

U.S. OFFICE OF PERSONNEL MANAGEMENT

Merit Hiring Plan – Hiring Models

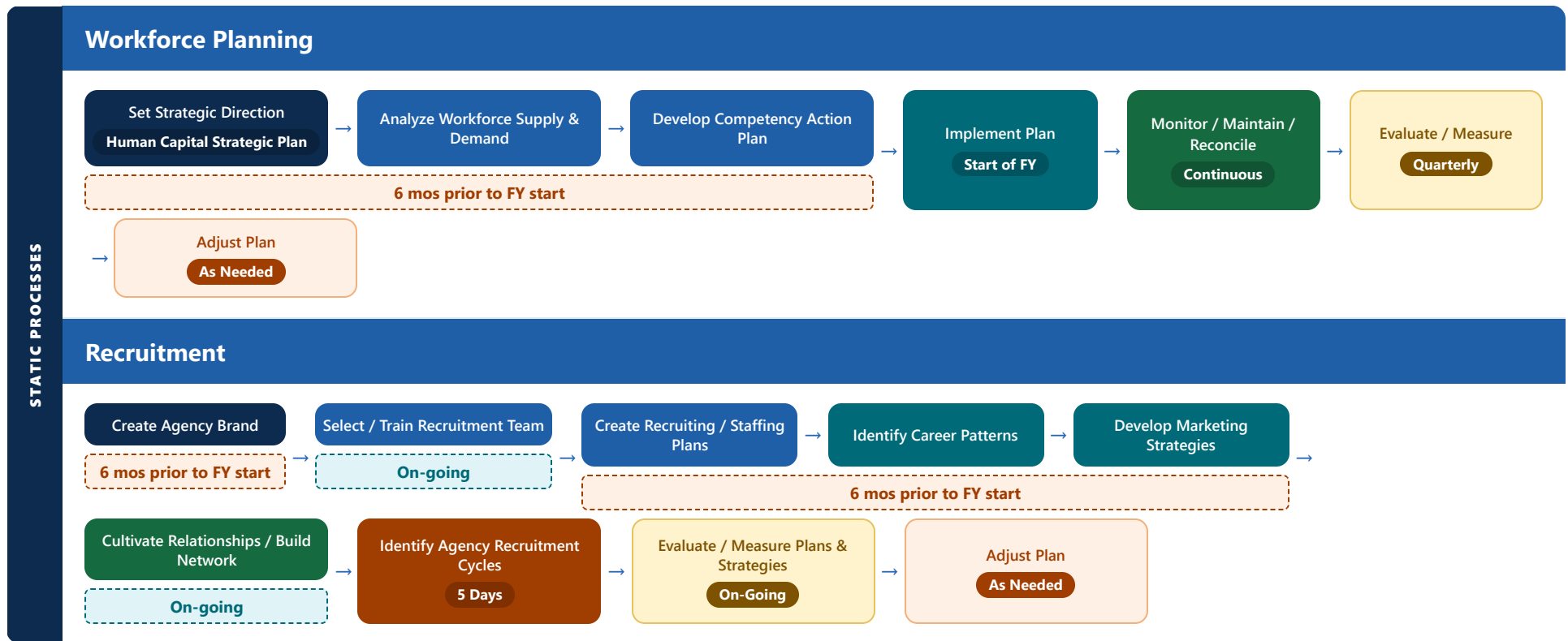
End-to-End (E2E) hiring, vetting, and onboarding workflows with standard timelines.

