

GPPA October 2026 Update 112Release Change Log

At-a-glance release summary

Update 112 is a maintenance release affecting Chapters 4, 6, 7, 9, 10, 11, 13, 14, 15, 18, 26, 27, 31, 32, and Glossary. This release is not a wholesale rewrite of the GPPA; it focuses on tenure/subgroup rule accuracy, remark consistency, and corrected references. The most important changes are:

- a full rebuild of the Chapter 26 Table 26-A tenure/subgroup structure (Subgroup I/II, new LACs PRB/PRC, new remark T12) with matching Glossary and Figure 26-1 updates;
- eight new Chapter 31 Table 31B rules requiring remark S48 under 5 CFR 11.5, plus a new LAC “PRD” for 5 CFR 351.202(d)(3) separations;
- removal of Presidential Management Fellow (PMF) references;
- Chapter 11 tenure/rule cleanup (rules 11C-12, 11C-21/22/23/27/44-48, 11C-96, 11A-8/9);
- Glossary additions and rewrites (COMPETING EMPLOYEE, TENURE GROUP, REDUCTION IN FORCE (RIF), RETENTION REGISTER, PROBATIONARY PERIOD, and others) aligned to the Chapter 26 rebuild.

What did not change:

- Core chapter scope and processing workflows remain stable for the affected chapters.
- The same NOAC families remain in scope for each affected chapter unless a specific Update 112 line item states otherwise.
- Users still rely on the applicable chapter tables to select NOA/NOAC, LAC, legal authority, and required remarks.
- General SF-52/SF-50 processing, approval, notification, filing, distribution, EHRI/GHRR, and agency procedure dependencies remain outside the targeted Update 112 edits.

Release coverage

Chapter	Chapter title	Update 112 line items	Primary type(s)
4	Requesting and Documenting Personnel Actions	4	Process change, Clarification only
6	Creditable Service for Leave Accrual	3	Clarification only, Correction
7	Documenting Veterans' Preference	2	Clarification only, Correction
9	Career and Career-Conditional Appointments	7	Process change, Clarification only, Correction
10	Nonstatus Appointments in the Competitive Service	4	Process change, Clarification only
11	Excepted Service Appointments	12	Process change, Clarification only
13	Senior Executive Service (SES)	3	Clarification only, Correction
14	Promotions; Changes to Lower Grade, Level, or Band; Reassignments; Position Changes; and Details	9	Clarification only
15	Placement in Nonpay or Nonduty Status and Documentation of Written Warnings	1	Clarification only
18	Exceptions to Reduction in Force Release	1	Clarification only
26	Change in Tenure Group	3	Process change, Correction
27	Phased Employment/Phased Retirement	1	Correction
31	Separations by Other than Retirement	17	Process change, Clarification only
32	Corrections, Cancellations, Replacement, Newly Required,	5	Clarification only, Correction

	and Interim Relief Actions		
Glossary	Glossary	1	Process change

Contents

- [Release summary and change type legend](#)
- [Chapter 4: Requesting and Documenting Personnel Actions](#)
- [Chapter 6: Creditable Service for Leave Accrual](#)
- [Chapter 7: Documenting Veterans' Preference](#)
- [Chapter 9: Career and Career-Conditional Appointments](#)
- [Chapter 10: Nonstatus Appointments in the Competitive Service](#)
- [Chapter 11: Excepted Service Appointments](#)
- [Chapter 13: Senior Executive Service \(SES\)](#)
- [Chapter 14: Promotions; Changes to Lower Grade, Level, or Band; Reassignments; Position Changes; and Details](#)
- [Chapter 15: Placement in Nonpay or Nonduty Status and Documentation of Written Warnings](#)
- [Chapter 18: Exceptions to Reduction in Force Release](#)
- [Chapter 26: Change in Tenure Group](#)
- [Chapter 27: Phased Employment/Phased Retirement](#)
- [Chapter 31: Separations by Other than Retirement](#)
- [Chapter 32: Corrections, Cancellations, Replacement, Newly Required, and Interim Relief Actions](#)
- [Glossary](#)

Change type legend

Change Type	Use for	Meaning
Critical change	Required behavior changed	Affects compliance, approvals, required steps, deadlines, or decision-making. May affect decisions, routing, or ownership.
Process change	Work must be done differently	Operational change that affects how the work is done.
Clarification only	Meaning did not change	Wording or examples improved; no required behavior changed.
Moved	Location changed	Content was relocated without changing meaning.
Removed	Content deleted	Obsolete, duplicate, or replaced content was removed.
Correction	Content edited	Minor correction to prior entry

Chapter 4: Requesting and Documenting Personnel Actions

1. At-a-glance chapter summary

Summary of major changes:

- Edit to remove "Do not show subgroup." No longer applicable. (Job Aid, Block 24)
- Edit to remove "for career or permanent tenure" and add (See Chapter 26) (Rule 9)
- Updated hyper link to GSA site vs SF-8 (Paragraph 9.I.iii)
- Look at NMN language - Clarify para to match table (Chapter 4)

What did not change:

- Chapter 4 continues to cover Requesting and Documenting Personnel Actions under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

High-impact change 1

Entry	High-impact change 1 (Update 112 row 53)
Change type	Process change
Location	Job Aid, Block 24
What changed	Edit to remove "Do not show subgroup." No longer applicable.
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: N/A.

