# Congress of the United States

## House of Representatives

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM 2157 RAYBURN HOUSE OFFICE BUILDING

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February 3, 2025

The Honorable Donald J. Trump President The White House 1600 Pennsylvania Avenue N.W. Washington D.C. 20500

Dear President Trump:

We write to demand that you cease your purge of non-partisan, civil servants, including career professionals and independent government watchdogs, which will have catastrophic results for the American people who rely on our government for services and benefits. In what appears to be a rapid and sweeping attempt to expand presidential and executive branch power, you are attempting to politicize the federal workforce, weaponize career professionals in the Senior Executive Service (SES), freeze federal hiring and purge new employees, dismantle civil rights and diversity, equity, inclusion, and accessibility programs, and attempt to illegally remove independent inspectors general. To help determine the instances in which your Administration has violated the law or where the law should be amended to prevent abuses of power by the President or executive branch officials, we urge your immediate responsiveness to the detailed requests for information and documents included in this letter.

#### Politicization of the Federal Workforce

Your executive order (EO) titled, "Restoring Accountability to Policy-Influencing Positions within the Federal Government," would establish a new category of positions in the federal service "Schedule Policy/Career" positions that are stripped of current civil service protections. The EO proposes changes to the federal workforce that are similar to those proposed during your first Administration—referred to as "Schedule F"—that were met with widespread criticism for attempting to politicize the federal workforce. The new EO, similar to the EO instituting Schedule F, would purge more than 100,000 nonpartisan, civil servants and replace them with employees loyal to you. This is a drastic and deeply concerning departure from our current law, which requires civil servants to take an oath to "support and defend the Constitution of the United States against all enemies, foreign and domestic" *not* a President or a

<sup>&</sup>lt;sup>1</sup> The White House, *Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce* (Jan. 20, 2025) (online at www.whitehouse.gov/presidential-actions/2025/01/restoring-accountability-to-policy-influencing-positions-within-the-federal-workforce/).

<sup>&</sup>lt;sup>2</sup> The National Archives and Records Administration, *Executive Order on Creating Schedule F In the Excepted Service* (online at https://trumpwhitehouse.archives.gov/presidential-actions/executive-order-creating-schedule-f-excepted-service/) (accessed on Feb. 1, 2025).

political party.<sup>3</sup> In contrast, this EO states that "federal employees are required to faithfully implement administration policies to the best of their ability, consistent with their constitutional oath and the vesting of executive authority solely in the President. Failure to do so is grounds for dismissal."

Under the EO, Schedule Policy/Career positions are broadly defined to be positions determined by agency leadership to be of a "confidential, policy-determining, policy-making, and policy-advocating position" that "wield significant influence over Government operations and effectiveness." This includes positions "directly or indirectly supervising employees in Schedule Policy/Career; or duties that the Director [of OPM] otherwise indicates may be appropriate for inclusion in Schedule Policy/Career." The EO vests the Office of Personnel Management (OPM) director with broad discretion over what positions and, therefore, what employees would be reclassified and potentially stripped of civil service protections.

The sweeping scope of the new Schedule Policy/Career threatens to undermine the ability of civil servants to follow the law, science, and facts without fear of political retribution and could lead to a federal government filled with partisan loyalists rather than expert professionals. The changes implemented by this EO, compared to merit-based civil service systems, are strongly associated with lower government performance and greater corruption. <sup>6</sup>

#### Weaponizing the Senior Executive Service

The SES is a keystone of the federal civil service, ensuring capable management of federal agencies and lawful execution of the priorities of the administration.<sup>7</sup> The SES is intended to create a link between the politically appointed leadership of agencies and the career civil service.<sup>8</sup> Your recently issued memorandum titled "Restoring Accountability for Career Senior Executives" emphasizes that the SES "must serve at the pleasure of the President" and that the president retains the "power to remove subordinates." The memorandum also directs agencies to terminate existing Executive Resources Boards, which make qualification, hiring, and assignment determinations for SES, and institute new or interim boards. Under the memorandum, the new Executive Resources Boards would be composed with a majority of

<sup>&</sup>lt;sup>3</sup> 5 U.S.C. § 3331.

<sup>&</sup>lt;sup>4</sup> The White House, *Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce* (Jan. 20, 2025) (online at www.whitehouse.gov/presidential-actions/2025/01/restoring-accountability-to-policy-influencing-positions-within-the-federal-workforce/).

