



SHIMP FOR PRESIDENT 2028

ACCOUNTABILITY • INTEGRITY • RULE OF LAW

PROPOSED EXECUTIVE ORDER NO. 3

FEDERAL WORKFORCE ACCOUNTABILITY AND PERFORMANCE INITIATIVE

By the authority vested in me as President by the Constitution and the laws of the United States of America, including title 5 of the United States Code, it is hereby ordered as follows:

Section 1. Purpose and Policy.

The Federal workforce shall be organized and managed to provide effective, efficient, lawful, and accountable service to the American public. Excellence shall be recognized, unacceptable performance shall be addressed promptly and fairly, unnecessary administrative layers and persistent vacancies shall be reviewed, and taxpayer resources shall be directed toward positions and functions that materially advance agency missions.

Sec. 2. Government-Wide Workforce Review.

Within 90 days, the head of each executive department and agency shall submit to the Director of the Office of Personnel Management (OPM) and the Director of the Office of Management and Budget (OMB) a workforce assessment identifying mission-critical positions, persistent vacancies, duplicative administrative functions, supervisory structures, temporary positions, contractor-supported functions, hard-to-fill occupations, and positions that may be suitable for consolidation, reassignment, attrition, or elimination consistent with law.

Sec. 3. Objective Performance Standards.

Agencies shall maintain performance appraisal systems consistent with 5 U.S.C. chapter 43 and applicable regulations. Performance standards shall, to the maximum extent feasible, be objective, job-related, communicated to employees, and tied to measurable responsibilities and agency mission. Employees shall not be rated or disciplined on the basis of political affiliation, protected activity, personal favoritism, or criteria unrelated to their official duties.

Sec. 4. Accountability for Unacceptable Performance.

Managers shall address documented unacceptable performance without unnecessary delay. Where chapter 43 applies, agencies shall provide employees the opportunity to demonstrate acceptable performance and the notice, response, representation, and decision procedures required by law before a reduction in grade or removal. Nothing in this order eliminates statutory appeal, grievance, whistleblower, veterans' preference, anti-discrimination, or due-process protections.

Sec. 5. Management Accountability.

Supervisors and managers shall be evaluated on their ability to establish clear expectations, document performance accurately, recognize high performance, address poor performance, prevent prohibited personnel practices, responsibly manage staffing, and use taxpayer resources efficiently. Failure by management to perform these responsibilities may itself be considered in appropriate performance reviews consistent with law.

Sec. 6. Vacancies and Organizational Layers.

Agencies shall review positions that have remained vacant for extended periods and organizational structures containing unnecessary supervisory or administrative layers. OMB and OPM shall develop criteria for determining when vacant positions should be retained, restructured, consolidated, or eliminated from future staffing plans, while protecting positions necessary for national security, public safety, law enforcement, veterans' services, benefit administration, and other statutory missions.

Sec. 7. Recognition and Retention of High Performers.

Agencies shall use lawful performance-management authorities to recognize and retain employees whose work materially improves service, efficiency, productivity, quality, public safety, financial stewardship, or mission outcomes. Workforce reduction efforts shall not be administered in a manner that intentionally rewards poor performance or disregards documented high performance where governing law permits performance to be considered.

Sec. 8. Training and Supervisor Responsibility.

OPM shall develop or update government-wide guidance for supervisors on establishing lawful performance standards, documenting deficiencies, providing useful feedback, administering performance-improvement procedures, taking appropriate adverse or performance-based actions, and protecting employee rights. Agencies shall ensure that managers responsible for personnel actions receive appropriate training.

Sec. 9. Misconduct and Prohibited Personnel Practices.

Nothing in this order alters the separate legal standards governing misconduct or adverse actions. Agencies shall address misconduct through applicable statutory and regulatory procedures and shall comply with 5 U.S.C. § 2302 and other laws prohibiting retaliation, discrimination, coercion, nepotism, political discrimination, and other prohibited personnel practices.

Sec. 10. Workforce Costs and Deficit Reduction.

Within 180 days, OMB and OPM shall provide the President an assessment of recurring savings that could result from lawful consolidation of duplicative functions, attrition, elimination of unnecessary vacancies, reduced administrative overhead, and improved workforce deployment. Verified savings shall be separately identified for consideration under the Federal Deficit Reduction and Government Efficiency Initiative.

Sec. 11. No Arbitrary Across-the-Board Removal.

Nothing in this order shall be construed to require dismissal of employees solely to meet a numerical workforce target. Personnel actions shall be based on lawful organizational decisions, documented performance or conduct where applicable, statutory authorities, and mission requirements.

Sec. 12. Implementation.

Within 120 days, OPM, in consultation with OMB and agency heads, shall issue implementation guidance consistent with title 5 and applicable regulations. Any regulatory changes required to implement this order shall be pursued through procedures required by law.

Sec. 13. General Provisions.

(a) Nothing in this order shall impair authority granted by law to an executive department or agency, OPM, the Merit Systems Protection Board, the Office of Special Counsel, an Inspector General, or OMB.

(b) This order shall be implemented consistent with applicable law, collective-bargaining obligations, merit-system principles, prohibited-personnel-practice protections, and the availability of appropriations.

(c) This order does not create any right or benefit, substantive or procedural, enforceable at law or in equity against the United States, its departments, agencies, officers, employees, agents, or any other person.

Date: _____

Signature: _____