High-impact change 2

Entry	High-impact change 2 (Update 112 row 54)
Change type	Process change
Location	Rule 9
What changed	Edit to remove "for career or permanent tenure" and add (See Chapter 26)
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: N/A.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	Hyperlink update (Update 112 row 15)	Paragraph 9.I.iii	Updated hyper link to GSA site vs SF-8	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Not recorded.
Clarification only	Clarify (Update 112 row 33)	Chapter 4	Look at NMN language - Clarify para to match table	HR Specialist	No broader chapter workflow change; apply the cited text/table correction in the release copy.	Review for awareness; update local copied text if applicable. Navigator: N/A.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
Agency HR Policy Specialist	Update SOPs, local desk guides, and copied table references that still reflect September 2026 wording.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 53: Chapter 4, Job Aid, Block 24 — Edit to remove "Do not show subgroup." No longer applicable.
- Update 112 row 54: Chapter 4, Rule 9 — Edit to remove "for career or permanent tenure" and add (See Chapter 26)
- Update 112 row 15: Chapter 4, Paragraph 9.I.iii — Updated hyper link to GSA site vs SF-8
- Update 112 row 33: Chapter 4, Chapter 4 — Look at NMN language - Clarify para to match table

7. New-user quick guidance

- For Chapter 4, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- Follow the updated hyperlink the next time you reference that guidance.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 6: Creditable Service for Leave Accrual

1. At-a-glance chapter summary

Summary of major changes:

- Merge the cells for the effective date making the effective date for 9 and 10 the same. (Table 6B, Rules 9/10)
- Standardized the chapter subtitle from "(NOA 882)" to "(NOAC: 882)" for consistency with the rest of the Guide. (Chapter heading)
- Corrected a duplicated column header ("Authority Code is" appeared twice) to read "LAC is" and "Authority is". (Table 6-B column headers)

What did not change:

- Chapter 6 continues to cover Creditable Service for Leave Accrual under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

No Critical change or Process change items are listed for this chapter in the Update 112 workbook. All chapter entries appear in Section 4.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	Correction (Update 112 row 34)	Table 6B, Rules 9/10	Merge the cells for the effective date making the effective date for 9 and 10 the same.	HR Specialist	No broader chapter workflow change; apply the cited text/table correction in the release copy.	Review for awareness; update local copied text if applicable. Navigator: Done.
Correction	Chapter title format	Chapter heading	Standardized the chapter subtitle from "(NOA 882)" to "(NOAC: 882)" for	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.

			consistency with the rest of the Guide.			
Correction	Table 6-B header	Table 6-B column headers	Corrected a duplicated column header ("Authority Code is" appeared twice) to read "LAC is" and "Authority is".	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 34: Chapter 6, Table 6B, Rules 9/10 — Merge the cells for the effective date making the effective date for 9 and 10 the same.
- Chapter 6, Chapter heading — Standardized the chapter subtitle from "(NOA 882)" to "(NOAC: 882)" for consistency with the rest of the Guide.
- Chapter 6, Table 6-B column headers — Corrected a duplicated column header ("Authority Code is" appeared twice) to read "LAC is" and "Authority is".

7. New-user quick guidance

- For Chapter 6, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Note the standardized "(NOAC: ...)" chapter subtitle format; no processing change.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 7: Documenting Veterans' Preference

1. At-a-glance chapter summary

Summary of major changes:

- Add information for SF-50 Block 26 (Job Aid)
- Standardized the chapter subtitle from "(NOA 883)" to "(NOAC: 883)" for consistency with the rest of the Guide. (Chapter heading)

What did not change:

- Chapter 7 continues to cover Documenting Veterans' Preference under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

No Critical change or Process change items are listed for this chapter in the Update 112 workbook. All chapter entries appear in Section 4.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	Tenure Group Information (Update 112 row 59)	Job Aid	Add information for SF-50 Block 26	HR Specialist	No broader chapter workflow change; apply the cited text/table correction in the release copy.	Review for awareness; update local copied text if applicable. Navigator: N/A.
Correction	Chapter title format	Chapter heading	Standardized the chapter subtitle from "(NOA 883)" to "(NOAC: 883)" for consistency with the rest of the Guide.	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 59: Chapter 7, Job Aid — Add information for SF-50 Block 26
- Chapter 7, Chapter heading — Standardized the chapter subtitle from "(NOA 883)" to "(NOAC: 883)" for consistency with the rest of the Guide.

7. New-user quick guidance

- For Chapter 7, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- Note the standardized "(NOAC: ...)" chapter subtitle format; no processing change.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 9: Career and Career-Conditional Appointments

1. At-a-glance chapter summary

Summary of major changes:

- Added 4 new secondary LACs to AYM (Chapter 9, Table 9B Addendum)
- Tenure Changes (End date E07. Add New remark T13 to Rule 9I-9.)
- Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule." (Table 9I-45)

- Previous Retirement Coverage: (enter “never covered” or “previously covered” or “previously covered-refund eligible”) [“Previously covered” indicates that employee was previously covered by CSRS or FERS.] (9I-3 (see M40 text))
- "eOPF/OPF..." (Remarks N59 and M10)
- Standardized the chapter subtitle from "(Nature of Action: ...)" to "(NOAC: ...)" for consistency with the rest of the Guide. (Chapter heading)
- Reworded the appointment description from "...direct hire recruiting authority or special authority (DHA)" to "...direct hire recruiting authority (DHA) or special authority" — corrects which authority the "(DHA)" abbreviation attaches to. (NOAC 100/101/130/140/141/500/501/540/541 description)

What did not change:

- Chapter 9 continues to cover Career and Career-Conditional Appointments under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

High-impact change 1

Entry	High-impact change 1 (Update 112 row 23)
Change type	Process change
Location	Chapter 9, Table 9B Addendum
What changed	Added 4 new secondary LACs to AYM
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Passed to Kelly on 8/24/26 and 9/28.