<sup>&</sup>lt;sup>5</sup> *Id*.

<sup>&</sup>lt;sup>6</sup> What Does the Evidence Tell Us About Merit Principles and Government Performance?, Public Administration (June 13, 2023) (online at https://onlinelibrary.wiley.com/doi/10.1111/padm.12945).

<sup>&</sup>lt;sup>7</sup> Office of Personnel Management, *Senior Executive Service* (online at www.opm.gov/policy-data-oversight/senior-executive-service/).

<sup>&</sup>lt;sup>8</sup> Congressional Research Service, *The Senior Executive Service: An Overview* (IF11743) (Jan. 28, 2021) (online at sgp.fas.org/crs/misc/IF11743.pdf).

<sup>&</sup>lt;sup>9</sup> The White House, *Restoring Accountability for Career Senior Executives* (Jan. 20, 2025) (online at www.whitehouse.gov/presidential-actions/2025/01/restoring-accountability-for-career-senior-executives/).

10 Id

senior *noncareer* officials, in other words political appointees, raising concerns that the selection and assignment of SES could be politicized.<sup>11</sup>

In light of reports about recent actions taken by the Trump Administration, the use of involuntary reassignment to punish or sideline SES employees is of particular concern. For example, career prosecutors and federal agents at the Department of Justice (DOJ) were involuntarily reassigned from components throughout DOJ—including the Criminal Division, the National Security Division, the Executive Office for Immigration Review, the Public Integrity Section, and the Federal Bureau of Investigation (FBI)—without regard to their professional merit and excellence. The use of and threat of reassignment that is already occurring—that will likely be exacerbated under reconstituted and politicized Executive Resources Boards—appears to be designed to chill dissenting senior executives from voicing concerns about policies and programs that could endanger the public. 14

Weaponizing and politicizing the SES through reassignment and related executive actions will only serve to reduce the pool of experienced and talented civil servants, discourage individuals from establishing a career in public service, and undermine the ability for our federal government to effectively and efficiently serve the American people.<sup>15</sup>

#### Freezing Federal Hiring and Purging New Employees

On January 20, 2025, you issued an executive order titled "Hiring Freeze" instituting a hiring freeze for all federal civilian employees and positions, preventing the creation of new positions nor filling vacant ones, across the federal government.<sup>16</sup>

OPM also issued a memorandum providing guidance to agencies regarding "Guidance on Probationary Periods, Administrative Leave and Details," which requires agencies to identify

<sup>12</sup> Trump Administration Moves Swiftly to Shake Up Top Career Justice Dept. Ranks, The New York Times (Jan. 27, 2025) (online at www.nytimes.com/2025/01/27/us/trump-justice-department-career-ranks.html).

<sup>11</sup> *Id*.

<sup>13</sup> Justice Dept. Removes Senior Career Officials From Key Positions, The Washington Post (Jan. 21, 2025) (online at www.washingtonpost.com/national-security/2025/01/21/justice-trump-removes-senior-staffers-national-security-criminal/); Career US Justice Department Official In Charge of Public Corruption Cases Resigns, Reuters (Jan. 27, 2025) (online at www.news.yahoo.com/news/career-us-justice-department-official-182427571.html); Letter from Ranking Member Gerald E. Connolly, House Committee on Oversight and Government Reform, and Ranking Member Jamie Raskin, House Committee on the Judiciary, to Acting U.S. Attorney General James R. McHenry III, U.S. Department of Justice (Jan. 28, 2025) (online at https://democrats-judiciary.house.gov/uploadedfiles/2025-01-28\_raskin\_connolly\_to\_mchenry\_doj\_civil\_servants.pdf).

<sup>&</sup>lt;sup>14</sup> What Federal Workers Need to Know About Trump's Executive Orders, Northern Virginia Magazine (Jan. 27, 2025) (online at www.northernvirginiamag.com/culture/news/2025/01/27/what-federal-workers-need-to-know-about-trumps-executive-orders/).

<sup>&</sup>lt;sup>15</sup> See *Trump's Moves to Upend Federal Bureaucracy Touch Off Fear and Confusion*, The New York Times (Jan. 25, 2025) (online at www.nytimes.com/2025/01/25/us/politics/trump-federal-workers.html); *America's Civil Service Must Remain Nonpartisan*, The Hill (Oct. 31, 2024) (online at thehill.com/opinion/campaign/4963245-americas-civil-service-must-remain-nonpartisan/).

