

eOPF Agency Touchpoint

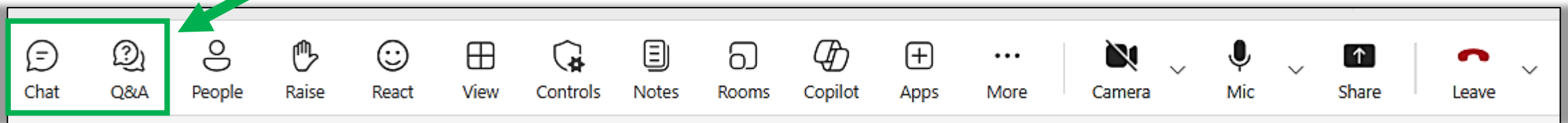
September 30, 2026

Welcome!



Meeting Guidelines

- If you cannot hear the presentation when it starts, leave the meeting and re-enter (this workaround typically fixes audio and video issues).
- Please stay muted during the presentation.
- Please hold questions until the end of the presentation.
- If you want to record your question in advance or anticipate leaving the meeting before the live Q/A, please submit your question via the **Q/A application**.
- If you do not have access to the **Q/A**, please type your question in **Chat**.
- We will post this PowerPoint deck and the Q/A to the eOPF Resource Center during the week following this meeting.



Agenda

- Welcome and Agenda Review – Christina Holcomb
- Opening Remarks – Michelle Earley
- APIs at eOPF – Clay Beasley
- Future Enhancements – Patrick Walsh
- Training Update – Jennifer Pusha-Brown
- Document Request Service – Ismael Ruiz
- Recordkeeping and eOPF system use reminders – Ismael Ruiz
- Reminder: Change to USAS transmissions to eOPF – Ismael Ruiz
- New Tenure Group Codes – Deannell Lewis
- Live Q/A

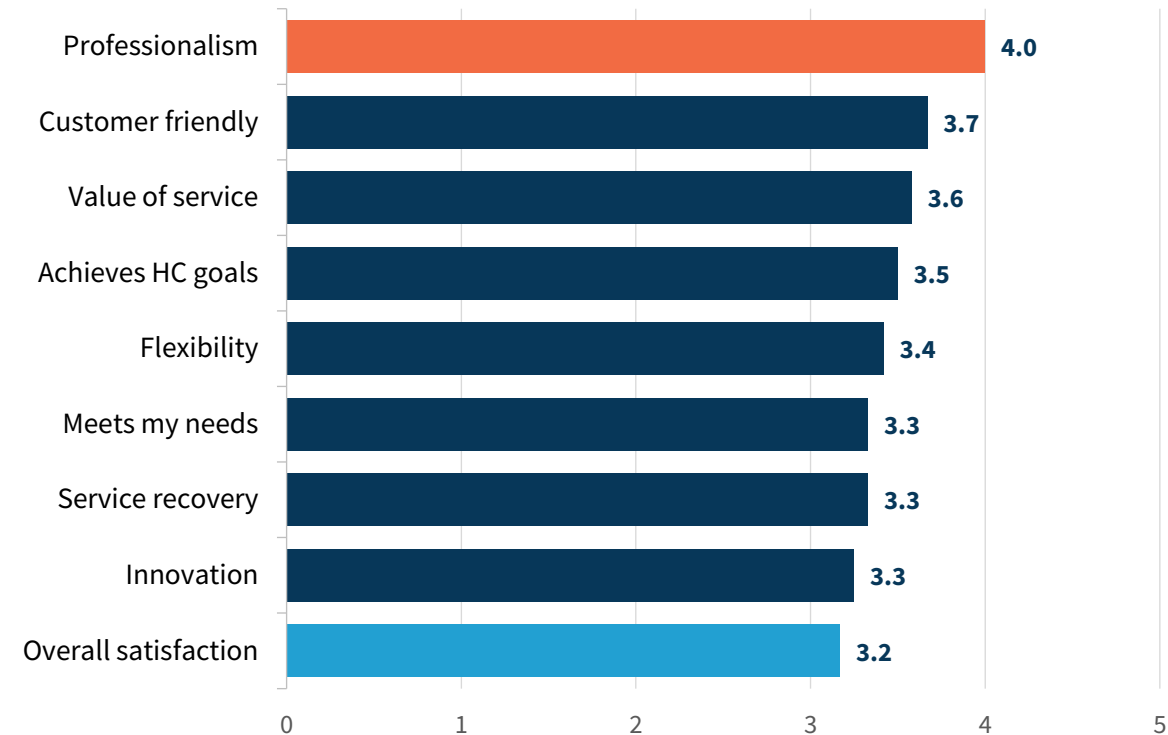
Opening Remarks

-Michelle Earley

Customer Pulse Check

Fall 2026 HRS CX Survey – eOPF

Average rating by dimension (1 = low, 5 = high) · 12 agency responses



Early Use Product (EUP) – Focus for last 18 months

- 1 Refined ICD requirements**
Adjusted the Interface Control Document so data feeds flow data and documents from providers into employee folders correctly.
- 2 Mass separation support**
Developed bulk upload processes and performance documentation re-indexing services.
- 3 New APIs**
Built new APIs to modernize the data ingestion process – the first external APIs available to data providers.