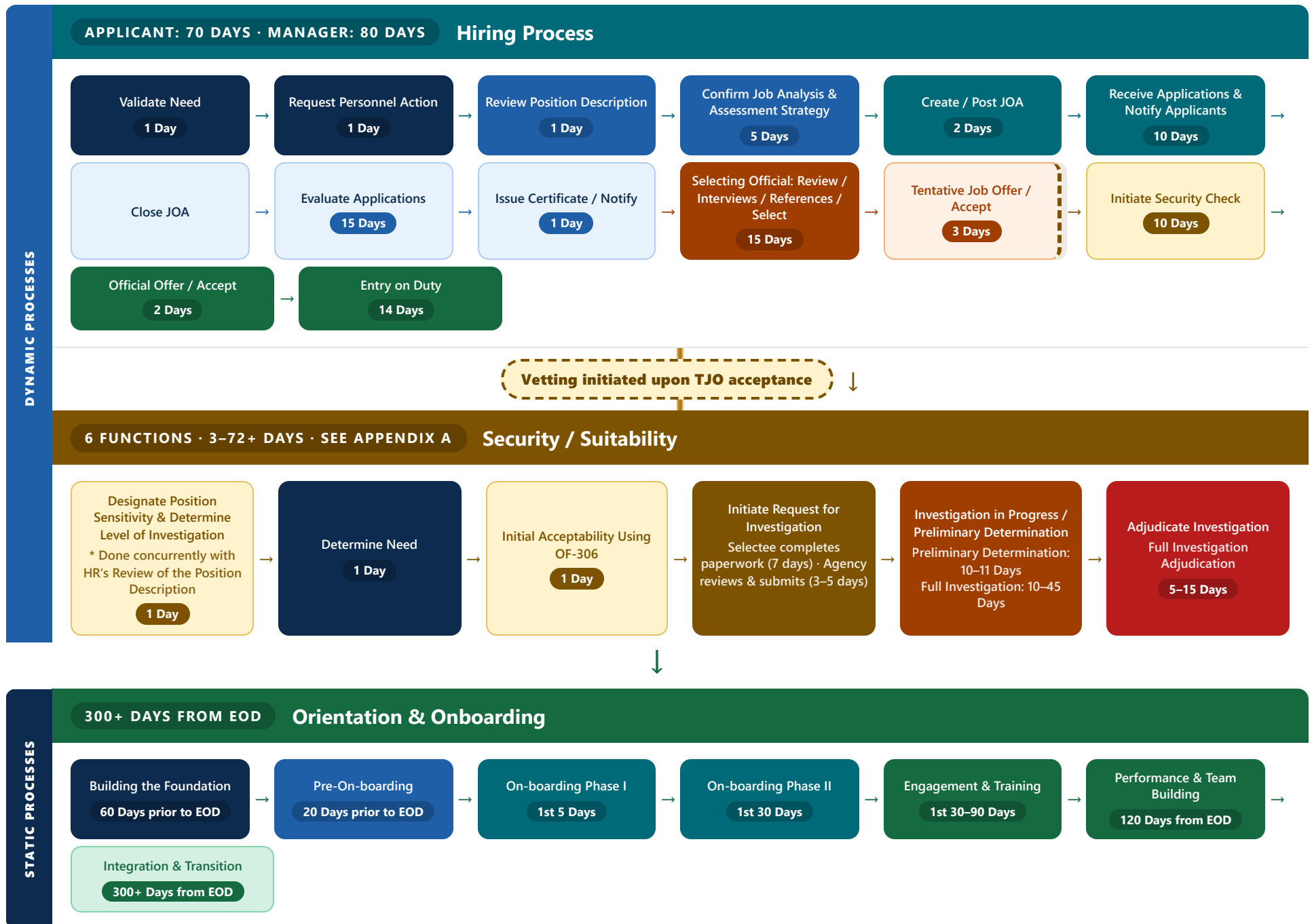
Effective July 31, 2026

1

The Roadmap — Comprehensive / Integrated Components

Five integrated tracks across three process groupings



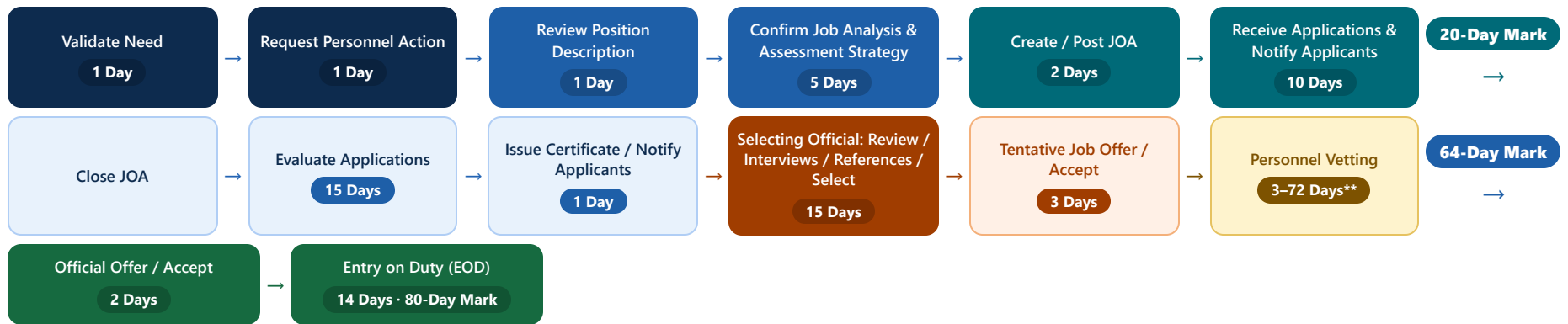


2

Hiring – Current Model

Single hiring flow with milestone markers at 20, 64, and 80 days

1 STEP-BY-STEP HIRING FLOW



Note: The number of days for each step within the 80-day Standard is based on agencies using the E2E Roadmap as an integrated strategy and agency best practices. Agencies may adjust based on their particular practices and procedures.