<sup>&</sup>lt;sup>16</sup> The White House, Executive Order *Hiring Freeze* (Jan. 20, 2025) (online at www.whitehouse.gov/presidential-actions/2025/01/hiring-freeze/).

and submit to OPM a list of employees still within their probationary periods. <sup>17</sup> The memorandum notes that employees in their probationary period "can be terminated during that period without triggering appeal rights to the Merit System Protection Board (MSRB)." <sup>18</sup> The OPM guidance provides no indication that agencies should consider the merit or performance of employees in their probationary period when providing the list to OPM raising significant concerns that the Trump Administration is merely targeting federal employees who are easiest to terminate and without regard to whether the elimination of their positions would impact their agencies' ability to execute their missions or retain the best talent. <sup>19</sup>

Instituting a sweeping hiring freeze and purging our federal government of federal employees solely because they are serving in their probationary period could devastate our federal government's ability to effectively serve the American public. The Government Accountability Office—an independent nonpartisan watchdog—previously expressed concerns about the effects of hiring freezes during your first Administration, finding that they were ineffective, did not save money, and worsened existing workforce issues. Temporary hiring freezes that occurred during your first term led to increased workloads for roughly 58% of surveyed federal employees, and nearly 81% reported deteriorating morale at their agencies of employment. One outside group described the actions as "management by autopilot rather than a thoughtful choice about where we need more or perhaps fewer federal employees."

#### Dismantling Civil Rights and Attacking Diversity, Equity, Inclusion, and Accessibility

You have issued multiple executive orders seeking to dismantle civil rights programs, including diversity, equity, inclusion, and accessibility programs, across the federal government and extending into the private sector. On January 20, 2025, you issued an Executive Order (EO) titled "Ending Radical and Wasteful Government DEI Programs and Preferencing." The EO orders the Directors of OPM and the Office of Management and Budget (OMB) to terminate all federal diversity, equity, inclusion, and accessibility programs, policies, and positions. On January 21, 2025, you issued an EO titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity." The order instructs the Director of OMB to review and revise government

<sup>&</sup>lt;sup>17</sup> OPM Memorandum Re: Guidance on Probationary Periods, Administrative Leave and Details (Jan. 20, 2025) (online at www.opm.gov/media/yh3bv2fs/guidance-on-probationary-periods-administrative-leave-and-details-1-20-2025-final.pdf).

<sup>&</sup>lt;sup>18</sup> *Id*.

<sup>&</sup>lt;sup>19</sup> See How a Pair of Executive Orders and A Memo Could Fast Track the Civil Service's Politicization, Government Executive (Jan. 21, 2025) (online at www.govexec.com/workforce/2025/01/how-pair-executive-orders-and-memo-could-fast-track-civil-services-politicization/402389/).

<sup>&</sup>lt;sup>20</sup> See Trump Will Require Agency Plans to Slash Workforce As He Lays Out Hiring Freeze Details, Government Executive (Jan. 20, 2025) (online at www.govexec.com/workforce/2025/01/trump-will-require-agency-plans-slash-workforce-he-lays-out-hiring-freeze-details/402356/).

<sup>&</sup>lt;sup>21</sup> Employee Morale Declining Since Hiring Freeze, NTEU Members Say, Federal News Network (Mar. 1, 2017) (online at https://federalnewsnetwork.com/unions/2017/03/employee-morale-declining-since-hiring-freeze-nteu-members-say/).

<sup>&</sup>lt;sup>22</sup> Trump Will Require Agency Plans to Slash Workforce As He Lays Out Hiring Freeze Details, Government Executive (Jan. 20, 2025) (online at www.govexec.com/workforce/2025/01/trump-will-require-agency-plans-slash-workforce-he-lays-out-hiring-freeze-details/402356/).

<sup>&</sup>lt;sup>23</sup> Exec. Order No. 14151, 90 Fed. Reg. 8339.

processes; excise references to diversity, equity, inclusion, and accessibility principles from federal acquisition, contracting, grants, and financial assistance procedures; and terminate any mandates, requirements, programs, or activities that refer to diversity or equity. The EO also includes a section for dismantling diversity, equity, and inclusion programs in the private sector.

Following the issuance of the EOs, you also directed acting agency chiefs to send a series of form letters threatening "adverse consequences" for civil servants who do not report colleagues who continue to work on anything related to diversity, equity, and inclusion.<sup>25</sup> This directive creates a culture of retaliation and fear and seeks to institutionalize snitching in the federal government. Many federal employees view this directive as "an intimidation tactic."

