



For Immediate Release

media@opm.gov

August 11, 2025

New OPM Guidance Ensures Top Performers in the Federal Workforce are Rewarded

WASHINGTON, D.C. — The U.S. Office of Personnel Management (OPM) today issued new government-wide guidance to ensure that performance awards are meaningfully targeted to the highest-performing federal employees. The updated policy directs agencies to strengthen performance management practices, normalize ratings, and reserve the largest awards and bonuses for employees who have demonstrated exceptional contributions to their agency's mission. The guidance also encourages agencies to expand use of non-cash awards, such as time-off and quality step increases, and to recognize real-time accomplishments throughout the year.

“Too often in the past, awards have been spread thinly across the board in ways that dilute their impact,” **OPM Director Scott Kuper said.** “This new approach ensures awards truly incentivize excellence, reward those who go above and beyond, and help build the high-performance culture the American people deserve from their government.”

Read the guidance to agencies [here](#).

#