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OPM Announces Merit Hiring Plan to Restore Accountability to the Federal Workforce

Washington, D.C. – The White House Domestic Policy Council, in coordination with the U.S. Office of Personnel Management (OPM), today announced the implementation of the Merit Hiring Plan, as directed by Executive Order 14170, [Reforming the Federal Hiring Process and Restoring Merit to Government Service](#). This transformative initiative aims to rebuild a federal workforce rooted in merit, competence, and dedication to American values.

The federal hiring process is marked by inefficiencies and struggles to attract top candidates. The Merit Hiring Plan addresses these problems by prioritizing merit-based recruitment, eliminating discriminatory practices, and streamlining processes.

“OPM is committed to creating a federal workforce that reflects the highest standards of merit and service,” **Acting Director Charles Ezell said**. “This plan ensures we hire based on talent, dedication, and constitutional principles, delivering a government that works effectively for all Americans.”

The Merit Hiring Plan’s key reforms include decreasing time-to-hire to under 80 days, leveraging data analytics to track trends and compliance, and involving agency leadership in implementation.

Starting June 30, 2025, agency Chief Human Capital Officers (CHCOs) will submit monthly progress reports to OPM and the Office of Management and Budget (OMB) on recruitment, assessment usage, time-to-hire, and the elimination of discriminatory practices. OPM will provide government-wide training to support HR professionals in implementing these reforms. Read the guidance to agencies [here](#) and the fact sheet [here](#).

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