You have also revoked several EOs that provided civil rights protections for federal employees and Americans across the country.<sup>27</sup> For example, you revoked EO 11246 of September 24, 1965, "Equal Employment Opportunity," a civil rights-era order that prohibited employment discrimination by federal contractors and remained in place under the last ten presidents.<sup>28</sup> The Democratic Commissioners of the Equal Employment Opportunity Commission (EEOC) issued a statement on January 22, 2025, condemning the overturning of EO 11246, stating, "this Administration has removed a source of protection against discrimination for the millions of Americans working for companies that receive federal dollars."<sup>29</sup> You then fired the Democratic Commissioners of the EEOC on January 27, 2025, an "extraordinary break from decades of legal precedent" that effectively kneecaps the EEOC by leaving them without a quorum.<sup>30</sup>

Your actions threaten the civil rights of the civil servants who you are supposed to protect. Diversity, equity, inclusion, and accessibility policies and civil rights laws open doors for people who have historically been overlooked and underrepresented. Dismantling the federal government's civil rights programs, including diversity, equity, inclusion, and accessibility programs, as your Administration has done, will starve the nation's largest employer of an effective workforce, compromise our government's ability to serve the American people, and undermine public trust in our government.<sup>31</sup>

<sup>&</sup>lt;sup>24</sup> Exec. Order No. 14173, 90 Fed. Reg. 8633.

<sup>&</sup>lt;sup>25</sup> Federal Workers Ordered to Report on Colleagues Over D.E.I. Crackdown, New York Times (Jan. 22, 2025) (online at www.nytimes.com/2025/01/22/us/politics/trump-order-discrimination-federal-hiring.html).

<sup>&</sup>lt;sup>26</sup> Trump Admin Orders Government Employees to Snitch on Secret Diversity Initiatives: 'We're Really Freaked Out', The Latin Times (Jan. 24, 2025) (online at www.latintimes.com/trump-admin-orders-government-employees-snitch-secret-diversity-initiatives-were-really-573384).

<sup>&</sup>lt;sup>27</sup> Exec. Order No. 14148, 90 Fed. Reg. 8237; Exec. Order No. 14173, 90 Fed. Reg. 8633.

<sup>&</sup>lt;sup>28</sup> Exec. Order No. 14173, 90 Fed. Reg. 8633; *Why LBJ Signed Executive Order 11246 That Trump Rescinded*, Reuters (Jan. 23, 2025) (online at www.reuters.com/world/us/why-president-johnson-signed-executive-order-1965-that-trump-rescinded-2025-01-23/).

<sup>&</sup>lt;sup>29</sup> Equal Employment Opportunity Commission, Statement of EEOC Commissioners Charlotte A. Burrows, Jocelyn Samuels, and Kalpana Kotagal on Trump Administration Recission of Executive Order 11246 (Jan. 22, 2025).

<sup>&</sup>lt;sup>30</sup> *Trump Moves to Fire Members of EEOC and NLRB, Breaking with Precedent*, Washington Post (Jan. 28, 2025) (online at www.washingtonpost.com/business/2025/01/28/trump-fire-eeoc-nlrb-board-members/).

<sup>&</sup>lt;sup>31</sup> *The Importance of Inclusivity in Government Agencies*, Government Executive (Aug. 9, 2024) (online at www.govexec.com/workforce/2024/08/importance-inclusivity-government-agencies/398609/).

### Attempted Termination of Independent Inspectors General

You recently attempted to terminate 18 independent inspectors general.<sup>32</sup> The Inspector General Act of 1978, amended in 2022 with broad bipartisan support, requires the President to notify Congress 30 days prior to removal of an inspector general and provide "substantive rationale, including detailed and case-specific reasons" for such removal.<sup>33</sup> You failed to provide the required notice and a legitimate rationale, as required by law.

Congress established Offices of Inspectors General to independently and objectively hold federal government agencies accountable.<sup>34</sup> Independent inspectors general protect Americans' investments in the federal government and root out waste, fraud and abuse. Congress, in overwhelmingly bipartisan recognition of the value of independent inspectors general to the American people and our democracy, enshrined requirements for legal removal of inspectors general designed to protect their work from political interference and intimidation. Your actions failed to satisfy the legal requirements for lawful removal.

