



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Monday, January 27, 2014
01/27/2014

MEMORANDUM FOR: Chief Human Capital Officers

FROM: Katherine Archuleta Director

Subject: January 2014 Pay Adjustments for the Senior Executive Service and Senior Level and Scientific or Professional Employees

On December 23, 2013, the President signed an Executive order to implement the January 2014 pay adjustments, and the Office of Personnel Management (OPM) issued a memorandum providing guidance and general information on the 2014 pay rates for various pay systems. The 2014 pay rates will become effective on the first day of the first applicable pay period beginning on or after January 1, 2014 (January 12, 2014). The OPM memo is available on the Chief Human Capital Officers Council Website at [CPM 2013-18](#).

We have prepared a series of Questions and Answers (Q&A) to address the application of the pay increase for Senior Executive Service (SES) members and Senior Level (SL) and Scientific or Professional (ST) employees. In addition, the Q&As address the possible impact of certain pay and awards decisions on an agency's ability to obtain certification of its SES or SL/ST appraisal systems. (See Attachment 1.) We will also distribute the Q&A to agency executive resources program managers via our agency listserv.

Additionally, the Consolidated Appropriations Act, 2014, which was signed on January 17, 2014, contains a pay freeze provision affecting the pay rates for certain senior political appointees. This provision requires that covered senior political appointees receive 2013 levels of pay beginning on the first day of the first pay period after enactment and continuing through the end of the last pay period beginning in 2014 (i.e., January 26, 2014, through January 10, 2015, for those on the standard biweekly pay period cycle). Specific guidance on this freeze can be found at [CPM 2014-03](#).

For additional guidance, agency headquarters-level executive resources offices may contact OPM at sespolicy@opm.gov or call (202) 606-8046. Employees should contact their agency executive resources or human resources offices for assistance.

cc: Human Resources Directors