

## Trump Administration Federal Workforce Reforms

The Trump administration has implemented a multitude of policies focused on reducing the size of the federal bureaucracy and restoring accountability and efficiency.

Most recently, the Trump administration issued an Executive Order (EO) titled [Implementing The President's "Department of Government Efficiency \(DOGE\)" Workforce Optimization Initiative](#).

This EO requires federal agency leadership to coordinate with DOGE on "data-driven" plans to reduce the size of the federal government through improving efficiency and attrition. These plans are supposed to take effect following the conclusion of the [90 day hiring freeze](#) announced by the Trump administration on January 20<sup>th</sup>.

The EO requires agencies not to hire more than one new employee for every four departing employees. The EO also requires agency heads to prepare large-scale [reductions in force](#) (RIFs), which should prioritize the reduction of offices that perform functions beyond what is required by existing statute, diversity, equity, and inclusion (DEI) initiatives, and operations that the Trump administration suspends or closes. The EO exempts employees in law enforcement or roles that are critical to national security.

Prior to this EO, the Trump administration:

- Implemented a [90-day hiring freeze](#),
- Required a return to [in-person work for federal employees](#),
- Instituted [reforms to reclassify career senior executive employees](#),
- Offered federal employees "deferred resignation," which would pay departing employees for 8 months and was accepted by roughly [75,000 federal employees](#).

### Background:

- Optimizing the federal workforce has been attempted by previous Republican and Democrat administrations.
  - In 1993, former President Bill Clinton issued [EO 12389](#), which required a reduction of 100,000 federal positions.
  - Similarly, former President Clinton [launched](#) the "National Performance Review" where he [stated](#), "Our goal is to make the entire Federal Government both less expensive and more efficient, and to change the culture of our national bureaucracy away from complacency and entitlement toward initiative and empowerment. We intend to redesign, to reinvent, to reinvigorate the entire National Government." This report included 380 reforms to reorganize and downsize government.
- A fact sheet on President Trump's federal workforce reforms from The White House can be found [here](#).