Firing inspectors general without due cause is antithetical to good government, undermines the proper stewardship of taxpayer dollars, and provides cover for corrupt and fraudulent behavior. We urge you to withdraw your unlawful action.

#### Oversight Committee Democrats Requests for Information

The Committee has legislative jurisdiction over the "federal civil service, including intergovernmental personnel; and the status of officers and employees of the United States, including their compensation, classification, and retirement." The Committee also has legislative jurisdiction over the Inspector General Act of 1978.<sup>35</sup> Our investigation will inform potential legislative reforms to the federal civil service.

In light of our extensive and pressing concerns, we ask that the Acting Director of OPM, Charles Ezell, and the Acting Director of the OMB, Matthew J. Vaeth, provide the following information and documents no later than February 18, 2025:

- 1. A list, updated weekly for the duration of the 119th Congress, of all positions that have been reclassified into the new Schedule Policy/Career, including;
  - a. The titles and responsibilities of all reclassified positions;
  - b. The names of all affected employees; and
  - c. A justification for each reclassification.

<sup>&</sup>lt;sup>32</sup> Letter from Hannibal "Mike" Ware, Chairperson, Council of the Inspectors General on Integrity and Efficiency, to Sergio Gor, Director of Presidential Personnel, The White House (Jan. 24, 2025) (online at https://static.politico.com/b3/3e/5baf92224503a3cfa8edb460a1c2/cigie-letter-to-white-house-1-24-2025.pdf).

<sup>&</sup>lt;sup>33</sup> 5 U.S.C. § 403(b), as amended by the section 5202(a) of the *Securing Inspector General Independence Act of 2022* (Title LII, Subtitle A, of P.L. 117-263, 136 Stat. 2395, 3222).

<sup>&</sup>lt;sup>34</sup> Inspector General Act of 1978.

<sup>&</sup>lt;sup>35</sup> House rule X, clause (1) (n) (1); Inspector General Act of 1978.

- 2. Any internal memoranda or guidance on the implementation of the EO titled "Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce," including but not limited to:
  - a. Guidance provided to agency staff on the reclassification of positions;
  - b. Guidance provided to OPM staff on processing reclassification requests from agency staff;
  - c. Internal correspondence related to reclassification guidance or requests from agencies;
  - d. Internal correspondence, guidance, communications or other documentation related to the processing of reclassification requests from agencies;
  - e. Guidance from the Executive Office of the President, including the White House and OMB, or any other office or agency related to the additional reclassification of positions outside of those requested by agencies;
- 3. All correspondence or communications between the Executive Office of the President, OMB, OPM, or any other agency regarding the reclassification of positions into the new Schedule Policy/Career;
- 4. A list, updated weekly for the duration of the 119th Congress, of any individual in an SES position who has been removed or reassigned from their position, including;
  - a. The name of each affected SES appointee;
  - b. The number of years each appointee has worked for the federal government;
  - c. The respective titles, office locations, and responsibilities of each affected SES appointee;
  - d. The amount of notice given to each appointee before their removal or reassignment;
  - e. The date each employee was removed or reassigned; and
  - f. The reason provided to each appointee justifying the decision to remove or reassign them;
- 5. A detailed explanation of the scope, content, and implementation of the "SES Performance Plans" as required by the January 20, 2025, memorandum titled "Restoring Accountability for Career Senior Executives";
- 6. All correspondence or communications between the Executive Office of the President, OMB, OPM, or any other agency regarding plans for the assignment or reassignment of SES employees under the January 20, 2025, memorandum titled "Restoring Accountability for Career Senior Executives";
- 7. All draft or final policies or guidance regarding the assignment, reassignment, or removal of SES employees under the January 20, 2025, memorandum titled "Restoring Accountability for Career Senior Executives";

