out of such coverage for their non-GS positions must send OPM a letter requesting exclusion from coverage and signed by the agency head or designee (e.g., CHCO or Human Resources Director). Such a letter would need to be transmitted by email to PayPolicy@opm.gov **no later than November 25, 2026.**

1. **Special Rates for Alternative Pay Systems Continuing from 2026**

   - OPM plans to authorize the following agencies to implement special salary rates under 5 U.S.C. 5305 and 5 CFR 530, subpart C, to provide a 3.8-percent total increase for the following positions that were authorized to receive a 3.8-percent total increase for the January 2026 pay adjustment:
     - For the U.S. Department of Homeland Security, occupational series 0083 positions in the United States Secret Service Uniformed Division;
     - For the U.S. Department of State, the following positions in the Diplomatic Security Service: (1) Diplomatic Security Agents (FS-2501) and (2) GS-1811 criminal investigators;
     - For the U.S. Department of the Interior, occupational series 0083-Park Police positions within the National Park Service; and
     - For the U.S. Department of Energy, occupational series 0084-Nuclear Materials Courier positions paid under the National Nuclear Security Administration's (NNSA) personnel demonstration project.

2. **New Special Rate Coverage for Other Occupations in Alternative Pay Systems**

   Note: Agencies should inform OPM of any cases where their positions in alternative pay systems are not listed below but perform similar functions to GS positions listed above for inclusion under the stated criteria.

   - OPM plans to authorize the following agencies to implement special salary rates under 5 U.S.C. 5305 and 5 CFR 530, subpart C, to provide a 6.68-percent total increase for the following positions, which were not authorized to receive a 3.8-percent total increase for the January 2026 pay adjustment:
     - For the U.S. Department of Commerce, FP-1811 criminal investigator positions paid under the Foreign Service pay system;
     - For the Peace Corps, FP-1811 criminal investigator positions paid under the Foreign Service pay system; and
     - For the Securities and Exchange Commission, non-supervisory SK-1811 criminal investigator positions, subject to consultation with OPM under 5 U.S.C. 4802(e).

For Questions or Comments

Headquarters-level agency human resources officials having questions or comments on the January 2027 special rates for law enforcement officers can send an email message to PayPolicy@opm.gov.