** Personnel vetting timelines vary by pathway. See Appendix A: FTO Pathways.

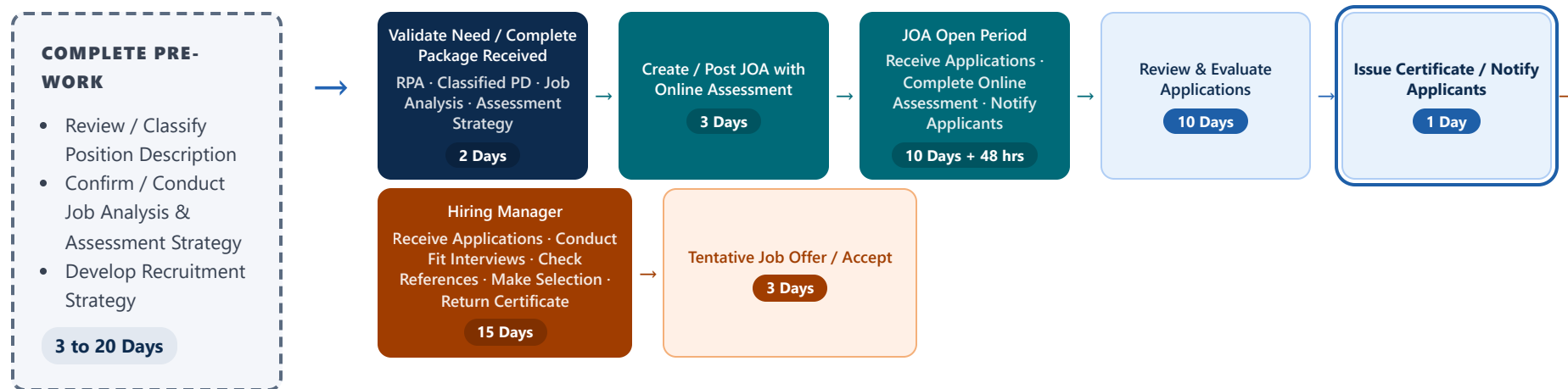
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Basic Hiring Model

One technical assessment delivered online

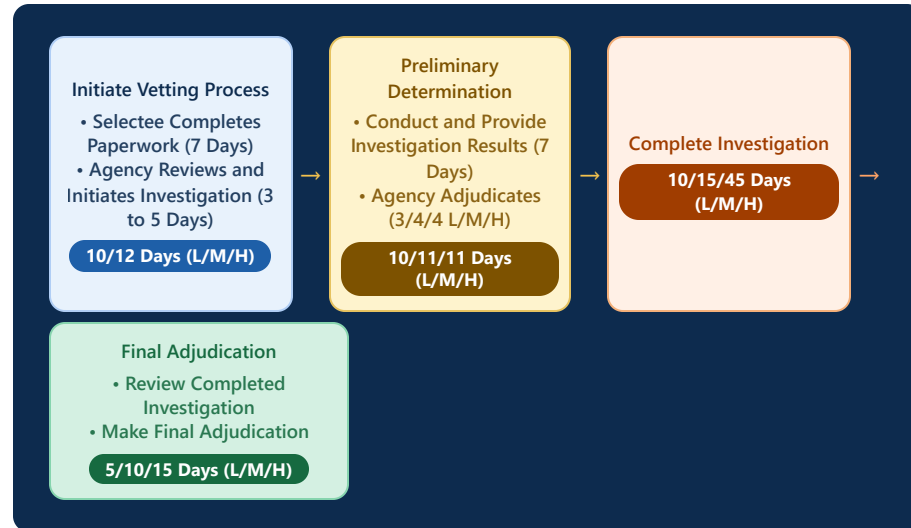
1 HIRING PHASE

HIRING FLOW — ~46 DAYS

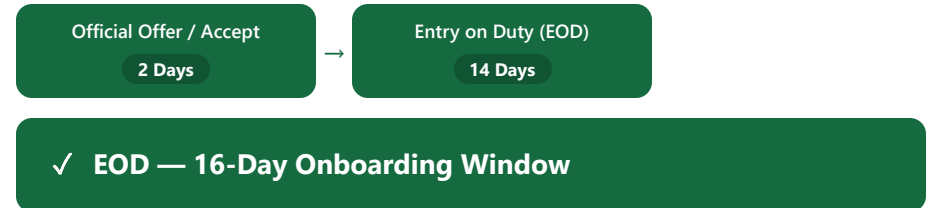


2 PERSONNEL VETTING & ONBOARDING PHASE

PERSONNEL VETTING — 3–72 DAYS* (SEE APPENDIX A)



ONBOARDING — 16 DAYS



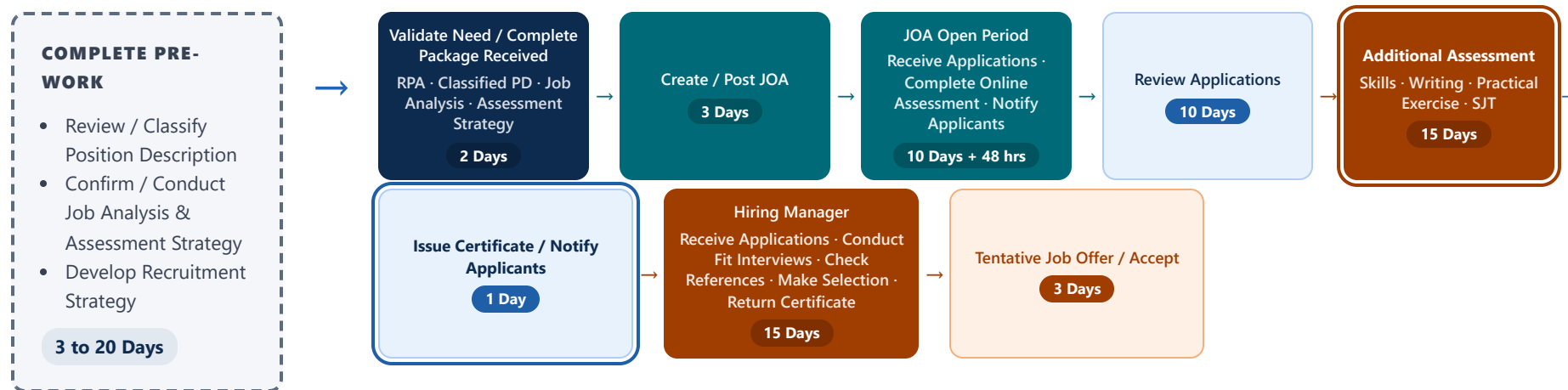
* Personnel vetting timelines vary by pathway. See Appendix A: FTO Pathways.

