



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

19 December 2024

Memorandum for Heads of Executive Departments, Independent Agencies, Inspectors General and the Council of the Inspectors General on Integrity and Efficiency

From: Robert H. Shriver, III
Acting Director

Subject: Governmentwide Moratorium on Senior Executive Service (SES) Qualifications Review Board (QRB) Cases – Presidential Election Year 2024

In accordance with [5 CFR 317.502\(d\)](#), the U.S. Office of Personnel Management (OPM) may suspend the processing of an agency's Senior Executive Service (SES) Qualifications Review Board (QRB) cases when the head of an agency leaves office or announces an intention to leave office, if the President has nominated a new agency head, or if there is a Presidential transition. This is done to ensure the incoming head of the agency will have the full opportunity to exercise their prerogative to make or approve executive resources decisions that will impact the agency's performance.

On December 18, 2024, President Joseph Biden requested letters of resignation from all non-termed presidential appointees by January 10, 2025. This was done to provide the maximum flexibility to the President-elect in assembling his administration. Accordingly, effective January 10, 2025, OPM is imposing a Governmentwide moratorium on all SES QRB cases. SES QRB cases submitted prior to the moratorium will continue to be processed.

While a QRB moratorium is intended to preserve the prerogatives of an incoming agency head, this must be balanced against the need to ensure the continuity of agency operations during such transitions. Therefore, OPM will consider requests for exceptions to the Governmentwide QRB moratorium on a case-by-case basis. Requests for exceptions should be signed by the agency head or the official who is designated to act in the agency head's absence and must specifically address the potential for adverse impact on national security, homeland security, or a critical agency mission, program, or function if a particular SES candidate is not immediately certified.

Please direct any questions or requests to: Nicole Wright, Deputy Associate Director, Executive Services and Workforce Development by email at Nicole.Wright@opm.gov or to Danielle Opalka, Manager, Policy and Special Programs by email at Danielle.Opalka@opm.gov.

cc: Deputy Chief Human Capital Officers, and Human Resources Directors

Attachment: QRB Moratorium Guidance