Administration of Donald J. Trump, 2026

Memorandum on Approving Critical Position Pay Authority for National Security Investment Workforce
May 29, 2026

Memorandum for the Director of the Office of Personnel Management

Subject: Approving Critical Position Pay Authority for National Security Investment Workforce

Pursuant to the authority vested in me under 5 U.S.C. 5377(d)(2) and 5 C.F.R. 535.103(a)(3) and 535.104(c), I hereby approve the use of critical position pay for up to 400 positions supporting investment programs related to national security. The Office of Personnel Management (OPM), in consultation with the Office of Management and Budget (OMB), is authorized to allocate these positions to executive departments and agencies (agencies) and to approve agency requests under this framework, including setting rates of basic pay of up to $400,000, consistent with market comparability and national security urgency.

This action advances the rapid recruitment of the exceptionally skilled investment, engineering, financial, and legal professionals needed to expand the Nation's capacity in critical minerals, advanced materials, and other essential components of our strategic supply chains. These capabilities are foundational to America's economic strength and national security.

Consistent with my Administration's direction to accelerate American mineral production and secure essential technologies, the United States must have a workforce capable of executing major investment programs at the scale and speed required to reduce dependence on foreign sources, strengthen industrial resilience, and protect the Nation's long term strategic interests. Today's approval under the critical position pay authority enables agencies to recruit the expert talent required to fortify United States supply chain resilience, secure access to critical minerals and advanced technologies, and advance priority investment programs essential to our national defense and economic security.

I direct OPM to provide appropriate oversight of agency use of this authority and to establish such conditions as necessary to ensure that critical position pay is used only to the extent required to recruit or retain exceptionally well-qualified individuals, consistent with 5 U.S.C. 5377.

Nothing in this memorandum shall be construed to impair or otherwise affect the authority granted by law to an executive department or agency, or the head thereof; or the functions of the Director of OMB relating to budgetary, administrative, or legislative proposals. This memorandum shall be implemented consistent with applicable law and subject to the availability of appropriations. This memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

DONALD J. TRUMP

NOTE: An original was not available for verification of the content of this memorandum.

Categories: Communications to Federal Agencies : National security investment workforce, critical pay position authority, memorandum on approval.

Subjects: National security investment workforce, critical pay position authority, approval; Office of Management and Budget; Office of Personnel Management.

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