February 22, 2019

The Honorable Elijah E. Cummings  
Chairman, Oversight and Reform Committee  
2471 Rayburn House Office Building  
Washington, D.C. 20515  

Dear Chairman Cummings:

The National Coalition for Equity in Public Service (NCEPS) opposes the implementation of Proposal #11"Reorganizing the U.S. Office of Personnel Management of the Trump Administration Reform and Reorganization Plan: Discussion of 35 “Government-Wide” Proposals. This proposal is scheduled to be implemented March of this year. As leaders of six national non-profit organizations that promote the participation and advancement of minority and women managers as well as employees in the Federal Government, we are writing in the strongest possible terms that the Office of Personnel Management remains an independent agency.

It is NCEPS’ position that this proposed reorganization of the Office of Personnel Management would abolish the merit system and return to a spoils system which would allow a political party to have control of the federal workforce. Currently, political appointments are handled under the excepted service as Schedule C appointments that last for the duration of that political party’s term in office. In addition, due to concerns of Schedule C employees being converted to career position without competing, restrictions were placed on Schedule C appointees in 2010, as outlined in the merit system process. Based on this concern, conversions require advance approval from OPM. The Government Accountability Office periodically conducts audits to ensure conversions are not negatively impacting career employees.

NCEPS’ national coalition of affinity organizations includes Blacks In Government (BIG); Federally Employed Women (FEW); Federal Asian Pacific American Council (FAPAC); Society of American Indian Government Employees (SAIGE); National IMAGE, Inc.; and FEDQ. As advocates for the employment and general welfare of government employees, we stand united in our request for you to not implement the reorganization of the Office of Personnel Management.
Honorable and Respectfully,

Dr. Doris Sartor
National President
Blacks In Government, Inc. (BIG)

Ms. Olivia Adrian
President
Federal Asian Pacific American Council (FAPAC)

Ms. Veronica Vasquez
CEO and President
National Image Inc.

Ms. Karen Rainey
National President
Federally Employed Women (FEW)

Ms. Fredericka Joseph
Chair
Society of American Indian Government Employees (SAIGE)

Mr. Matthew B. Murphy
President
FedQ