



# UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

Merit System  
Accountability and  
Compliance

April 26, 2023

Memorandum For Chief Human Capital Officers

From: Mark W. Lambert  
Associate Director

Subject: Political Appointees and Revised Requirement for Pre-appointment Review for STEM-Related Term Appointments

On December 1, 2022, OPM issued final regulations in the Federal Register at [87 FR 73623](#) that would allow agencies to make term appointments in certain Science, Technology, Engineering, and Mathematics-related (“STEM-related”) occupations for up to 10 years. This rule became effective January 3, 2023. Consistent with the updated regulations found in 5 CFR 316, OPM is amending its guidance on the types of appointment for which agencies must first seek OPM approval when the candidate selected for the position is a current or former political appointee.

This memorandum updates OPM’s most recent memorandum for Chief Human Capital Officers dated December 30, 2022, which describes our oversight role to safeguard merit system principles when a current or former political appointee is selected for a permanent non-political civil service position, including a time-limited appointment that allows for non-competitive conversion to a permanent appointment. It identifies the types of appointments that are subject to OPM pre-appointment review and approval. Effective immediately, and pursuant to our oversight authority under section 1104(b)(2) of title 5, United States Code (U.S.C.), OPM will review proposed selections of current or former political appointees for STEM-related term appointments up to 10 years, under 5 CFR 316, subpart C.

Please send requests to appoint, under 5 CFR 316, subpart C, current or former political appointees to term appointments up to 10 years in STEM-related occupations to [PoliticalConversions@opm.gov](mailto:PoliticalConversions@opm.gov), using the [checklists](#) located on the OPM website. If your agency has documents of large size to submit or system access is not possible, please contact us at the email address above and we will provide an alternate method for submitting the documents.

The [frequently asked questions](#) and answers on the OPM website provide additional details on OPM’s pre-appointment review process. If you have any questions or need further information about the requirements established by this memorandum, please contact Ana A. Mazzi, Principal Deputy Associate Director, Merit System Accountability and Compliance, at (202) 606-4309 or [Ana.Mazzi@opm.gov](mailto:Ana.Mazzi@opm.gov).

cc: Deputy Chief Human Capital Officers  
Human Resources Directors