High-impact change 2

Entry	High-impact change 2 (Update 112 row 38)
Change type	Process change
Location	End date E07. Add New remark T13 to Rule 9I-9.
What changed	Tenure Changes
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	all
Action / impact	Required review/update before release. Navigator: Pending.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	Remark X41 (Update 112 row 19)	Table 9I-45	Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.

			assigned or level IV of the Executive Schedule."			
Clarification only	Edit to remark text (Update 112 row 48)	9I-3 (see M40 text)	Previous Retirement Coverage: (enter "never covered" or "previously covered" or "previously covered-refund eligible") ["Previously covered" indicates that employee was previously covered by CSRS or FERS.]	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	add eOPF (Update 112 row 52)	Remarks N59 and M10	"eOPF/OPF..."	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Correction	Chapter title format	Chapter heading	Standardized the chapter subtitle from "(Nature of Action: ...)" to "(NOAC: ...)" for consistency with the rest of the Guide.	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.
Clarification only	DHA/special authority wording	NOAC 100/101/130/140/141/500/501/540/541 description	Reworded the appointment description from "...direct hire recruiting authority or special authority (DHA)" to "...direct hire recruiting authority (DHA) or special authority" — corrects which authority the "(DHA)" abbreviation attaches to.	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
HR IT Systems Specialist	Update or verify table logic, remark-code selection, Navigator content, and any automated help text for affected rules.
Agency HR Policy Specialist	Update SOPs, local desk guides, and copied table references that still reflect September 2026 wording.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 23: Chapter 9, Chapter 9, Table 9B Addendum — Added 4 new secondary LACs to AYM
- Update 112 row 38: Chapter 9, End date E07. Add New remark T13 to Rule 9I-9. — Tenure Changes
- Update 112 row 19: Chapter 9, Table 9I-45 — Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule."
- Update 112 row 48: Chapter 9, 9I-3 (see M40 text) — Previous Retirement Coverage: (enter "never covered" or "previously covered" or "previously covered-refund eligible") ["Previously covered" indicates that employee was previously covered by CSRS or FERS.]
- Update 112 row 52: Chapter 9, Remarks N59 and M10 — "eOPF/OPF..."

- Chapter 9, Chapter heading — Standardized the chapter subtitle from "(Nature of Action: ...)" to "(NOAC: ...)" for consistency with the rest of the Guide.
- Chapter 9, NOAC 100/101/130/140/141/500/501/540/541 description — Reworded the appointment description from "...direct hire recruiting authority or special authority (DHA)" to "...direct hire recruiting authority (DHA) or special authority" — corrects which authority the "(DHA)" abbreviation attaches to.

7. New-user quick guidance

- For Chapter 9, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- Use the standardized Remark X41 wording wherever it appears in this chapter's tables.
- Use the updated remark wording that adds "eOPF" alongside "OPF".
- Note the standardized "(NOAC: ...)" chapter subtitle format; no processing change.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 10: Nonstatus Appointments in the Competitive Service

1. At-a-glance chapter summary

Summary of major changes:

- Added 4 new secondary LACs to AYM (Chapter 10, Table 10B Addendum)
- Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule." (Table 10I-39)
- Previous Retirement Coverage: (enter "never covered" or "previously covered" or "previously covered-refund eligible") ["Previously covered" indicates that employee was previously covered by CSRS or FERS.] (10I-3 (see M40 text))
- "eOPF/OPF..." (Remarks N59 and M10)

What did not change:

- Chapter 10 continues to cover Nonstatus Appointments in the Competitive Service under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

High-impact change 1

Entry	High-impact change 1 (Update 112 row 24)
Change type	Process change
Location	Chapter 10, Table 10B Addendum
What changed	Added 4 new secondary LACs to AYM
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist

Action / impact	Required review/update before release. Navigator: Passed to Kelly on 8/24/26 and 9/28.
------------------------	--

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	Remark X41 (Update 112 row 20)	Table 10I-39	Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule."	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Edit to remark text (Update 112 row 49)	10I-3 (see M40 text)	Previous Retirement Coverage: (enter "never covered" or "previously covered" or "previously covered-refund eligible") ["Previously covered" indicates that employee was previously covered by CSRS or FERS.]	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	add eOPF (Update 112 row 52)	Remarks N59 and M10	"eOPF/OPF..."	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
HR IT Systems Specialist	Update or verify table logic, remark-code selection, Navigator content, and any automated help text for affected rules.
Agency HR Policy Specialist	Update SOPs, local desk guides, and copied table references that still reflect September 2026 wording.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 24: Chapter 10, Chapter 10, Table 10B Addendum — Added 4 new secondary LACs to AYM
- Update 112 row 20: Chapter 10, Table 10I-39 — Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule."
- Update 112 row 49: Chapter 10, 10I-3 (see M40 text) — Previous Retirement Coverage: (enter "never covered" or "previously covered" or "previously covered-refund eligible") ["Previously covered" indicates that employee was previously covered by CSRS or FERS.]
- Update 112 row 52: Chapter 10, Remarks N59 and M10 — "eOPF/OPF..."

7. New-user quick guidance

- For Chapter 10, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.

- Use the standardized Remark X41 wording wherever it appears in this chapter's tables.
- Use the updated remark wording that adds “eOPF” alongside “OPF”.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 11: Excepted Service Appointments

1. At-a-glance chapter summary

Summary of major changes:

- Tenure Group Information (Rule 11C-12 removed/reserved/archived)
- Removed PMF and change note 6 to note 7 - delete note 6 (Rule 11C-21)
- change note 6 to note 12 - delete note 6 (Rule 11C-23 and 11C-27)
- Add New remark/rule: T14 (Rule 11C-96)
- Update note 5 to read: If employee is being employed under the Veterans Recruitment Appointment (VRA) on an appointment without time limitation and is serving on a trial period. Employee is placed in Tenure 0 of the Excepted Service. (Rule 11A-8 an 9)
- End date 9/30/2026 (LAC: YEC, YER, YES)
- Removed reference to PMF (Rules 11C-44, 45, 46, 47, 48)
- Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule." (Table 11C-55)
- Previous Retirement Coverage: (enter “never covered” or “previously covered” or “previously covered-refund eligible”) ["Previously covered" indicates that employee was previously covered by CSRS or FERS.] (11C-3 (see M40 text))
- "eOPF/OPF..." (Remarks N59 and M10)

What did not change:

- Chapter 11 continues to cover Excepted Service Appointments under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

High-impact change 1

Entry	High-impact change 1 (Update 112 row 39)
Change type	Process change
Location	Rule 11C-12 removed/reserved/archived
What changed	Tenure Group Information
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 2

Entry	High-impact change 2 (Update 112 row 40)
Change type	Process change

Location	Rule 11C-21
What changed	Removed PMF and change note 6 to note 7 - delete note 6
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 3

Entry	High-impact change 3 (Update 112 row 41)
Change type	Process change
Location	Rule 11C-22
What changed	Removed PMF and change note 6 to note 7 - delete note 6
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 4

Entry	High-impact change 4 (Update 112 row 42)
Change type	Process change
Location	Rule 11C-23 and 11C-27
What changed	change note 6 to note 12 - delete note 6
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: N/A.