4 Multiple Assessment Hiring Model

Online assessment plus one additional assessment (Skills, Writing, Practical Exercise, or Situational Judgement Test)

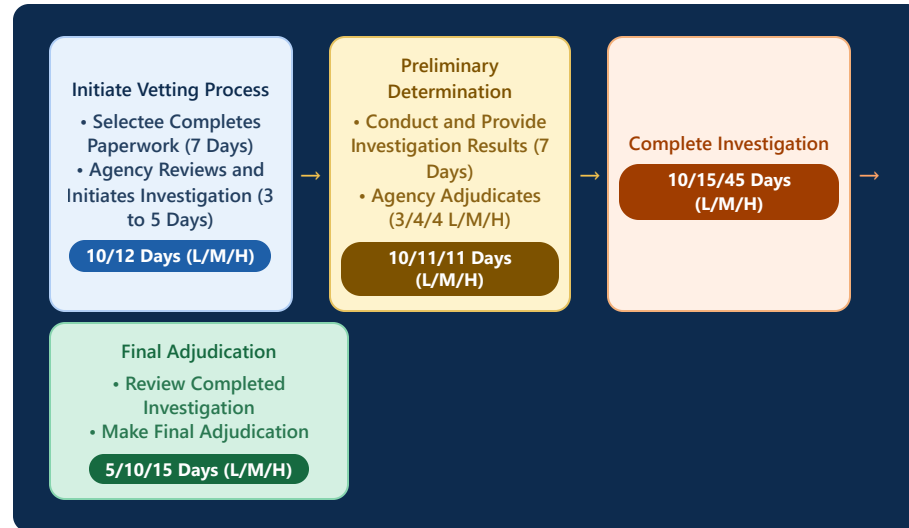
1 HIRING PHASE

HIRING FLOW — ~59–64 DAYS

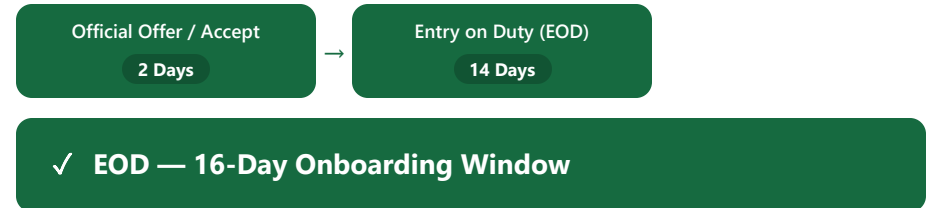


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PERSONNEL VETTING — 3–72 DAYS* (SEE APPENDIX A)



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5

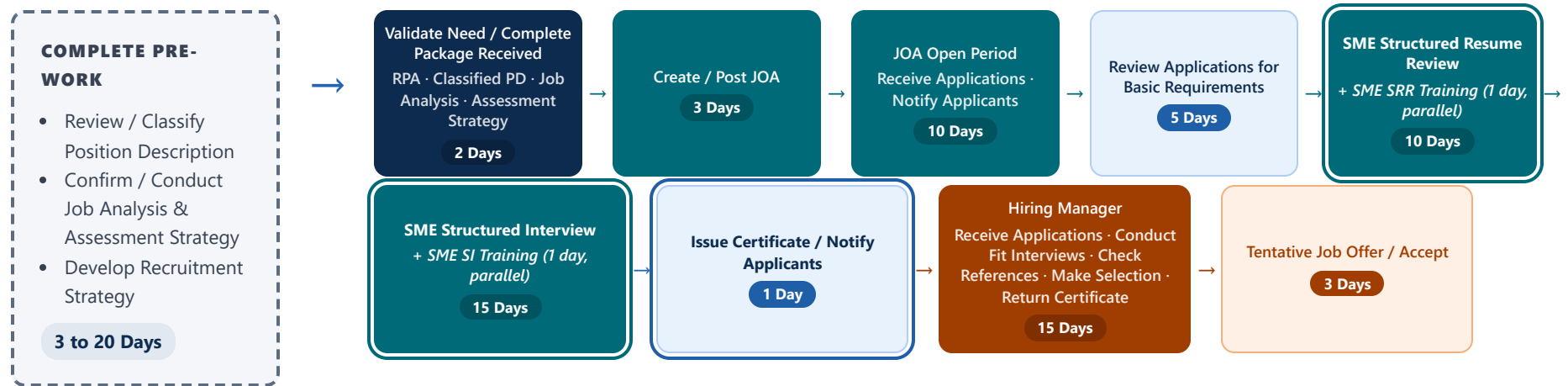
SME–QA Hiring Model

Subject Matter Expert Qualifications Assessment — Structured Resume Review + Structured Interview

