

Congress of the United States
Washington, DC 20510

July 15, 2026

President Donald J. Trump
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Dear President Trump,

We are writing today to oppose the Administration's continued efforts to undermine and politicize the federal workforce, and request additional information regarding the reclassification of positions pursuant to the June 3, 2026, Executive Order, *Implementing Schedule Policy/Career in the Excepted Service*.¹

The federal workforce comprises roughly two million employees who serve the American public every day. These dedicated federal employees work tirelessly to provide services and resources to countless communities across the nation. They play a vital role in safeguarding the public by ensuring safe air travel, enforcing building codes, protecting the food supply, monitoring and researching diseases, and protecting against national security threats – all roles that are inherently nonpartisan. These federal employees are best able to fulfill these duties without fear of the politicization of their positions. We are concerned that the thousands of positions and federal employees who were reclassified through Schedule Policy/Career (Schedule P/C) will face political pressures that undermine the integrity of their critical work and be subjected to greater threats of termination without just cause or due process. All of this will greatly weaken the nonpartisan nature of the civil service.

We have a nonpartisan civil service for a reason. The Pendleton Civil Service Act of 1883 (Pendleton Act) requires that federal jobs be awarded based on merit, not political loyalty, and makes it unlawful to fire or demote covered employees for political reasons. Its purpose was to end the corruption and inefficiency of the "spoils system," under which government jobs were handed out in exchange for political loyalty. Since the Pendleton Act was signed into law it has

¹ The White House, Executive Order, "Implementing Schedule Policy/Career in the Excepted Service", June 3, 2026, <https://www.whitehouse.gov/presidential-actions/2026/06/implementing-schedule-policy-career-in-the-excepted-service/>.

served as the foundation that governs the civil service and supports nonpartisan federal employees' ability to serve the best interests of the American people. Schedule P/C directly undermines this effort by removing critical protections for the civil service.

Under Schedule P/C, thousands of positions, identified by individual agencies determined as “policy-determining, policymaking, or policy-advocating”, were converted to a new schedule within the excepted service pursuant to the June 3, 2026, Executive Order, *Implementing Schedule Policy/Career in the Excepted Service*. The employees in these roles, many of whom do completely apolitical work in fields like HR and procurement, instantly lost their job protections, making them easier to fire and replace with political loyalists. Should individuals in these positions try to blow the whistle on waste, fraud, or corruption, they no longer can report it through the independent Office of Special Counsel. Instead, they would have to report through their own agency, making them targets for retaliation the moment they expose any wrongdoing by the administration.

This policy change opens the door for corruption and inefficiency in government, the likes of which we have not seen since before passage of the Pendleton Act. When the people tasked with carrying out the law can be fired for telling the truth, waste goes unreported, bad actors go unchecked, it's the American people who will suffer as a result. The lack of transparency into the Schedule P/C process compounds our concerns about the intent and impact of the policy. To date only an appendix listing the agencies, position titles and corresponding position description codes that were reclassified to Schedule P/C has been made public. But that appendix does not include the exact total number of positions affected, how many employees are affected within each position, the seniority levels of the different positions, or their governmentwide occupational series numbers, leaving the public and Congress without a clear understanding of the exact extent to which the federal workforce is being politicized.

Given our strong disagreement with Schedule P/C, we request the following information to shed additional light on the factors considered in implementing this policy and the impact it may have on the American people.

- 1) How many positions were reclassified pursuant to the Schedule Policy/Career to the June 3, 2026, Executive Order, *Implementing Schedule Policy/Career in the Excepted Service*?
- 2) Within the departments, agencies, and offices that were included in the June 3, 2026, Executive Order, *Implementing Schedule Policy/Career in the Excepted Service*, please include information on the following,
 - a. Please provide the total number of reclassified federal employees in addition to the number of federal employees reclassified within each identified occupation series and grade level, broken down by agency and sub-office.
 - b. Please provide an aggregated breakdown of reclassified federal employees by veterans' preference status, bargaining unit status, race, gender, disability status, age band, and probationary tenure status.