High-impact change 5

Entry	High-impact change 5 (Update 112 row 43)
Change type	Process change
Location	Rule 11C-96
What changed	Add New remark/rule: T14
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Pending.

High-impact change 6

Entry	High-impact change 6 (Update 112 row 44)
Change type	Process change
Location	Rule 11A-8 an 9
What changed	Update note 5 to read: If employee is being employed under the Veterans Recruitment Appointment (VRA) on an appointment without time limitation and is serving on a trial period. Employee is placed in Tenure 0 of the Excepted Service.
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 7

Entry	High-impact change 7 (Update 112 row 45)
Change type	Process change
Location	LAC: YEC, YER, YES
What changed	End date 9/30/2026
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Pending.

High-impact change 8

Entry	High-impact change 8 (Update 112 row 46)
Change type	Process change
Location	Rules 11C-44, 45, 46, 47, 48
What changed	Removed reference to PMF
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Pending.

High-impact change 9

Entry	High-impact change 9 (Update 112 row 47)
Change type	Process change
Location	Rule 11C-4
What changed	Removed reference to PMF
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Pending.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	Remark X41 (Update 112 row 21)	Table 11C-55	Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule."	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Edit to remark text (Update 112 row 50)	11C-3 (see M40 text)	Previous Retirement Coverage: (enter "never covered" or "previously covered" or "previously covered-refund eligible") ["Previously covered" indicates that employee was previously covered by CSRS or FERS.]	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	add eOPF (Update 112 row 52)	Remarks N59 and M10	"eOPF/OPF..."	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
HR IT Systems Specialist	Update or verify table logic, remark-code selection, Navigator content, and any automated help text for affected rules.
Agency HR Policy Specialist	Update SOPs, local desk guides, and copied table references that still reflect September 2026 wording.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark

6. Expert-only quick reference

- Update 112 row 39: Chapter 11, Rule 11C-12 removed/reserved/archived — Tenure Group Information
- Update 112 row 40: Chapter 11, Rule 11C-21 — Removed PMF and change note 6 to note 7 - delete note 6
- Update 112 row 41: Chapter 11, Rule 11C-22 — Removed PMF and change note 6 to note 7 - delete note 6
- Update 112 row 42: Chapter 11, Rule 11C-23 and 11C-27 — change note 6 to note 12 - delete note 6
- Update 112 row 43: Chapter 11, Rule 11C-96 — Add New remark/rule: T14
- Update 112 row 44: Chapter 11, Rule 11A-8 and 9 — Update note 5 to read: If employee is being employed under the Veterans Recruitment Appointment (VRA) on an appointment without time limitation and is serving on a trial period. Employee is placed in Tenure 0 of the Excepted Service.
- Update 112 row 45: Chapter 11, LAC: YEC, YER, YES — End date 9/30/2026
- Update 112 row 46: Chapter 11, Rules 11C-44, 45, 46, 47, 48 — Removed reference to PMF
- Update 112 row 47: Chapter 11, Rule 11C-4 — Removed reference to PMF
- Update 112 row 21: Chapter 11, Table 11C-55 — Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule."
- Update 112 row 50: Chapter 11, 11C-3 (see M40 text) — Previous Retirement Coverage: (enter "never covered" or "previously covered" or "previously covered-refund eligible") ["Previously covered" indicates that employee was previously covered by CSRS or FERS.]
- Update 112 row 52: Chapter 11, Remarks N59 and M10 — "eOPF/OPF..."

7. New-user quick guidance

- For Chapter 11, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- Use the standardized Remark X41 wording wherever it appears in this chapter's tables.
- Use the updated remark wording that adds "eOPF" alongside "OPF".
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 13: Senior Executive Service (SES)

1. At-a-glance chapter summary

Summary of major changes:

- "eOPF/OPF..." (Remarks N59 and M10)
- Update 5 USC 3502 to 5 CFR 351.501 (Remark T55)
- Standardized the chapter subtitle from "(Nature of Action: ...)" to "(NOAC: ...)" for consistency with the rest of the Guide. (Chapter heading)

What did not change:

- Chapter 13 continues to cover Senior Executive Service (SES) under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

No Critical change or Process change items are listed for this chapter in the Update 112 workbook. All chapter entries appear in Section 4.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	add eOPF (Update 112 row 52)	Remarks N59 and M10	"eOPF/OPF..."	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Tenure Group Information (Update 112 row 55)	Remark T55	Update 5 USC 3502 to 5 CFR 351.501	HR Specialist	No broader chapter workflow change; apply the cited text/table correction in the release copy.	Review for awareness; update local copied text if applicable. Navigator: Done.
Correction	Chapter title format	Chapter heading	Standardized the chapter subtitle from "(Nature of Action: ...)" to "(NOAC: ...)" for consistency with the rest of the Guide.	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 52: Chapter 13, Remarks N59 and M10 — "eOPF/OPF..."
- Update 112 row 55: Chapter 13, Remark T55 — Update 5 USC 3502 to 5 CFR 351.501
- Chapter 13, Chapter heading — Standardized the chapter subtitle from "(Nature of Action: ...)" to "(NOAC: ...)" for consistency with the rest of the Guide.

