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September 15, 2025

OPM Issues Final Rule to Senior Executive Service Performance Management

WASHINGTON, D.C. — The U.S. Office of Personnel Management (OPM) has issued a final rule to enhance accountability in the Senior Executive Service (SES) by removing the prohibition on forced distribution of performance rating levels and eliminating diversity, equity, and inclusion (DEI) language from SES performance management regulations.

This reform addresses concerns about inflated SES ratings, where data consistently shows most executives receiving the highest levels (4 and 5), despite documented performance issues in some cases. By allowing agencies to limit top ratings, OPM aims to foster a more rigorous and balanced evaluation process across the federal government and drive a high-performance culture among SES—the highest-ranking career executives across government.

“These changes ensure our Senior Executive Service upholds the highest standards of performance and accountability,” **Director Scott Kupor said.** “We’re committed to building a federal workforce that delivers exceptional results for the American people.”

Find the rule [here](#). Read Director Kupor's latest blog post, 'Sorry, Not Everyone Gets an A,' [here](#) to learn how this new rule promotes excellence and accountability.

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