

Administration of Donald J. Trump, 2025

Memorandum on Ensuring Accountability and Prioritizing Public Safety in Federal Hiring

July 7, 2025

Memorandum for the Heads of Executive Departments and Agencies

Subject: Ensuring Accountability and Prioritizing Public Safety in Federal Hiring

By the authority vested in me as President by the Constitution and the laws of the United States of America, the following policy shall govern the hiring of Federal civilian employees within the Executive Branch through October 15, 2025: no Federal civilian position that is presently vacant may be filled, and no new position may be created, except as otherwise provided for in this memorandum or required by applicable law. In addition, any hiring shall be consistent with the Merit Hiring Plan that was issued by the Office of Personnel Management (OPM) on May 29, 2025, pursuant to Executive Order 14170 of January 20, 2025 (Reforming the Federal Hiring Process and Restoring Merit to Government Service).

Except as provided below, this policy applies to all executive departments and agencies (agencies) regardless of their sources of operational and programmatic funding.

This memorandum does not apply to military personnel of the Armed Forces or to positions related to immigration enforcement, national security, or public safety, and does not apply to the Executive Office of the President or the components thereof. Positions that fall within these categories do not require review by OPM. Moreover, nothing in this memorandum shall adversely impact the provision of Social Security, Medicare, or veterans' healthcare or benefits. In addition, the Director of OPM may continue to grant exemptions from this policy where those exemptions are otherwise necessary. Further, the following process shall apply to (1) each executive department and (2) each independent establishment authorized by OPM to use the process: hires that have been approved in writing by the executive department or independent establishment head, the executive department or independent establishment chief of staff, or an officer appointed by the President may proceed one business day after such official has transmitted a copy of such approval to OPM. Exemptions previously granted by OPM shall remain in effect unless withdrawn by OPM. For the purposes of this memorandum, the term "executive department" means a department listed in section 101 of title 5, United States Code, and "independent establishment" has the meaning given that term in section 104(1) of title 5, United States Code.

Contracting outside the Federal Government to circumvent the intent of this memorandum is prohibited.

In carrying out this memorandum, the heads of agencies shall seek efficient use of existing personnel and funds to improve public services and the delivery of those services. Accordingly, this memorandum does not prohibit making staff reallocations or reassignments to meet the highest priority needs, maintain essential services, and protect national security, homeland security, and public safety.

This memorandum does not restrict the nomination and appointment of officials to positions requiring Presidential appointment or Senate confirmation; the appointment of officials to non-career positions in the Senior Executive Service or to Schedule A or C positions in the Excepted Service; the appointment of officials through temporary organization hiring authority pursuant to section 3161 of title 5, United States Code; or the appointment of any other non-career employees or officials if approved by the head of an agency appointed by the President or another official

appointed by the President. Moreover, it does not limit the hiring of personnel where such a limit would conflict with applicable law.

This memorandum does not abrogate any collective bargaining agreement in effect on the date of this memorandum.

DONALD J. TRUMP

NOTE: An original was not available for verification of the content of this memorandum.

Categories: Communications to Federal Agencies : Federal hiring, efforts to ensure accountability and prioritize public safety, memorandum.

Subjects: Federal Government recruitment and retention practices, improvement efforts; Government accountability and transparency, strengthening efforts; Medicare and Medicaid programs; Office of Personnel Management; Social Security program; Veterans benefits; Veterans, health and medical care.

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