- 8. A detailed explanation of the criteria under which selection, hiring, and assignment of SES employees will be conducted by Employee Resources Boards;
- A detailed explanation of the criteria for selecting the composition of Employee Resources Boards, including any criteria for characteristics or qualifications of individual members of Employee Resources Boards;
- 10. All correspondence or communications from a federal agency to OPM that identify instances in which a federal agency has requested an exception to the hiring freeze order;
- 11. All documents or communications from a federal agency to OPM that identify or suggest that the hiring freeze has had or may have an adverse effect on the agency's operations or mission;
- 12. All documents or communication that identify the purpose(s) for which OPM has instructed agencies, per the January 20, 2025, memorandum regarding "Guidance on Probationary Periods, Administrative Leave and Details," to identify all federal employees on probationary periods, and specify the use(s) and/or any decision(s) that OPM has made or intends to make on the basis of that information;
- 13. A copy of all reports or lists provided to OPM that identify employees on probationary periods, who have served less than a year in a competitive service appointment, or who have served less than two years in an excepted service appointment;
- 14. OPM and OMB's definition of "DEI and DEIA";
- 15. All documents, communications, information, and assessments justifying how efforts to remove all references to DEI and DEIA principles "from federal acquisition, contracting, grants, and financial assistance procedures," pursuant to Section 3(c) of EO titled "Ending Illegal Discrimination and Restoring Merit-Based Opportunity," will "improve speed and efficiency, [and] lower costs";
- 16. All correspondence or communication related to actions, guidance, policies, protocols, rulemaking, and enforcement requirements meant to strengthen protections against discrimination and promote equal employment principles for all federal employees and contractors;
- 17. All agency lists provided to the Directors of OPM and OMB pursuant to Section 2(b) (ii) of EO titled "Ending Radical and Wasteful Government DEI Programs and Preferencing";

- 18. All written agency plans to execute "a reduction-in-force (RIF) action regarding the employees who work in a DEIA office," pursuant to the January 21, 2025, OPM Initial Guidance Regarding DEIA Executive Orders; <sup>36</sup>
- 19. A complete list of diversity, equity, inclusion, and accessibility offices, and complete list of all diversity, equity, inclusion, and accessibility-related agency contracts as of November 5, 2024, pursuant to the January 21, 2025, OPM Initial Guidance Regarding DEIA Executive Orders;<sup>37</sup>
- 20. All communications, actions, guidance, policies, rulemaking, and enforcement requirements that ensure implementation of the EOs listed in this letter complies with disability antidiscrimination laws, including the Americans with Disabilities Act and Section 504 of the Rehabilitation Act; and
- 21. At the time it is final, the report to be submitted to the Assistant to the President for Domestic Policy, including the strategic enforcement plan, pursuant Section 4(b) of EO titled, "Ending Illegal Discrimination and Restoring Merit-Based Opportunity";
- 22. All documents or communications between the Executive Office of the President, OMB, OPM, or any other agency or Office of Inspector General regarding the removal or termination of agency inspectors general, including whether or not to notify Congress as legally required; and
- 23. All documents and communications between OMB or OPM and Elon Musk, any member, official, or non-official representative of the Trump Campaign, Trump Transition Team, or Trump Administration regarding the removal or termination of agency inspectors general, including whether or not to notify Congress as legally required.

The Committee on Oversight and Government Reform is the principal oversight committee of the House of Representatives and has broad authority to investigate "any matter" at "any time" under House Rule X. If you have any questions regarding this request, please contact our office at (202) 225-5051.

#### Sincerely,

<sup>&</sup>lt;sup>36</sup> See Memorandum from Acting Director Charles Ezell, Office of Personnel Management to Heads and Acting Heads of Departments and Agencies, *Guidance Regarding RIFs of DEIA Offices* (Jan. 24, 2025) (online at www.opm.gov/media/1x2bf5uf/guidance-regarding-rifs-of-deia-offices-1-24-2025-final.pdf); Memorandum from Acting Director Charles Ezell, Office of Personnel Management, to Heads and Acting Heads of Departments and Agencies, *Initial Guidance Regarding DEIA Executive Orders* (Jan. 21, 2025) (online at www.chcoc.gov/sites/default/files/OPM%20Memo%20re%20Initial%20Guidance%20Regarding%20DEIA%20Executive%20Orders%201%2021-2025%20FINAL.pdf).

<sup>&</sup>lt;sup>37</sup> Memorandum from Acting Director Charles Ezell, Office of Personnel Management, to Heads and Acting Heads of Departments and Agencies, *Initial Guidance Regarding DEIA Executive Orders* (Jan. 21, 2025) (online at www.chcoc.gov/sites/default/files/OPM%20Memo%20re%20Initial%20Guidance%20Regarding %20DEIA%20Executive%20Orders%201%2021-2025%20FINAL.pdf).

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Dave Min

Member of Congress

Ayanna Pressley

Member of Congress

Rashida Tlaib

Member of Congress

cc: The Honorable James Comer, Chairman

Chuck Ezell, Acting Director, Office of Personnel Management

Matthew J. Vaeth, Acting Director, Office of Management and Budget