7. New-user quick guidance

- For Chapter 13, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the updated remark wording that adds "eOPF" alongside "OPF".
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- Note the standardized "(NOAC: ...)" chapter subtitle format; no processing change.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 14: Promotions; Changes to Lower Grade, Level, or Band; Reassignments; Position Changes; and Details

1. At-a-glance chapter summary

Summary of major changes:

- Updated link to OMB Circular A-76 (14I-11/12)
- Reformatted as header for inclusion in bookmarks
- Added Note 3 that was inadvertently removed. (Table 14C)
- Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule." (Table 14K-32 and 14L)

What did not change:

- Chapter 14 continues to cover Promotions; Changes to Lower Grade, Level, or Band; Reassignments; Position Changes; and Details under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

No Critical change or Process change items are listed for this chapter in the Update 112 workbook. All chapter entries appear in Section 4.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	OMB Circular Reference (Update 112 row 3)	14I-11/12	Updated link to OMB Circular A-76	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	OMB Circular Reference (Update 112 row 4)	14D-5	Updated link to OMB Circular A-76	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	OMB Circular Reference (Update 112 row 5)	14E-4	Updated link to OMB Circular A-76	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	OMB Circular Reference (Update 112 row 6)	14G-6	Updated link to OMB Circular A-76	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	OMB Circular Reference (Update 112 row 7)	14H-4	Updated link to OMB Circular A-76	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	OMB Circular Reference (Update 112 row 8)	14J-11/12	Updated link to OMB Circular A-76	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Table 14K header (Update 112 row 13)	—	Reformatted as header for inclusion in bookmarks	HR Specialist	No broader chapter workflow change; apply the cited text/table correction in the release copy.	Review for awareness; update local copied text if applicable. Navigator: N/A.

Clarification only	Correction (Update 112 row 18)	Table 14C	Added Note 3 that was inadvertently removed.	HR Specialist	No broader chapter workflow change; apply the cited text/table correction in the release copy.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Remark X41 (Update 112 row 22)	Table 14K-32 and 14L	Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule."	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
HR IT Systems Specialist	Update or verify table logic, remark-code selection, Navigator content, and any automated help text for affected rules.
Agency HR Policy Specialist	Update SOPs, local desk guides, and copied table references that still reflect September 2026 wording.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 3: Chapter 14, 14I-11/12 — Updated link to OMB Circular A-76
- Update 112 row 4: Chapter 14, 14D-5 — Updated link to OMB Circular A-76
- Update 112 row 5: Chapter 14, 14E-4 — Updated link to OMB Circular A-76
- Update 112 row 6: Chapter 14, 14G-6 — Updated link to OMB Circular A-76
- Update 112 row 7: Chapter 14, 14H-4 — Updated link to OMB Circular A-76
- Update 112 row 8: Chapter 14, 14J-11/12 — Updated link to OMB Circular A-76
- Update 112 row 13: Chapter 14, — — Reformatted as header for inclusion in bookmarks
- Update 112 row 18: Chapter 14, Table 14C — Added Note 3 that was inadvertently removed.
- Update 112 row 22: Chapter 14, Table 14K-32 and 14L — Standardize the definition of Remark X41 to "Employee is now entitled to retained rate. Salary is equal to applicable cap on retained rates - 150% of maximum rate of grade to which assigned or level IV of the Executive Schedule."

7. New-user quick guidance

- For Chapter 14, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Follow the updated hyperlink the next time you reference that guidance.
- Use the standardized Remark X41 wording wherever it appears in this chapter's tables.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 15: Placement in Nonpay or Nonduty Status and Documentation of Written Warnings

1. At-a-glance chapter summary

Summary of major changes:

- Updated hyper link to GSA site vs SF-8 (Job Aid Nonpay or Nonduty Step 4)

What did not change:

- Chapter 15 continues to cover Placement in Nonpay or Nonduty Status and Documentation of Written Warnings under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

No Critical change or Process change items are listed for this chapter in the Update 112 workbook. All chapter entries appear in Section 4.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	Hyperlink update (Update 112 row 16)	Job Aid Nonpay or Nonduty Step 4	Updated hyper link to GSA site vs SF-8	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Not recorded.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 16: Chapter 15, Job Aid Nonpay or Nonduty Step 4 — Updated hyper link to GSA site vs SF-8

7. New-user quick guidance

- For Chapter 15, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Follow the updated hyperlink the next time you reference that guidance.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 18: Exceptions to Reduction in Force Release

1. At-a-glance chapter summary

Summary of major changes:

- Updated hyper link to GSA site vs SF-8 (Paragraph 2.c.ii)

What did not change:

- Chapter 18 continues to cover Exceptions to Reduction in Force Release under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

No Critical change or Process change items are listed for this chapter in the Update 112 workbook. All chapter entries appear in Section 4.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	Hyperlink update (Update 112 row 17)	Paragraph 2.c.ii	Updated hyper link to GSA site vs SF-8	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Not recorded.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 17: Chapter 18, Paragraph 2.c.ii — Updated hyper link to GSA site vs SF-8

7. New-user quick guidance

- For Chapter 18, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Follow the updated hyperlink the next time you reference that guidance.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 26: Change in Tenure Group

1. At-a-glance chapter summary

Summary of major changes:

- Rebuilt the Table 26-A tenure/subgroup rules: replaced the old 3-subgroup, 6-rule structure with a Subgroup I/II structure tied to 5 CFR 351.502; added new secondary LACs PRB and PRC and new remark T12 for moves to

Tenure Group 0; archived former Rules 3, 5, and 6 (now “Reserved”, dated 9/1/2026) rather than renumbering; added new Rules 7* and 8* at the end of the table for Tenure Group 0 moves.