FY 2027 Focus
Improving how we manage the data and documents in the folders – including account creation and security access.

Integrating eOPF with Core HCM to ensure record management compliance.

APIs at eOPF

-Clay Beasley

New APIs – Improving Data Ingestion

eOPF will deliver three new APIs in October 2026, the first external APIs available to data providers. Each provides improved functionality over their data feed equivalent:

Employee Data Feed (EDF) | Forms Data Feed (FDF) | Index Data Feed (IDF)

What does this mean?

- Any new data integrations will be directed to the new APIs. No new integrations will use the existing data feeds after October 1, 2026.
- All existing data feeds integrations will remain in place.
- Data providers are *strongly encouraged* to review the APIs and consider options to switch to these interconnections.
 - ICDs and Intake Forms can be found in the Resource Center here: <https://eopfhelpdesk.opm.gov/hc/en-us/categories/46610852263315-APIs-and-Data-Feeds>

NOTE: We are *not* requiring migration to the new APIs at this point in time.

Future Enhancements

-Patrick Walsh

What is Changing

We are introducing several **future** enhancements:

1. Foreign National user accounts will be created and managed in eOPF.
2. Access Templates are being updated to use a new POID-based access structure.
3. Role and Access assignments are being redesigned to make access easier to configure and review.
4. Users with multiple employments will be able to switch between their available employment roles.

These changes provide more flexibility and visibility when managing user access while maintaining the existing role-based security model.

Future Capability: Foreign National Account Type

The application will support a dedicated Foreign National account type for individuals who need to perform HR support functions but do not have a Social Security Number or a personal eOPF folder.

What's new?

- Foreign National will be available as an account type during user creation.
- The system will automatically generate a unique pseudo-SSN for the user.
- Foreign National users will not have an employee folder in eOPF.
- Foreign National users will be subject to a default permission ceiling of HR Document Management.

Future Capability: Create Access Template Reconfigured

The **Create Access Template** experience is being updated so that templates use a new POID-based access structure. Any existing templates that were created with the current template creation process will be reconfigured to match the new look.

- For each POID you can select, you will have the following options:
 - **Full Access** - Grants access to everything under that POID.
 - **Note: 'Select All'** for Agency is no longer available and there will no longer be a need to separately select all Agency Subelements.
 - **Restricted** - Allows the template to define specific **Inclusions** and **Exclusions**. Restricted access can be based on Agency, Org Code, Activity Code and SSN.
- For additional POIDs, users will have the option to select “+ **Add POID**” and a new POID section will be created. This allows each POID to have its own independent access configuration.

Note: Assigning access/existing access will be reconfigured based on the new look as well.

Future Capability: Switch Between Multiple Employments

Users with multiple employments will have more control over their working context. With the enhancement, eligible users will be able to switch between their available employment contexts.

- The profile menu will display each available employment using **Role + Agency**
- When the user switches, eOPF will:
 - Refresh the application.
 - Change the active employment context.
 - Display the selected **Role + Agency** in the header.
 - Present functionality based on the selected employment's permissions.

•Who Can Switch Employments?

- Multiple-employment switching applies to eligible users who are **not PMO Admins or Agency Account Admins**. The selected employment becomes the user's active context.
- PMO Admins will not use the employment switch in the same way. Their administrative access provides the broader authorized scope.
- Employee View - The existing **Switch to Employee** functionality remains available to eligible users.

Training Updates

- Jennifer Pusha-Brown

eOPF Training Updates

- eOPF Training occurs quarterly. Next session will occur in January 2027.
- eOPF Guidance and training dates are located on eOPF Resource Center: <https://eopfhelpdesk.opm.gov/hc/en-us>
- Contact your Agency POC to register for eOPF Training. Agency POCs, please continue to email: eopftraining@opm.gov to register enrollees.
- Agency POC listing is located on the eOPF Resource Center: <https://eopfhelpdesk.opm.gov/hc/en-us/articles/46612946234643-Agency-POCs-and-Instances>
- Troubleshooting, please contact your Agency Admin. For further assistance please contact the eOPF Helpdesk: eopfhelpdesk@eopf.opm.gov.



eOPF Personnel Recordkeeping Training

Course Objectives:

- Describe the importance of accurate personnel recordkeeping
- Identify roles, responsibilities, and guiding documents related to personnel recordkeeping
- Learn the types of personnel folders (ex. Standard and Merged)
- Recognize documents that should and should not be included in the personnel file and whether they are filed temporarily or permanently
- Highlight policy and system resources to guide creation and maintenance of personnel folders



