SHIMP FOR PRESIDENT 2028

DRAFT EXECUTIVE ORDER

FEDERAL EXECUTIVE BRANCH HIRING FREEZE AND LAWFUL WORKFORCE MANAGEMENT

Presidential Day-One Management Policy Draft

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Independent Candidate for President - 2028

ACCOUNTABILITY | INTEGRITY | RULE OF LAW

This draft establishes a temporary executive-branch civilian hiring freeze beginning January 20, 2029 and ending automatically January 1, 2030, while requiring all workforce reductions and personnel actions to comply with federal civil-service law, veterans' preference, merit-system principles, prohibited-personnel-practice protections, collective-bargaining obligations, and other applicable law.

EXECUTIVE ORDER

FEDERAL EXECUTIVE BRANCH HIRING FREEZE AND LAWFUL WORKFORCE MANAGEMENT

By the authority vested in me as President by the Constitution and the laws of the United States of America, including my authority to supervise the executive branch, it is hereby ordered as follows:

Section 1. Purpose and Policy.

It is the policy of my Administration to control growth in the Federal civilian workforce, improve efficiency, eliminate unnecessary vacancies and duplicative functions, and ensure responsible stewardship of public funds. Every action under this order shall be undertaken through lawful personnel procedures and shall respect statutory employment protections, merit-system principles, veterans' preference, due process, and other rights established by law.

Sec. 2. Government-Wide Hiring Freeze.

Effective at 12:00 noon Eastern Standard Time on January 20, 2029, no vacant civilian position in an executive department or agency shall be filled and no new civilian position shall be created, except as expressly permitted by this order or implementing guidance consistent with law. Agencies shall not evade this freeze by using contracting, temporary appointments, details, reclassification, or other mechanisms principally to perform work that otherwise would have been performed by a frozen position, except where lawful and justified by mission necessity.

Sec. 3. Duration.

The hiring freeze shall remain in effect through December 31, 2029. Unless extended or modified by subsequent Presidential action consistent with law, the freeze shall expire automatically at 12:00 a.m. Eastern Standard Time on January 1, 2030.

Sec. 4. Covered Executive Departments.

The freeze applies to the Departments of Agriculture, Commerce, Defense, Education, Energy, Health and Human Services, Homeland Security, Housing and Urban Development, the Interior, Justice, Labor, State, Transportation, the Treasury, and Veterans Affairs, and to other executive agencies and offices to the extent permitted by law.

Sec. 5. Lawful Exceptions.

The Director of the Office of Management and Budget, in consultation with the Director of the Office of Personnel Management and appropriate agency heads, may authorize narrowly tailored exceptions where required by statute or necessary for national security, military readiness, public safety, law enforcement, border security, emergency response, cybersecurity, protection of life or property, direct patient medical care, veterans' medical care, aviation or transportation safety, nuclear safety, or other critical functions. No exception shall be broader than necessary.

Sec. 6. Workforce-Reduction Plans.

Within 60 days, each Secretary and executive agency head shall submit to the Director of OMB and the Director of OPM a lawful workforce-management plan identifying unnecessary vacancies, duplicative or obsolete functions, opportunities for attrition, organizational consolidation, voluntary separation incentives where authorized, voluntary early retirement where authorized, and reductions in force where necessary and lawful. No numerical or dollar savings target is established by this order.

Sec. 7. Reductions in Force and Adverse Actions.

Any reduction in force, removal, furlough, reassignment, or other adverse personnel action undertaken in connection with this order shall comply with applicable statutes and regulations, including lawful competitive-area and competitive-level rules, retention standing, tenure, veterans' preference, performance considerations where authorized, notice requirements, appeal rights, and due-process protections. No employee shall be removed merely to avoid legally required procedures.

Sec. 8. Merit System and Prohibited Personnel Practices.

Agency heads shall comply with merit-system principles and shall not take personnel action based on prohibited discrimination, protected whistleblowing, lawful political affiliation or activity, protected speech, retaliation, or another basis prohibited by federal law. Nothing in this order authorizes patronage dismissals or political retaliation against career employees.

Sec. 9. Veterans and Service Members.

Nothing in this order diminishes veterans' preference, Uniformed Services Employment and Reemployment Rights Act protections, or any other employment protection provided to veterans, members of the Armed Forces, reservists, or National Guard members by law.

Sec. 10. Collective Bargaining and Employee Agreements.

Agencies shall satisfy bargaining, consultation, notice, and other obligations imposed by applicable federal labor-management statutes and valid collective-bargaining agreements. Nothing in this order authorizes an agency to disregard a binding legal obligation.

Sec. 11. Voluntary Separation and Retirement Authorities.

Agency heads may use voluntary separation incentive payments, voluntary early retirement authority, and other separation or retirement tools only when authorized by statute, regulation, appropriation, and applicable OPM or OMB requirements. This order does not create new severance, retirement, or payment authority.

Sec. 12. Statutorily Required Functions and Positions.

No agency shall abolish or disable a function that Congress has required by law merely because of this order. Agency heads shall identify statutory staffing or operational requirements and shall request an exception or use other lawful management measures where necessary to continue required functions.

Sec. 13. Contractors.

Agencies shall not replace frozen Federal civilian positions with personal-services contracts or other contracts in violation of procurement, appropriations, or personnel law. Legitimate contracts necessary to perform authorized missions may continue or be awarded in accordance with law and applicable acquisition requirements.

Sec. 14. OMB and OPM Implementation.

Within 15 days, OMB and OPM shall issue implementing guidance consistent with this order and applicable law. Guidance shall establish procedures for exceptions, reporting, vacancy controls, workforce plans, and verification that personnel actions are being taken through lawful mechanisms.

Sec. 15. Accountability and Reporting.

Each agency head shall maintain records sufficient to demonstrate compliance. OMB and OPM shall provide the President quarterly reports concerning vacancies left unfilled, exceptions granted, attrition, workforce reductions, voluntary separations, and material legal or operational issues arising under this order.

Sec. 16. No Impairment of Independent Legal Authority.

Nothing in this order shall be construed to exercise authority over personnel decisions that the Constitution or an Act of Congress lawfully commits to an independent official in a manner that is not subject to Presidential direction. Application to independent establishments and other entities shall be only to the maximum extent permitted by law.

Sec. 17. General Provisions.

Nothing in this order shall be construed to impair authority granted by law to an executive department or agency or its head; affect the functions of OMB relating to budgetary, administrative, or legislative proposals; or authorize action inconsistent with applicable law or available appropriations. This order creates no right or benefit enforceable at law or in equity against the United States, its departments, agencies, officers, employees, agents, or any other person.

THE WHITE HOUSE,

January 20, 2029