



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

MEMORANDUM

TO: Heads and Acting Heads of Departments and Agencies
FROM: Scott Kupor, Director, U.S. Office of Personnel Management
DATE: July 9, 2026
RE: Annual Employee Survey Administration Requirements – 2026 and Beyond

Starting with the 2026 annual employee survey cycle, agencies are responsible for administering their own employee surveys to assess engagement and organizational climate. The U.S. Office of Personnel Management (OPM) will no longer administer the Federal Employee Viewpoint Survey (FEVS). This approach is consistent with prior [FEVS guidance](#) and the [proposed rule for 5 CFR Part 250](#), published on July 2, 2026, which proposes updated requirements for strategic human capital management and employee survey administration in agencies.

I. Agency Employee Survey Administration

Agencies must administer their own employee surveys to comply with applicable legal requirements. Agencies have flexibility in determining the approach, timing, and methodology that best meets their needs, provided their survey addresses all required elements. At a minimum, surveys should capture responses to the 10 proposed employee survey questions. Agencies will be required to provide these results to OPM and the Office of Management and Budget within 90 days of survey completion.

II. OPM Resources and Support

OPM remains committed to supporting agencies in advancing employee engagement and organizational effectiveness. To help agencies meet these requirements, OPM has developed an [Employee Survey Playbook](#), a step-by-step resource designed to make survey planning and execution as straightforward as possible, from initial planning through data submission. The Playbook is attached.

For agencies seeking additional support, OPM's Human Resources Solutions (HRS) organization offers survey design, administration, analysis, and reporting services. Agencies interested in engaging HRS support should contact Organizational_Assessments@opm.gov for information on available service offerings and procurement options.

Agency headquarters human resources offices may direct follow-up questions to

evs@opm.gov. Individual employees should contact their agency human resources office with any questions.

Attachments: [Employee Survey Playbook](#), and [Employee Viewpoint Survey Infographic](#)

cc: CHCOs, Deputy CHCOs, Human Resources Directors, and Chiefs of Staff