

Brief to Congress on Schedule F (Jan 2025)

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“Schedule F is corruption. You are either for corruption or against corruption. You cannot be against corruption and supportive of Schedule F.”

Potential Impacts of Implementing Schedule F Hiring Authority:

1. Unlimited Political Appointments

Current law limits political appointees in the Executive Branch to approximately 4,000 under Schedule C. Schedule F would remove this cap, enabling unlimited appointments. This will cost taxpayers billions annually in unnecessary political salaries.

2. Permanent Political Appointees

Political appointees are currently limited to temporary roles tied to a presidential administration. Schedule F would make these appointees permanent, allowing them to remain regardless of changes in political leadership.

3. Unaccountable Political Operatives

By law, political appointees are not subject to oversight, discipline, or performance evaluations by career civil servants. Schedule F would embed these unsupervised individuals in the Executive Branch, enabling them to pursue unchecked personal or political agendas, including actions that could benefit third parties or foreign adversaries.

4. Erosion of Civil Service Integrity, if Not the Civil Service Itself

Schedule F threatens civil servants' independence and protection. Professional employees could be reclassified as political appointees, stripping them of legal safeguards against retaliation. This reclassification could discourage reporting of fraud, waste, abuse, or unethical practices, undermining oversight, transparency, and accountability within the government.

Saving the Civil Service Act (S. 399 / H.R. 1002 – 118th)

1. Prohibits New Excepted Schedules

This legislation effectively bans the creation of new Excepted Service schedules, such as Schedule F, by restricting the Excepted Service to the existing Schedules A through E, as defined in the Code of Federal Regulations (CFR).

2. Requires Employee Consent for Status Changes

Employees must provide written consent before being reassigned to a different status or schedule, whether within the Excepted Service or between the Competitive and Excepted Services.

3. Restricts Competitive-to-Excepted Service Transfers

Agencies are limited to transferring no more than 1% of employees from the Competitive Service into the Excepted Service during a four-year presidential term. Additionally, employees must agree to any such transfers.

Note: Current Excepted Hiring Authorities: Schedule A (disabilities and temporary positions), Schedule B (professional exempt from competitive exams), Schedule C (political appointees -limited to 4000 hires), Schedule D (special hiring authorities like Pathways), Schedule E (ALJs).

Potential Impacts of Schedule F, if Enacted:

- **Erosion of Lessons Learned**
Enacting Schedule F risks undoing over 150 years of progress in combating corruption, favoritism, and harmful practices that foster fraud, waste, abuse, and managerial incompetence.
- **Suppressed Reporting of Corruption**
Professional civil servants would lose vital legal protections that allow them to report or act against fraud, abuse of power, and unethical or illegal activities without fear of retaliation.
- **Unchecked Corruption**
Without internal accountability, political overreach and corruption within the Executive Branch could go unchallenged, leading to a significant loss of transparency and oversight.
- **Mission Degradation**
Agency efficiency and effectiveness would decline as programs falter, undermining their ability to serve the public.
- **Unaccountable Political Operatives**
Unlimited, unsupervised political appointees under Schedules C and F could act without meaningful oversight, creating opportunities for corruption and potential misuse by bad actors, including foreign adversaries.
- **Wasted Taxpayer Dollars**
Billions in taxpayer funds would be squandered on unjustified salaries and benefits for political appointees with no accountability.
- **Disabled Oversight and Enforcement**
Protections against political interference would vanish, enabling unchecked halts to programs, selective enforcement of laws, violations of procurement rules, and disregard for congressional mandates. Public and congressional oversight would be severely weakened.
- **Strained International Alliances**
U.S. intelligence and diplomacy would face diminished trust and reliability, risking partnerships, intelligence-sharing, and international standing while increasing security threats to Americans.
- **A Threat to American Democracy**
Schedule F represents a concentrated effort to dismantle civil service protections, consolidate political power through corruption, and undermine the foundations of democracy.