



SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-1000

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MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Guidance on Implementation of Executive Order 14284, "Strengthening Probationary Periods in the Federal Service"

References: (a) Executive Order 14284, "Strengthening Probationary Periods in the Federal Service," April 24, 2025
(b) Acting Director, U.S. Office of Personnel Management Memorandum, "Initial Guidance on President Trump's Executive Order Strengthening Probationary Periods in the Federal Service," April 28, 2025

A dedicated, high-performing, and efficient civilian workforce is essential to the Department's success. Implementing Executive Order (EO) 14284 in accordance with references (a) and (b) will ensure that the Department only retains those individuals serving an initial probationary or trial period whose continued employment is in the public interest and contributes to improving mission outcomes. This effort reflects the Department's commitment to merit-based and mission-focused evaluation of individuals serving an initial probationary or trial period, as well as to operational excellence and maintaining public trust.

Authority is hereby delegated to the Secretaries of the Military Departments, Chairman of the Joint Chiefs of Staff, and all other DoD Component heads to designate certifying officials responsible for determining whether the continued employment of an individual serving an initial probationary or trial period advances the public interest and benefits the Federal service. Certifying officials must possess or obtain sufficient knowledge of the individual's performance and conduct to make an informed and objective decision. Unless and until otherwise directed by the DoD Component head concerned, the first senior official (i.e., member of the Senior Executive Service, general officer/flag officer, or equivalent) in the individual's chain of supervision may act as the certifying official. DoD Component heads may designate alternate certifying officials, at a level no lower than the individual's second-level supervisor when the designated official is better positioned to evaluate performance, conduct, and other criteria required by reference (a).

The Under Secretary of Defense for Personnel and Readiness will issue further implementing instructions consistent with references (a) and (b), which will apply to all individuals serving an initial probationary or trial period ending on July 23, 2025, or later.



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