- Updated the Figure 26-1 tenure group/subgroup definitions to match the rebuilt Table 26-A structure. (Figure 26-1)
- Standardized the chapter subtitle from “(Nature of Action: 880)” to “(NOAC: 880)” for consistency with the rest of the Guide. (Chapter heading)

What did not change:

- Chapter 26 continues to cover Change in Tenure Group under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

High-impact change 1

Entry	High-impact change 1 (Update 112 row 36)
Change type	Process change
Location	—
What changed	Rebuilt the Table 26-A tenure/subgroup rules: replaced the old 3-subgroup, 6-rule structure with a Subgroup I/II structure tied to 5 CFR 351.502; added new secondary LACs PRB and PRC and new remark T12 for moves to Tenure Group 0; archived former Rules 3, 5, and 6 (now “Reserved”, dated 9/1/2026) rather than renumbering; added new Rules 7* and 8* at the end of the table for Tenure Group 0 moves.
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	all
Action / impact	Required review/update before release. Navigator: Passed to Kelly on 9/28 and 10/1.

High-impact change 2

Entry	High-impact change 2 (Update 112 row 37)
Change type	Process change
Location	Figure 26-1
What changed	Updated the Figure 26-1 tenure group/subgroup definitions to match the rebuilt Table 26-A structure.
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	all
Action / impact	Required review/update before release. Navigator: N/A.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Correction	Chapter title format	Chapter heading	Standardized the chapter subtitle from “(Nature of Action: 880)” to “(NOAC: 880)” for consistency with the rest of the Guide.	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
HR IT Systems Specialist	Update or verify table logic, remark-code selection, Navigator content, and any automated help text for affected rules.
Agency HR Policy Specialist	Update SOPs, local desk guides, and copied table references that still reflect September 2026 wording.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 36: Chapter 26, — — Rebuilt the Table 26-A tenure/subgroup rules: replaced the old 3-subgroup, 6-rule structure with a Subgroup I/II structure tied to 5 CFR 351.502; added new secondary LACs PRB and PRC and new remark T12 for moves to Tenure Group 0; archived former Rules 3, 5, and 6 (now “Reserved”, dated 9/1/2026) rather than renumbering; added new Rules 7* and 8* at the end of the table for Tenure Group 0 moves.
- Update 112 row 37: Chapter 26, Figure 26-1 — Updated the Figure 26-1 tenure group/subgroup definitions to match the rebuilt Table 26-A structure.
- Chapter 26, Chapter heading — Standardized the chapter subtitle from “(Nature of Action: 880)” to “(NOAC: 880)” for consistency with the rest of the Guide.

7. New-user quick guidance

- For Chapter 26, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- Note the standardized “(NOAC: …)” chapter subtitle format; no processing change.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 27: Phased Employment/Phased Retirement

1. At-a-glance chapter summary

Summary of major changes:

- Standardized the chapter subtitle from “(Nature of Action: 615 and 616)” to “(NOAC: 615 and 616)” for consistency with the rest of the Guide. (Chapter heading)

What did not change:

- Chapter 27 continues to cover Phased Employment/Phased Retirement under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

No Critical change or Process change items are listed for this chapter in the Update 112 workbook. All chapter entries appear in Section 4.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Correction	Chapter title format	Chapter heading	Standardized the chapter subtitle from "(Nature of Action: 615 and 616)" to "(NOAC: 615 and 616)" for consistency with the rest of the Guide.	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- : Chapter 27, Chapter heading — Standardized the chapter subtitle from "(Nature of Action: 615 and 616)" to "(NOAC: 615 and 616)" for consistency with the rest of the Guide.

7. New-user quick guidance

- For Chapter 27, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Note the standardized "(NOAC: ...)" chapter subtitle format; no processing change.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 31: Separations by Other than Retirement

1. At-a-glance chapter summary

Summary of major changes:

- Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48 (Table 31B, Rule 31 (L2M))
- Add new LAC "PRD" and note 8 to support 5 CFR 351.202(d)(3) (Rule 31B-71)
- Updated instruction to "use Table 16-A to select the authority code and authority." in lieu of Table 16-C. Table 16-C does not exist. (32-A-20)
- Updated link to OMB Circular A-76 (31B-17)
- Updated link to OMB Circular A-76/Added to Navigator (31A-17)
- updated remark to "eOPF/OPF retained by (Name and address of Office/Agency). adding "eOPF" (N59)
- Updated "late" to "later" (31D - G30)
- Table 31A - Note 1 (move to processing guidance vs table)

What did not change:

- Chapter 31 continues to cover Separations by Other than Retirement under the established GPPA structure.

- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

High-impact change 1

Entry	High-impact change 1 (Update 112 row 25)
Change type	Process change
Location	Table 31B, Rule 31 (L2M)
What changed	Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 2

Entry	High-impact change 2 (Update 112 row 26)
Change type	Process change
Location	Table 31B, Rule 32 (L4M)
What changed	Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 3

Entry	High-impact change 3 (Update 112 row 27)
Change type	Process change
Location	Table 31B, Rule 37 (L2M)
What changed	Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 4

Entry	High-impact change 4 (Update 112 row 28)
Change type	Process change
Location	Table 31B, Rule 38 (L4M)
What changed	Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 5

Entry	High-impact change 5 (Update 112 row 29)
Change type	Process change
Location	Table 31B, Rule 43 (L5M)
What changed	Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 6

Entry	High-impact change 6 (Update 112 row 30)
Change type	Process change
Location	Table 31B, Rule 44 (LXM)
What changed	Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 7

Entry	High-impact change 7 (Update 112 row 31)
Change type	Process change
Location	Table 31B, Rule 49 (L6M)
What changed	Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 8

Entry	High-impact change 8 (Update 112 row 32)
Change type	Process change
Location	Table 31B, Rule 50 (L8M)
What changed	Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	HR Specialist
Action / impact	Required review/update before release. Navigator: Done.