1 HIRING PHASE

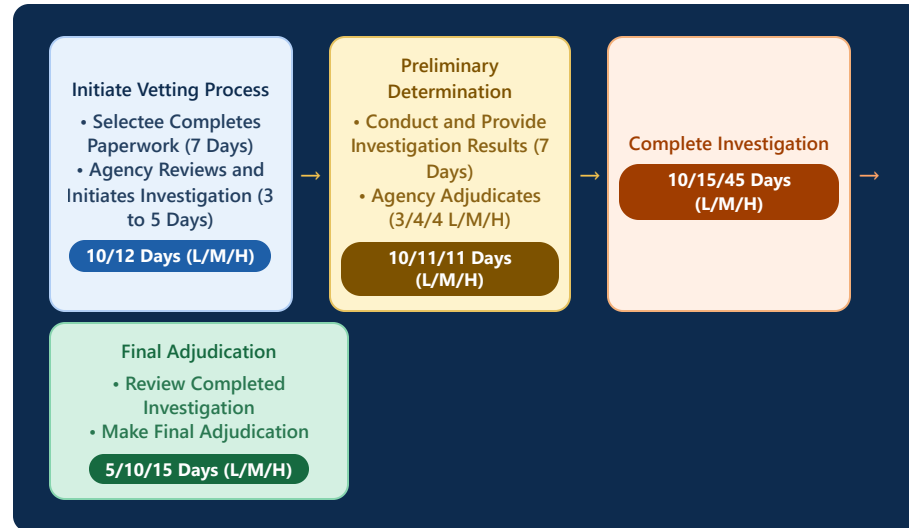
HIRING FLOW — ~59–64 DAYS

SME Training (parallel): SME SRR Training (1 day) before SRR begins; SME SI Training (1 day) before SI begins.

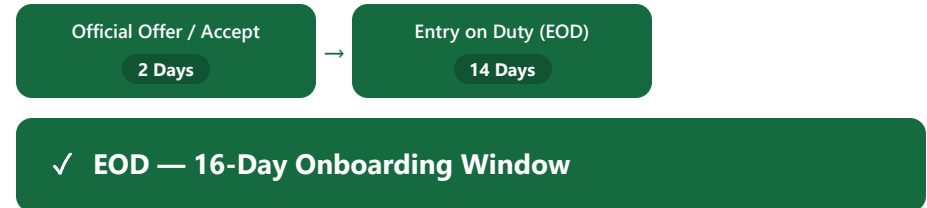


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PERSONNEL VETTING — 3–72 DAYS* (SEE APPENDIX A)



ONBOARDING — 16 DAYS



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Pooled / Shared Hiring Model (with SME-QA)

Leverages an existing shared certificate; no repeat JOA or assessment required

1 HIRING PHASE

CREATING AGENCY — ~24 DAYS | RECEIVING AGENCY — ~18 DAYS

CREATING AGENCY — ~24 DAYS

COMPLETE PRE-WORK

- Review / Classify PD
- Confirm / Conduct Job Analysis & Assessment Strategy
- Develop Recruitment Strategy

3 to 20 Days



Validate Need / Complete Package Received

2 Days



Audit Certificate

1 Day



Create Talent Pool

4 Days



Hiring Manager
Receive Applications · Conduct Fit Interviews · Check References · Make Selection · Return Certificate

15 Days



Tentative Job Offer / Accept

3 Days

RECEIVING AGENCY — ~18 DAYS

Review & Validate Shared Certificate is Appropriate

1 Day



Copy & Share Certificate

1 Day



Hiring Manager
Receive Applications · Conduct Fit Interviews · Check References · Make Selection · Return Certificate

