



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

February 23, 2026

Memorandum for Chief Human Capital Officers

From: Veronica E. Hinton, Associate Director, Workforce Policy and Innovation

Subject: **Supplemental Guidance on the Merit Hiring Plan**

The U.S. Office of Personnel Management (OPM) has developed supplemental guidance on key areas of the [Merit Hiring Plan](#) (MHP) to support effective and consistent implementation across agencies. This guidance is provided to assist agencies in strengthening merit-based hiring practices and improving the overall hiring experience.

Agencies should review this guidance and incorporate it, as appropriate, into their hiring policies and operational practices. For additional information or technical assistance, agency headquarters-level human resources offices may email HX@opm.gov.

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

Attachments:

- [Guidance on Agency Leadership Involvement in Implementing the Merit Hiring Plan](#)
- [Guidance on the Use of Self-Reported Assessments](#)
- [Guidance on the Use of Self-Assessments when Utilizing Direct-Hire Authority](#)
- [Updated Guidance on Establishing Agency Talent Teams](#)