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media@opm.gov

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OPM Introduces “Rule of Many” to Streamline Federal Hiring

WASHINGTON, D.C. — WASHINGTON, D.C. — The U.S. Office of Personnel Management (OPM) today announced a new rule replacing the “rule of three” with the “rule of many” to modernize federal hiring. Effective immediately, this reform allows agencies to select from a broader pool of top-ranked candidates based on skills-based assessments, promoting merit and flexibility in competitive and excepted service appointments.

The “rule of many” enables agencies to rank candidates using cut-off scores, a set number, or a percentage of top applicants, replacing the rigid “category rating” system.

“For more than 150 years, the federal hiring process has been shaped by outdated rules that limited hiring managers' ability to bring in the best candidates,” OPM Director Scott Kuper said. “American taxpayers deserve a government that hires the most capable people to serve them, and this rule makes that possible.”

Read the fact sheet [here](#) and you can find the rule [here](#).

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