

Federal Civilian Hiring Freeze Guidance Pertaining to the PMF Program

BACKGROUND: On January 23, 2017, President Trump issued a [Presidential Memorandum](#) (PM) ordering a hiring freeze for Federal civilian employees across the board in the executive branch. On January 31, 2017, the Acting Directors of OMB and OPM issued a memorandum to Heads of Executive Departments and Agencies ([OMB M-17-18](#)) providing Federal Civilian Hiring Freeze Guidance.

PURPOSE: The purpose of this guidance is to inform the Finalists, Fellows, Agency PMF Coordinators, and other key program stakeholders about the impact of the hiring freeze on the PMF Program. The guidance states that the following, relevant hiring authorities are **exempt** from the hiring freeze:

1. Appointments made under the Pathways Internship and Presidential Management Fellows Programs (this does not include the Recent Graduates Program). Agencies should ensure that such hires understand the provisional nature of these appointments and that conversion is not guaranteed. (Exemption h)
2. Conversions in the ordinary course to the competitive service of current agency employees serving in positions with conversion authority, such as Veteran's Recruitment Act (VRA) and Pathways Programs. (Exemption i)

At the discretion of the hiring agency, Presidential Management Fellows who complete their program requirements and obtain favorable certification of completion may be converted non-competitively to a term or permanent appointment. This process is unchanged from the process followed before the Presidential Memorandum was issued. Fellows should seek any additional guidance from their Agency PMF Coordinator.

In addition, PMF Program requirements to complete at least one 4-6 month developmental assignment are NOT affected by the hiring freeze. Fellows may continue to complete at least one 4-6 month developmental assignment during the term of their fellowship. Short-term rotations are optional and at the discretion of the Fellow's supervisor or agency policy. Fellows participating in a rotational opportunity to another agency should consult with their Agency PMF Coordinator and the hosting agency's Coordinator for any changes in policies and procedures.

This guidance, along with any other updates, will be posted to the "News & Events" section on the PMF website at www.pmf.gov. Questions related to the hiring freeze **only** should be sent to HiringFreezeQuestions@opm.gov. A current list of Agency PMF Coordinators can be found here: <https://apply.pmf.gov/coordinators.aspx>.