Topics:

- Document Request Service (DRS)
- PII Spillage in OPM eOPF system
- Personnel Records Management Policy Reminders
- USAS Transmission Changes

-Ismael Ruiz

Document Request Service (DRS)

- Primary purpose – Former Federal government employees
- Allows user to get a copy of their personnel records in the OPM eOPF without government issued equipment
- Limitation, only provides copy of the records in the OPM eOPF system
- Future enhancements planned for development
- User Guide and DRS one pager available in OPM eOPF Resource Center

eOPF PMO PII Spillage Resolution Procedures

- PII spillage incidents are cases in which a document or documents with PII for one data subject is in the eOPF for another data subject. This does result in unauthorized disclosure of PII.
- OPM eOPF PMO will refer any PII spillage incidents to the current custodian of record or the last employing agency to resolve the issue.
 - The incident will be referred to the agency eOPF POC, Privacy Officer, and CIO for resolution
- All eOPF user community members will be required to provide POC information for the agency Privacy Officer and Chief of Information Officer

Personnel Records Management Policy Reminders

- Ch 2 OPM GPR describes what agencies are required to do regarding requesting, combining, and reviewing the personnel records received from NPRC or from a previously employing agency.
- Ch 7 OPM GPR describes what agencies are required to do to prepare personnel records for transfer to requesting/gaining agency or transfer to NPRC.
 - This includes preparing records as part of mass transfer request
- Family Member eligibility verification documents. Except for certifications for foster child and/or common law marriage, these documents are not authorized for filing in the OPF/eOPF. Official OPM policy is described in BAL 21-202 dtd 04/15/2021, Section I, Item C.

OPM eOPF System Users' Reminders

- Until the issue of the auto-delete/auto-purge function in the OPM eOPF system has been resolved, agencies should delete all temporary records that are not clearly described as authorized for transfer prior to sending the personnel records to NPRC or to a requesting agency.
- HR View role and above, to maximize the chance of finding a person's folder in Employee Folder Search or a profile/account in Admin, only search by full SSN. Try to avoid mixing search criteria like name and POID

Reminder of Planned Changes to the Transmissions from USAS to OPM eOPF System

- Reduction to onboarding records authorized for transmission to OPM eOPF system will take effect in Oct 2026
 - Ref March 2026 OPM eOPF Touchpoint meeting for the list of records that will be authorized for transmission to the OPM eOPF system
- Built in 15-day delay to transmissions will take effect in Oct 2026
 - Across the board application to reduce or eliminate rejects and/or EOD documents populating in folders at NPRC or at other agencies.

New Tenure Group Codes

- Deannell Lewis

Implementation of Tenure Group Change

RULE CHANGE

Current tenure groups 1, 2, and 3 become competitive-service and excepted-service groups, each with Subgroups I and II.

HR LOB ROLE

01

Tenure Codes

Partner with WPI and EHRI to define the new tenure groups and corresponding codes.

02

GPPA Updates

Identify impacted chapters, tables, and processing guidance for required updates.

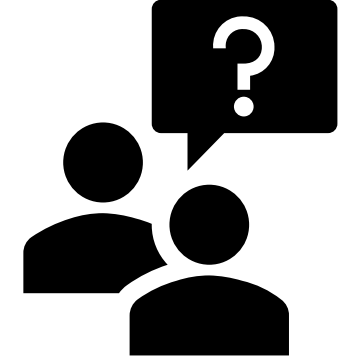
03

SF-50 Impact

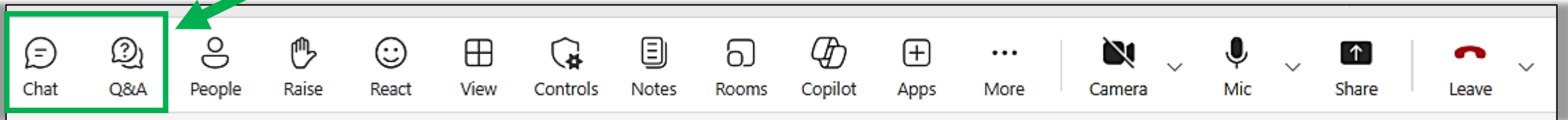
Assess how the revised tenure group structure should be reflected on the form.

Live Q/A

Q/A



- We will take as many live questions as possible.
- Please limit your questions to one out of consideration for other attendees who may have questions.
- If we cannot take your question before meeting end, please use the meeting **Q/A application** to submit your question.
- If you do not have access to the **Q/A**, please type your question in **Chat**.
- We will share out the answers to questions and post to the eOPF Resource Center as well.



Next Agency Touchpoint

Next Agency Touchpoint

Date: December 16, 2026

Time: 2:00 PM EST



Thank you!