

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Adaptation Policy Statement

October 2014

a New Day for Federal Service

Climate Change Adaptation Policy Statement

I. Background:

It is the policy of the U.S. Office of Personnel Management (OPM) that all Agency business and operations be conducted in a manner that allows it to achieve its mission to Recruit, Retain and Honor a World-Class Workforce to Serve the American People, while minimizing environmental impacts in accordance with all Federal statutes, regulations, policies and Executive Orders. We adopt this policy to increase our nations prosperity, promote energy security, protect the interests of taxpayers, and safeguard the health of the environment.

While the scope, severity, and pace of future climate change impacts are difficult to predict, potential climatic changes could have a significant effect on OPM's operations and ability to achieve its mission. OPM will work to build its resilience and adaptive capacity to address climate risks and vulnerabilities.

II. Planning:

Adaptation planning complements mitigation efforts already being taken throughout the Federal Government to reduce the impact of climate change. To further demonstrate our commitment, through adaptation planning, OPM will achieve the following goals and objectives:

Goals:

1. Review the agency Climate Change Adaptation Plan annually and update as appropriate.
2. Annually update and publish a Strategic Sustainability Performance Plan (SSPP) containing our agency priorities, performance targets and planned investments and projects for the coming year.
3. Continue to support all Federal agencies by developing policies and programs that enable telework, flexible work environments, training opportunities, and other means to enhance their abilities to achieve their agency missions while improving government-wide environmental performance.

Objectives:

1. As better scientific data and tools become available, continue to identify how climate change is likely to impact our ability to achieve our mission-essential functions, operate our facilities, and meet our policy and program objectives.
2. Consider potential climate change impacts when engaging in long-term planning, and setting priorities for making decisions affecting OPM resources, programs, policies, and operations.
3. Develop, prioritize, implement, and evaluate actions to moderate climate change risks and exploit any new opportunities that climate change may bring.
4. Integrate climate change adaptation strategies into our programs and operations to remain effective and provide more efficient use of taxpayer resources.

5. Establish strong partnerships with local, state, and regional entities to develop policies that enhance adaptability, minimize risk to Federal workers and property, and ensure adequate response to situations caused by the pronounced effects of climate change.

To achieve these goals and objectives, OPM will:

1. Use the best available science to mitigate climate change risks, impacts, and vulnerabilities to our facilities and programs.
2. Identify, through OPM's annual budget process, areas where budget adjustments are necessary to carry out the actions identified under this Policy.
3. Remove or mitigate identified barriers that discourage investments or other actions to increase the Nation's resilience to climate change while ensuring continued protection of public health and the environment.
4. Coordinate actions through the OPM Climate Change Adaptation Working Group established in Section III below.
5. Continue building on the Climate Adaptation Plan implementation efforts pursuant to E.O.13514 - *Federal Leadership in Environmental, Energy, and Economic Performance*; *Climate Change Implementation Instructions issued by the White House Council on Environmental Quality*.
6. Incorporate new considerations and elements in Climate Adaptation plan as required by E.O. 13653 - *Preparing the United States for the Impacts of Climate Change*, and other applicable authorities.

III. Agency Coordination and Implementation:

1. The Senior Sustainability Officer is responsible for ensuring implementation of all aspects of this Policy. This Policy does not alter or affect any existing duty or authority of individual offices.
2. Through this Policy, the OPM Climate Change Adaptation Work Group will continue to coordinate OPM-wide climate change adaptation planning and implementation. The Work Group will be chaired by the Senior Sustainability Officer and will include representation from each Office, as appropriate.
3. This Policy is effective immediately and will remain in effect until it is amended, superseded, or revoked.



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