15 Days



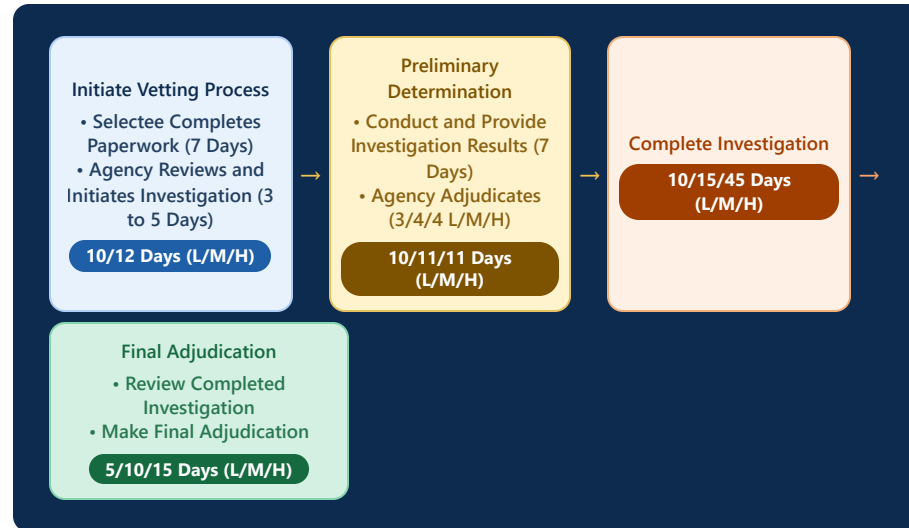
Report Selection(s)

1 Day

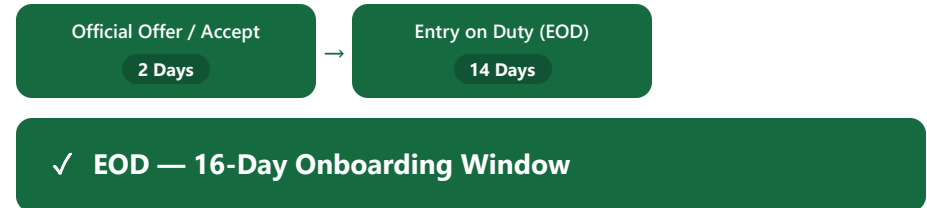


2 PERSONNEL VETTING & ONBOARDING PHASE

PERSONNEL VETTING — 3–72 DAYS* (SEE APPENDIX A)



ONBOARDING — 16 DAYS



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Law Enforcement Officer (LEO) Hiring Model

Extended timeline due to conditional employment requirements

Extended Timeline: Conditional Employment Requirements (120–180 days) significantly extend the LEO hiring timeline.

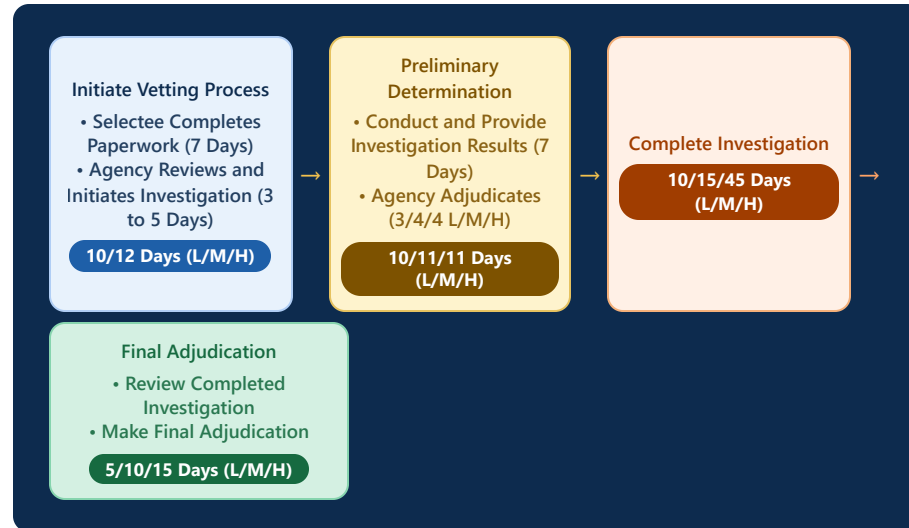
1 HIRING PHASE

HIRING FLOW — 163–223 DAYS

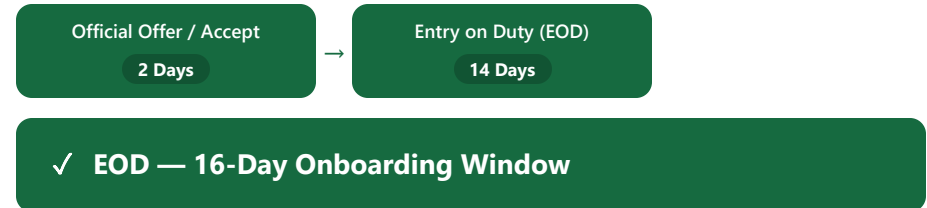


2 PERSONNEL VETTING & ONBOARDING PHASE

PERSONNEL VETTING — 3–72 DAYS* (SEE APPENDIX A)



