

## **Fact Sheet: OPM Proposes Rule to Strengthen Accountability and Suitability in the Federal Workforce**

The U.S. Office of Personnel Management (OPM) has proposed a rule to strengthen suitability standards in the federal workforce. This step is part of President Trump’s [“Implementing the Department of Government Efficiency Workforce Optimization Initiative”](#) and the Presidential Memorandum, [“Strengthening the Suitability and Fitness of the Federal Workforce”](#).

### **Background:**

- OPM is committed to building a federal workforce that reflects the highest standards of integrity and professionalism to protect taxpayer resources and national interests.
- The current system allows rigorous vetting at the hiring stage, but agencies have had limited tools to address egregious post-appointment misconduct that undermines public trust.
- Americans deserve a federal government free of individuals whose actions betray the public’s trust. Recent incidents, such as federal employees leaking sensitive information, have endangered law enforcement lives and disrupted efforts to enforce laws put in place to ensure public safety.

### **Key Reforms:**

- The rule authorizes OPM to take suitability actions against current employees for misconduct occurring after hiring, applying the same standards used in initial hiring vetting.
- Agencies will have broader authority to flag conduct such as deliberate tax evasion, unauthorized disclosure of sensitive information, and other behavior inconsistent with the public trust.
- The rule allows federal agencies to refer cases to OPM to request a suitability action be taken against an employee for post-appointment conduct.
- The rule resolves a longstanding gap by making it clear that individuals found unsuitable may be removed for post-appointment conduct.

### **Impact:**

- This proposed rule ensures the federal government is staffed by individuals who meet the highest standard of conduct not just on day one, but every day they serve. Public service is a privilege, and those who breach the public’s trust will be held accountable.