High-impact change 9

Entry	High-impact change 9 (Update 112 row 60)
Change type	Process change
Location	Rule 31B-71
What changed	Add new LAC "PRD" and note 8 to support 5 CFR 351.202(d)(3)
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	All
Action / impact	Required review/update before release. Navigator: Passed to Kelly on 10/1.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
Clarification only	— (Update 112 row 2)	32-A-20	Updated instruction to "use Table 16-A to select the authority code and authority." in lieu of Table 16-C. Table 16-C does not exist.	HR Specialist	Could not be verified in the released Chapter 31 or Chapter 32 files — confirm with the release team.	NOT VERIFIED IN RELEASED FILES — confirm before relying on this entry.
Clarification only	OMB Circular Reference (Update 112 row 9)	31B-17	Updated link to OMB Circular A-76	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	OMB Circular Reference (Update 112 row 10)	31A-14	Updated link to OMB Circular A-76	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	OMB Circular	31A-17	Updated link to OMB	HR Specialist	Use the updated	Review for

	Reference (Update 112 row 11)		Circular A-76/Added to Navigator		hyperlink/reference in copied guidance.	awareness; update local copied text if applicable. Navigator: Done.
Clarification only	OMB Circular Reference (Update 112 row 12)	31A-18	Updated link to OMB Circular A-76/Added to Navigator	HR Specialist	Use the updated hyperlink/reference in copied guidance.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Remark edit (Update 112 row 14)	N59	updated remark to "eOPF/OPF retained by (Name and address of Office/Agency). adding "eOPF"	all	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Edit to remark text (Update 112 row 51)	31D - G30	Updated "late" to "later"	HR Specialist	Use the revised remark text going forward; update any locally copied remark language.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Table 31A - Note 1 (Update 112 row 61)	move to processing guidance vs table	Table 31A - Note 1	HR Specialist	No broader chapter workflow change; apply the cited text/table correction in the release copy.	Review for awareness; update local copied text if applicable. Navigator: Done.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
HR IT Systems Specialist	Update or verify table logic, remark-code selection, Navigator content, and any automated help text for affected rules.
Agency HR Policy Specialist	Update SOPs, local desk guides, and copied table references that still reflect September 2026 wording.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Payroll System Specialist	Review retirement, separation, and benefits-related remark updates that may affect downstream payroll or benefits interpretation.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 25: Chapter 31, Table 31B, Rule 31 (L2M) — Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
- Update 112 row 26: Chapter 31, Table 31B, Rule 32 (L4M) — Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
- Update 112 row 27: Chapter 31, Table 31B, Rule 37 (L2M) — Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
- Update 112 row 28: Chapter 31, Table 31B, Rule 38 (L4M) — Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
- Update 112 row 29: Chapter 31, Table 31B, Rule 43 (L5M) — Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
- Update 112 row 30: Chapter 31, Table 31B, Rule 44 (LXM) — Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
- Update 112 row 31: Chapter 31, Table 31B, Rule 49 (L6M) — Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
- Update 112 row 32: Chapter 31, Table 31B, Rule 50 (L8M) — Use Rule 31B-66 - ZLM - 5 CFR 11.5 - add required remark S48
- Update 112 row 60: Chapter 31, Rule 31B-71 — Add new LAC "PRD" and note 8 to support 5 CFR 351.202(d)(3)
- Update 112 row 2: Chapter 31, 32-A-20 — Updated instruction to "use Table 16-A to select the authority code and authority." in lieu of Table 16-C. Table 16-C does not exist.
- Update 112 row 9: Chapter 31, 31B-17 — Updated link to OMB Circular A-76
- Update 112 row 10: Chapter 31, 31A-14 — Updated link to OMB Circular A-76

- Update 112 row 11: Chapter 31, 31A-17 — Updated link to OMB Circular A-76/Added to Navigator
- Update 112 row 12: Chapter 31, 31A-18 — Updated link to OMB Circular A-76/Added to Navigator
- Update 112 row 14: Chapter 31, N59 — updated remark to "eOPF/OPF retained by (Name and address of Office/Agency). adding "eOPF"
- Update 112 row 51: Chapter 31, 31D - G30 — Updated "late" to "later"
- Update 112 row 61: Chapter 31, move to processing guidance vs table — Table 31A - Note 1

7. New-user quick guidance

- For Chapter 31, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- Follow the updated hyperlink the next time you reference that guidance.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Chapter 32: Corrections, Cancellations, Replacement, Newly Required, and Interim Relief Actions

1. At-a-glance chapter summary

Summary of major changes:

- Per Rule 32C-1, Remark C18 (Rule 32H-16) is to correct a remark, making no reference to the incorrect mark. Navigator edit to: Corrects "remark" to read: GPPA edit to: Corrects remark to read: (32H-16)
- edited tenure to "Tenure Code/Subgroup" (Rule 32A-9)
- Corrected the citation format in Remark A25 from "P.L 101-12" to "PL 101.12" for consistency with GPPA citation style. (Remark A25)
- Changed the Remark C18 example from "Corrects item (number) to read: ..." to "Corrects remark to read: ..." to match current usage. (Remark C18)

What did not change:

- Chapter 32 continues to cover Corrections, Cancellations, Replacement, Newly Required, and Interim Relief Actions under the established GPPA structure.
- The chapter remains table-driven: users must still select the correct NOAC/NOA, LAC, legal authority, and required remarks from the applicable table.
- General SF-52/SF-50 processing, approval, notification, filing, and distribution mechanics continue to rely on the GPPA processing framework and applicable agency procedures.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

No Critical change or Process change items are listed for this chapter in the Update 112 workbook. All chapter entries appear in Section 4.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
------	-------	----------	--------------	-----------------	-------------------------	--------

Clarification only	Remark (Update 112 row 35)	32H-16	Per Rule 32C-1, Remark C18 (Rule 32H-16) is to correct a remark, making no reference to the incorrect mark. Navigator edit to: Corrects "remark" to read: GPPA edit to: Corrects remark to read:	HR Specialist	No broader chapter workflow change; apply the cited text/table correction in the release copy.	Review for awareness; update local copied text if applicable. Navigator: Done.
Clarification only	Tenure Group Information (Update 112 row 56)	Rule 32A-9	edited tenure to "Tenure Code/Subgroup"	HR Specialist	Could not be verified in the released Chapter 32 file — confirm with the release team.	NOT VERIFIED IN RELEASED FILES — confirm before relying on this entry.
Clarification only	Tenure Group Information (Update 112 row 57)	Rule 32A-10	edited tenure to "Tenure Code/Subgroup"	HR Specialist	Could not be verified in the released Chapter 32 file — confirm with the release team.	NOT VERIFIED IN RELEASED FILES — confirm before relying on this entry.
Correction	Remark A25 citation	Remark A25	Corrected the citation format in Remark A25 from "P.L 101-12" to "PL 101.12" for consistency with GPPA citation style.	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.
Clarification only	Remark C18 example text	Remark C18	Changed the Remark C18 example from "Corrects item (number) to read: ..." to "Corrects remark to read: ..." to match current usage.	HR Specialist	Cosmetic/consistency fix; no workflow change.	Review for awareness; no action required.

