



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

August 21, 2025

Memorandum

To: Heads of Bureaus and Offices
Bureau/Office Human Capital Officers

From: Jennifer Ackerman
Director, Office of Human Capital
Deputy Chief Human Capital Officer

Subject: Sunset of the Pathways Presidential Management Fellows (PMF) Program

On August 11, 2025, the U.S. Office of Personnel Management (OPM) published a [final rule](#) and [variation](#) to promptly terminate the Presidential Management Fellows (PMF) Program and facilitate the transition of current Fellows out of the program in accordance with [Executive Order 14217](#), *Commencing the Reduction of the Federal Bureaucracy*.

This memorandum is effective immediately and provides guidance regarding the sunset of the PMF Program. The changes apply to all Fellows currently employed within the U.S. Department of the Interior (Department).

Provisions of the new rule include:

- **Term Expiration.** The duration of the PMF Program is reduced from two years to one year.
 - Fellows who have not yet completed one year as of August 11, 2025 will have a new term expiration date of one year from their initial appointment date. Extensions past July 1, 2026 will not be permitted.
 - Fellows who have already completed one year as of August 11, 2025 will maintain their original term expiration date on the two-year anniversary of their initial appointment date, but no later than December 31, 2025. Extensions past December 31, 2025 will not be permitted.
 - All current Fellows must complete the revised program requirements and convert by their term expiration date, or else their appointment will expire, and they will be separated from Federal service.
 - PMF Coordinators may request an extension up to 120 days if a Fellow cannot be converted by their term expiration date, as revised by the variation.

- **Developmental and Training Requirements.** The developmental and training requirements have been removed. There is no minimum number of required training hours to qualify for conversion. OPM encourages agencies to provide a reduced assignment of 30-60 days and notify Fellows of appropriate training opportunities.
 - Current Fellows within the Department must complete one (1) reduced developmental assignment of 30-60 days and submit a narrative in their program completion package.
 - Current Fellows are no longer required to report on training hours. However, supervisors and PMF Coordinators should encourage the Fellow's participation in leadership development and relevant training opportunities to ensure the Fellow meets the qualifications of the target position.
- **Program Completion and Verification.** The requirement for the Executive Review Board (ERB) certification before conversion is waived. However, prior to conversion, each current Fellow must fully satisfy the requirements of the Program, as revised by the variation, and program completion must be verified.
 - Program completion must be verified by the Director, Office of Human Capital/Deputy Chief Human Capital Officer.
 - PMF Coordinators must submit the Fellow's package and verification memo for agency approval.

Bureau PMF Coordinator Responsibilities.

- Notify current Fellows and their supervisors of the revised program requirements.
- Notify the Agency PMF Coordinator when the Fellow has been converted or separated by their term expiration date.
- Use appropriate codes and remarks from the [OPM Guide to Processing Personnel Actions](#).

Questions regarding this guidance can be directed to pathways_pmf@ios.doi.gov.