- c. Please note of the reclassified positions, which were previously subject to a reduction in force or staffing losses.
- 3) What criteria were used to determine which positions were considered “policy-determining, policymaking or policy-advocating”? Was this criteria uniform across federal agencies?
 - a. Please provide copies of each agency submission, petition, justification, certification, position review, or written explanation used to determine that the position is “confidential, policy-determining, policymaking, or policy advocating.”
- 4) Did all Schedule P/C submitted proposals get approved and included in the June 3, 2026, Executive Order, *Implementing Schedule Policy/Career in the Excepted Service*? If not, what criteria led to the rejection or partial approval of some proposals from departments, agencies and offices?
- 5) What metrics will the Administration use to assess the success or failure of Schedule P/C? How does the Administration anticipate these reclassifications will affect agencies’ ability to recruit and retain federal employees and maintain workforce morale?
- 6) What is the estimated total cost to implement Schedule P/C, including administrative, personnel, training, and compliance-related expenses? Was a cost/benefit analysis conducted on the impacts of potential increases in employee turnover, loss of institutional knowledge, and potential legal challenges? If so, please provide the findings.
- 7) Does the Administration intend to reclassify additional positions into Schedule P/C? If so, when do you anticipate doing so, and approximately how many additional positions and federal employees will be affected? Does the Administration have a minimum target number of positions for reclassification into Schedule P/C or any other factors that would influence the Administration’s decisions to reclassify positions?
- 8) Schedule P/C is currently being litigated in the courts. Should the courts determine Schedule P/C is unlawful or impermissible, will the Administration commit to fully and timely complying with any resulting judicial orders and rulings? Does the Administration intend to pause removals, performance actions, conversions, or additional reclassification while litigation is pending?
- 9) Some reclassified positions sit within the Merit Systems Protection Board and Office of Special Counsel and other independent bodies established by Congress. What criteria justified the inclusion of these bodies into this effort and what steps are being taken to ensure such reclassifications do not compromise the independence of these entities?
- 10) How many reclassified federal employees are responsible for conducting nonpartisan activities like conducting research and providing analysis on scientific, health, technical, engineering, or other specialized subject-matter issues? How many reclassified federal employees are responsible for work related to national security?
- 11) How do these reclassifications impact pending Schedule P/C proceedings and complaints with the Merit Systems Protection Board and other adjudication bodies?

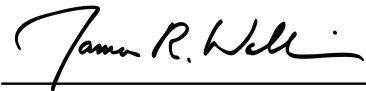
12) What specific steps are being taken to ensure that civil servants whose positions are reclassified as Schedule P/C and who must file whistleblower complaints with their own agency are shielded from political retaliation?

We believe answers to these questions are imperative to ensure our civil service can operate in the best interest of the American people. As such we would appreciate a prompt response to the above questions and submission of related guidance to the June 3, 2026, Executive Order by July 31, 2026.

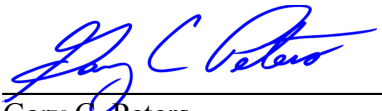
Sincerely,



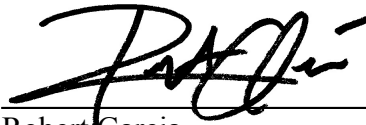
Tim Kaine
United States Senator



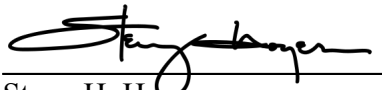
James R. Walkinshaw
Member of Congress



Gary C. Peters
United States Senator
Ranking Member, Committee
on Homeland Security and
Governmental Affairs



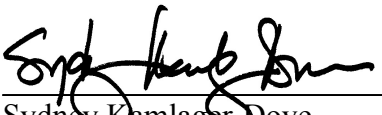
Robert Garcia
Ranking Member
Committee on Oversight and
Government Reform



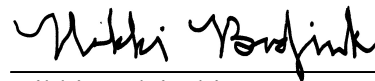
Steny H. Hoyer
Member of Congress



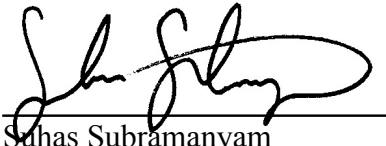
Eleanor Holmes Norton
Member of Congress



