



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

August 3, 2026

Memorandum for: Chief Human Capital Officers

From: Joe Knouff
Suitability Director and Acting Associate Director
Suitability Executive Agent Programs and Merit System Accountability and Compliance

Subject: **Implementation Resources for New OPM Appeals Programs**

The U.S. Office of Personnel Management (OPM) is issuing an [implementation guide](#) and frequently asked questions to support the transition of [suitability](#), [reduction in force](#), and [probationary and trial period](#) appeals from the U.S. Merit Systems Protection Board to OPM.

These resources explain the new appeals processes, applicable transition rules, agency record requirements, filing procedures, and steps agencies should take to prepare. Agencies should review the materials and update relevant agency policies, action notices, decision templates, and internal procedures consistent with the final rules and their respective effective date of September 2, 2026.

The implementation guide and FAQs are available at OPM's Merit System Accountability and Compliance (MSAC) [Adjudications](#) website as well as OPM's [Suitability Executive Agent](#) (SuitEA) website. Additional guidance, training, and technical assistance will be provided throughout implementation.

Questions

Agencies requiring assistance may contact:

OPM's Suitability Executive Agent Programs at SuitEA@opm.gov for Suitability Action Appeals.

OPM's Merit System Accountability and Compliance at Adjudications@opm.gov for reduction in force (RIF) actions, and probationary and trial period actions.