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
Senior OPM Leadership	Review the release-level maintenance themes: required remark consistency, tenure-group structure updates, corrected references, and clean publication quality.

6. Expert-only quick reference

- Update 112 row 35: Chapter 32, 32H-16 — Per Rule 32C-1, Remark C18 (Rule 32H-16) is to correct a remark, making no reference to the incorrect mark. Navigator edit to: Corrects "remark" to read: GPPA edit to: Corrects remark to read:
- Update 112 row 56: Chapter 32, Rule 32A-9 — edited tenure to "Tenure Code/Subgroup"
- Update 112 row 57: Chapter 32, Rule 32A-10 — edited tenure to "Tenure Code/Subgroup"
- : Chapter 32, Remark A25 — Corrected the citation format in Remark A25 from "P.L 101-12" to "PL 101.12" for consistency with GPPA citation style.
- : Chapter 32, Remark C18 — Changed the Remark C18 example from "Corrects item (number) to read: ..." to "Corrects remark to read: ..." to match current usage.

7. New-user quick guidance

- For Chapter 32, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.

Glossary

1. At-a-glance chapter summary

Summary of major changes:

- Added new terms COMPETING EMPLOYEE, COMPETITIVE SERVICE TENURE GROUP, EXCEPTED SERVICE TENURE GROUP, MILITARY SPOUSE, NONCOMPETING EMPLOYEE, TRIAL PERIOD, and VETERANS' PREFERENCE SUBGROUP (RIF); rewrote TENURE GROUP, REDUCTION IN FORCE (RIF), RETENTION REGISTER, and PROBATIONARY PERIOD to align with the Chapter 26 tenure/subgroup rebuild; retitled PREFERENCE (VETERANS' PREFERENCE) to PREFERENCE (VETERANS' PREFERENCE IN HIRING). (Various)

What did not change:

- The Glossary continues to serve as the single reference point for GPPA term definitions.
- Terms not identified above are unchanged from the September 2026 release.

3. High-impact changes

Only Critical change and Process change items are listed in this section. Clarification, Moved, Removed, and Correction items are captured in Section 4.

High-impact change 1

Entry	High-impact change 1 (Update 112 row 58)
Change type	Process change
Location	Various
What changed	Added new terms COMPETING EMPLOYEE, COMPETITIVE SERVICE TENURE GROUP, EXCEPTED SERVICE TENURE GROUP, MILITARY SPOUSE, NONCOMPETING EMPLOYEE, TRIAL PERIOD, and VETERANS' PREFERENCE SUBGROUP (RIF); rewrote TENURE GROUP, REDUCTION IN FORCE (RIF), RETENTION REGISTER, and PROBATIONARY PERIOD to align with the Chapter 26 tenure/subgroup rebuild; retitled PREFERENCE (VETERANS' PREFERENCE) to PREFERENCE (VETERANS' PREFERENCE IN HIRING).
Why it changed	To apply the Update 112 release line item and keep the October 2026 GPPA tables, remarks, or references aligned with approved guidance.
Who is affected	all
Action / impact	Required review/update before release. Navigator: N/A.

4. Other changes

Instructions: Use this as the final record for the chapter release. Entries are listed in workbook order and include every non-high-impact Update 112 line item for this chapter, plus any additional findings from direct file comparison.

Type	Topic	Location	What changed	Who is affected	What this means for you	Action
None	No other changes	—	All Update 112 entries for this chapter are Critical or Process changes listed in Section 3.	—	—	—

5. Role-based impact summary

Role or audience	What to review in this release
HR Specialist	Review all Update 112 table, remark, note, and correction entries for the affected chapters; confirm revised text is used when processing actions.
HR IT Systems Specialist	Update or verify table logic, remark-code selection, Navigator content, and any automated help text for affected rules.
Agency HR Policy Specialist	Update SOPs, local desk guides, and copied table references that still reflect September 2026 wording.
Staffing Specialist	Review appointment, conversion, Schedule P/C, and position-action rule changes where they intersect with staffing workflows.
Senior OPM Leadership	Review the release-level maintenance themes: required remark

6. Expert-only quick reference

- Update 112 row 58: Glossary, Various — Added new terms COMPETING EMPLOYEE, COMPETITIVE SERVICE TENURE GROUP, EXCEPTED SERVICE TENURE GROUP, MILITARY SPOUSE, NONCOMPETING EMPLOYEE, TRIAL PERIOD, and VETERANS' PREFERENCE SUBGROUP (RIF); rewrote TENURE GROUP, REDUCTION IN FORCE (RIF), RETENTION REGISTER, and PROBATIONARY PERIOD to align with the Chapter 26 tenure/subgroup rebuild; retitled PREFERENCE (VETERANS' PREFERENCE) to PREFERENCE (VETERANS' PREFERENCE IN HIRING).

7. New-user quick guidance

- For the Glossary, start with the specific location/table cited in the Update 112 entry and apply only the targeted change shown.
- Use the rebuilt tenure/subgroup structure (Subgroup I/II) rather than the former three-subgroup model.
- For unchanged processing mechanics, continue using the chapter table and the GPPA processing framework as usual.