Sydney Kamlager-Dove
Member of Congress



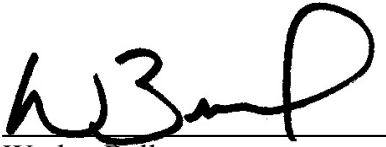
Nikki Budzinski
Member of Congress



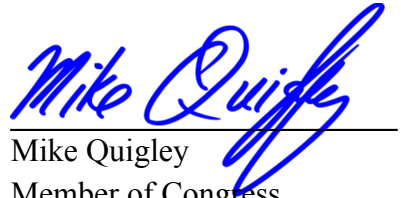
Suhas Subramanyam
Member of Congress



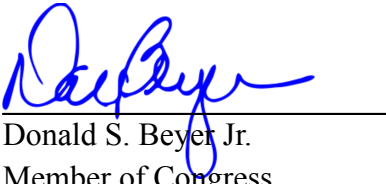
Dan Goldman
Member of Congress



Wesley Bell
Member of Congress



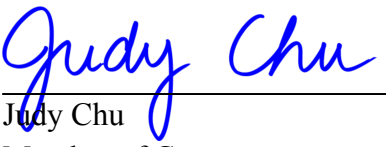
Mike Quigley
Member of Congress



Donald S. Beyer Jr.
Member of Congress



Chris Van Hollen
United States Senator



Judy Chu
Member of Congress



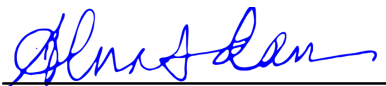
Rashida Tlaib
Member of Congress



Angela D. Alsobrooks
United States Senator



Val Hoyle
Member of Congress



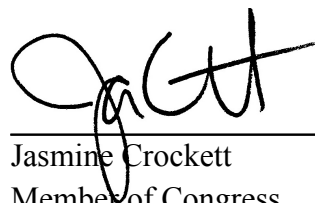
Alma S. Adams, Ph.D.
Member of Congress



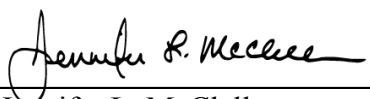
John W. Mannion
Member of Congress



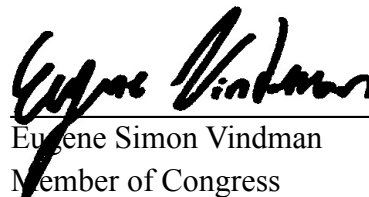
Madeleine Dean
Member of Congress



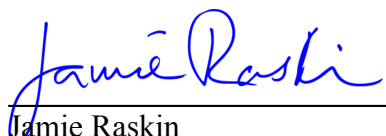
Jasmine Crockett
Member of Congress



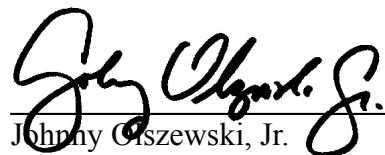
Jennifer L. McClellan
Member of Congress



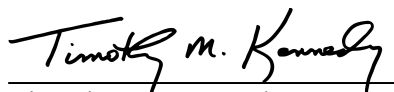
Eugene Simon Vindman
Member of Congress



Jamie Raskin
Member of Congress



Johnny Oiszewski, Jr.
Member of Congress



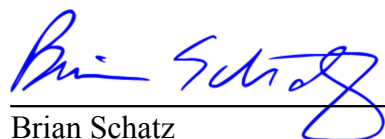
Timothy M. Kennedy
Member of Congress



Pramila Jayapal
Member of Congress



Elizabeth Warren
United States Senator



Brian Schatz
United States Senator



Adam B. Schiff
United States Senator



Mark R. Warner
United States Senator



Kirsten Gillibrand
United States Senator



Mazie K. Hirono
United States Senator



Robert C. "Bobby" Scott
Member of Congress



Cory A. Booker
United States Senator



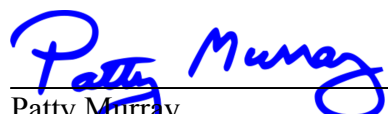
Adenita S. Grijalva
Member of Congress



Maggie Goodlander
Member of Congress



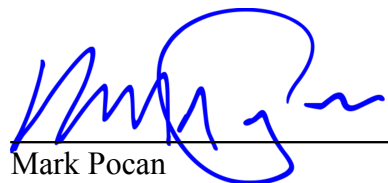
Chellie Pingree
Member of Congress



Patty Murray
United States Senator



Susie Lee
Member of Congress



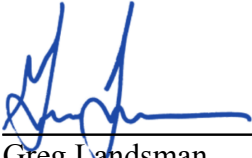
Mark Pocan
Member of Congress



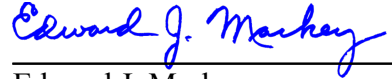
Alex Padilla
United States Senator



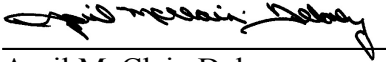
Andy Kim
United States Senator



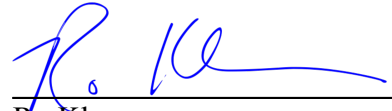
Greg Landsman
Member of Congress



Edward J. Markey
United States Senator



April McClain Delaney
Member of Congress



Ro Khanna
Member of Congress



Zoe Lofgren
Member of Congress



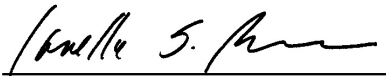
Richard Blumenthal
United States Senator



Bernard Sanders
United States Senator



Dave Min
Member of Congress



Janelle S. Bynum
Member of Congress

CC:

Office of Personnel Management