ONBOARDING — 16 DAYS



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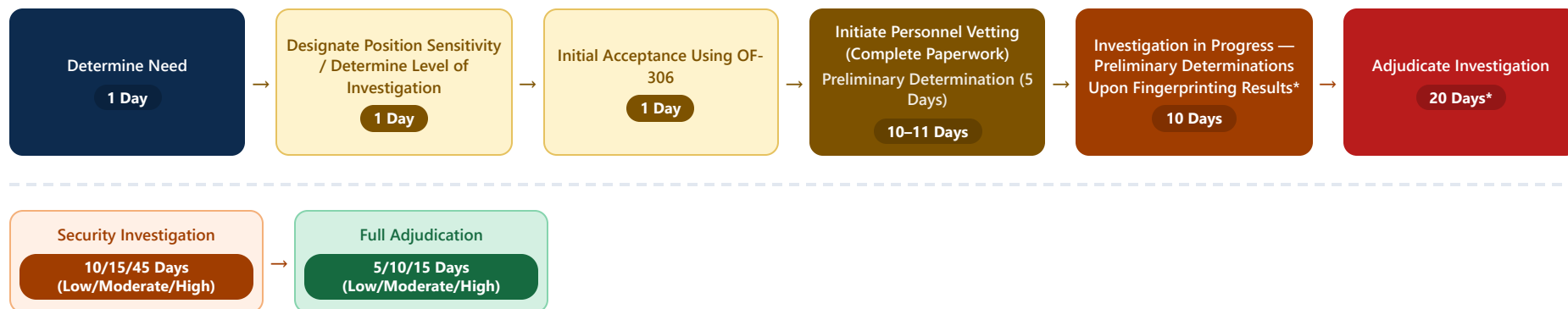
8

Security / Suitability

6 functions — 3 to 72+ days (varies by pathway)

1

6-FUNCTION PROCESS



* 45 days if extensive investigation is required.

Pathway reference: Timelines above reflect Pathways 5–6 (new investigation required). For Pathways 1–4 (existing investigation / transfer of trust), timelines range from 3–27 days. See Appendix A.

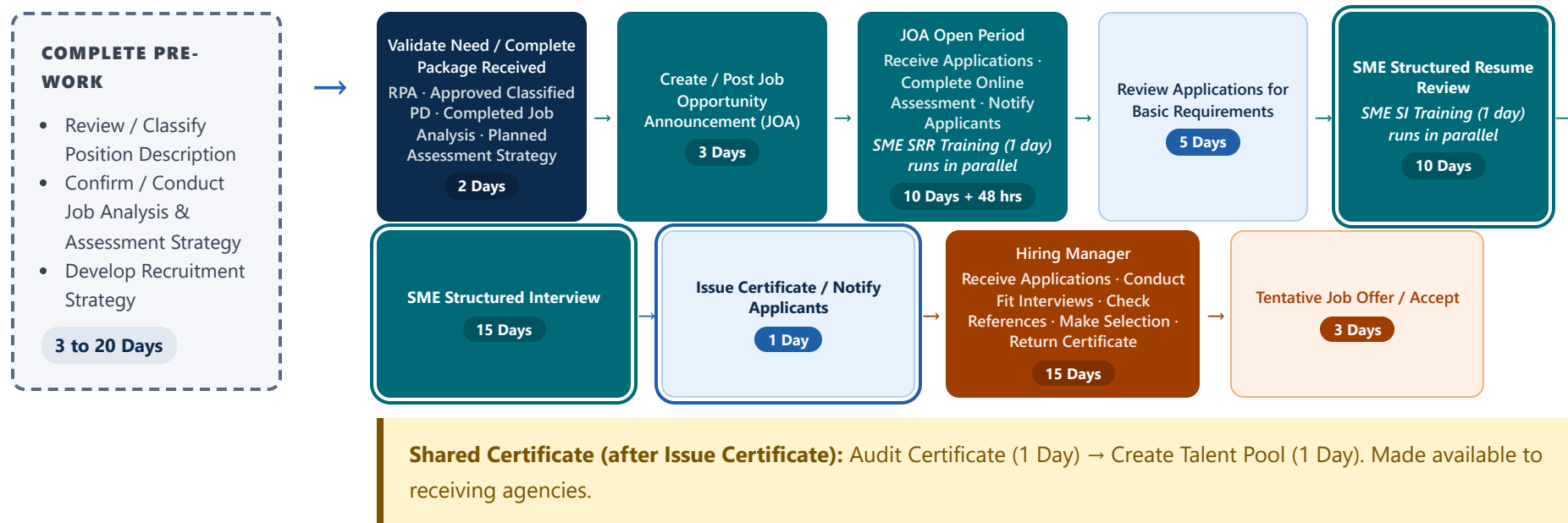
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Shared Hiring Model for Original Agency (with SME-QA)

Original agency conducts full SME-QA process; shared certificate passed to receiving agencies

