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media@opm.gov

OPM Implements Sweeping Federal Workforce Reforms to Build High-Performance Culture

Washington, D.C. – Today, the U.S. Office of Personnel Management (OPM) announced major reforms to federal employee performance management aimed at restoring accountability and improving government service to the American people. These reforms are in direct support of President Trump’s efforts to transform the federal bureaucracy and ensure the federal workforce rewards excellence, addresses underperformance, and delivers on mission.

The new standards apply to all non-Senior Executive Service (SES) and non-Senior Professional (SP) employees, aligning performance ratings with measurable results and requiring agencies to swiftly address poor performance, including through reassignment or removal. Federal agency supervisors will now be required to complete new performance management training, and agencies must transition to a governmentwide performance appraisal cycle by Fiscal Year 2027.

“Federal employees should be held to the highest standards of performance and accountability,” **Acting Director Chuck Ezell said.** “These reforms will ensure that strong performers are rewarded, poor performers are addressed, and the American people receive the effective and efficient service they deserve. OPM is proud to implement the President’s direction to create a culture of excellence throughout the federal workforce.”

The guidance to agencies, including implementation timelines and reporting requirements, is available [here](#).

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