

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Adaptation Policy Statement

June 2011

a New Day for Federal Service

Climate Change Adaptation Policy Statement

I. Background:

The Office of Personnel Management (OPM) acknowledges that climate change is a variable we must prepare for today and in the years to come. While the scope, severity and pace of future climate change impacts are difficult to predict, potential climatic changes could have significant effect upon OPM's primary mission essential function; providing critical human capital services to ensure the Federal Government has the necessary civilian workforce (2009 *OPM Headquarters Continuity of Operations Plan*), particularly as related to making decisions on the operating status of the Federal government during weather-related events.

OPM adaptation policy will be an OPM-wide directive to integrate climate change adaptation planning and actions into OPM programs, policies, and operations. Furthermore, regional Federal Executive Boards will be encouraged to develop similar policies with their Federal, local, state, and private sector partners to propagate effective strategies at the local and regional levels regarding operating status decisions.

II. Directive:

Adaptation planning complements mitigation efforts already being taken throughout the Federal government to reduce the impact of climate change. Through adaptation planning, OPM will achieve the following goals and objectives:

Goals:

1. Develop and publish an OPM-wide climate change adaptation plan by June 2012 [or earlier] and update it regularly.
2. Through climate change adaptation planning, contribute to the Federal Government's leadership role in sustainability and pursue a vision of a resilient, healthy, and prosperous nation in the face of a changing climate.

Objectives:

1. 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, 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 achieve a fundamental understanding of climate change risks, impacts, and vulnerabilities.
2. Identify through OPM's annual budget process, areas where budget adjustments are necessary to carry out the actions identified under this Policy.
3. Identify areas where legal analyses are needed to carry out actions identified under this Policy.
4. Coordinate actions through the OPM Climate Change Adaptation Working Group established in Section III below.
5. Fully execute the climate change adaptation *Implementing Instructions* issued by the White House Council on Environmental Quality under Executive Order 13514, *Federal Leadership in Environmental, Energy, and Economic Performance*, and other applicable authorities.
6. Apply the guiding principles and planning framework for climate change adaptation found in the October 5, 2010, *Progress Report of the Interagency Climate Change Adaptation Task Force: Recommended Actions in Support of a National Climate Change Adaptation Strategy*.

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 Directive, the Senior Sustainability Officer establishes the OPM Climate Change Adaptation Work Group to oversee and 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 Directive is effective immediately and will remain in effect until it is amended, superseded, or revoked