1 HIRING PHASE

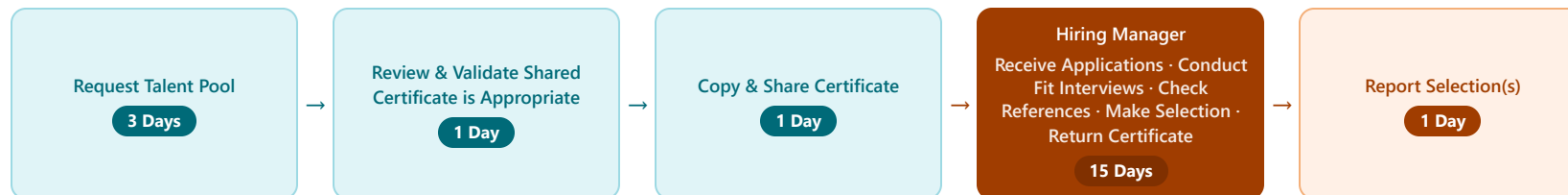
ORIGINAL AGENCY — ~(66–68) DAYS



RECEIVING AGENCY

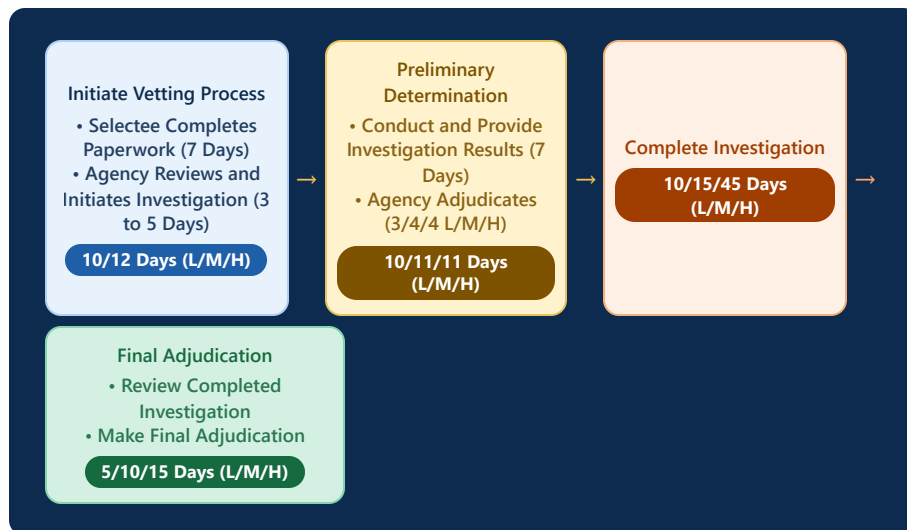
2 RECEIVING AGENCY — USES SHARED CERTIFICATE

~21 DAYS

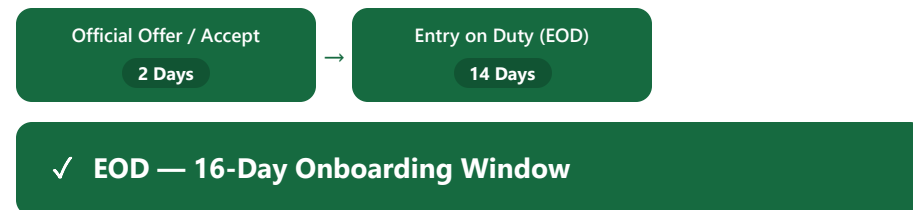


3 PERSONNEL VETTING & ONBOARDING PHASE

PERSONNEL VETTING — 3–72 DAYS* (SEE APPENDIX A)



ONBOARDING — 16 DAYS



* Personnel vetting timelines vary by pathway. See Appendix A: FTO Pathways.



Appendix A: Personnel Vetting — Favorable to Onboard (FTO) Pathways

Six pathways used to determine the applicable personnel vetting timeline

When pathway selection begins: Personnel vetting timelines are determined after Tentative Job Offer (TJO) acceptance, when HR specialists conduct a Validate Need assessment to identify which pathway applies to the selectee.

A FAVORABLE TO ONBOARD PATHWAYS**Pathway 1:** Has Everything Required (Transfer of Trust, Path 1, "Reciprocity")

Existing information supports Transfer of Trust →

FTO*3–5 Days***Pathway 2:** Has Everything Required but Needs Form Update

Form Update →

FTO*10–12 Days***Pathway 3:** Has Everything Required but Needs Form Update & Domain Adjudication

Form Update →

Adjudication →

FTO*15–27 Days*

Pathway 4: Position Eligible for Preliminary Determination (Favorable)

New Form



Preliminary Determination (Favorable)

**FTO***20–23 Days***Pathway 5:** Position Eligible for Preliminary Determination (Favorable Not Possible)

New Form

Preliminary Determination
(Favorable NP)

Investigation



Adjudication

**FTO***25–72 Days***Pathway 6:** Position Ineligible for Preliminary Determination

New Form



Investigation



Adjudication

**FTO***25–72 Days*

Determine Need
Prior to Job Announcement
(No Target)

Initiation
L — 3 Days
M — 5 Days
H — 5 Days

Application
7 Days

Preliminary Determination
L — 10 Days
M — 10 Days
H — 11 Days

Investigation / Adjudication
Investigation: L 10 · M 15 · H 45 Days
Adjudication: L 5 · M 10 · H 15 Days

FTO Target Across All Paths
L — 21 Days
M — 25 Days
H — 30–45 Days

Key metric: Pathways 1–4 are key to achieving the Favorable to Onboard (FTO) metric (PMIG HM-12).

Final adjudication: Final Adjudication occurs post-FTO for Transfer of Trust / Preliminary Determination cases.

U.S. Office of Personnel Management — Merit Hiring Plan: Hiring Models

Effective July 31, 2026 | Government-Wide Guidance | CHCO Council Approved