Office of Personnel Management (OPM)

Timeline of Attacks

- **January 20, 2025:** Amanda Scales, a former employee of Musk's xAI, was appointed as Chief of Staff at OPM.
- **January 21, 2025:** OPM issued a memo to the heads of executive branch departments and agencies directing them to close all offices dedicated to Diversity, Equity and Inclusion and place all such employees on administrative leave.
- **January 22, 2025:** DOGE Agent Greg Hogan was installed as Chief Information Officer of OPM. Hogan previously worked at a semi-autonomous driving technology startup backed by Andreessen Horowitz.
- **January 28, 2025:** OPM sent out a government-wide "Fork in the Road" email offering deferred resignations. The government-wide email system was managed by DOGE Agent Riccardo Biasini, a former employee of several Musk-owned companies.
- **February 6, 2025:** DOGE agents gained access to OPM's vast records of personally identifiable information of millions of federal employees.
- **February 13, 2025:** As agencies across the government began mass termination efforts against probationary employees, OPM reportedly suggested to the Energy Department that they cite "performance reasons" as the reason for termination, even when employees had demonstrably strong records during the probationary period. OPM also terminated its own probationary employees.
- **February 18, 2025:** CNN reported that OPM terminated members of its communications staff, privacy team, and employees processing Freedom of Information Act requests.
- **February 22, 2025:** OPM sent a government-wide email demanding employees respond with 5 bullet points detailing what they accomplished in the past week. Musk said that failure to respond would be considered a resignation. The email sparked confusion across the government since it was sent over the weekend and some departments told their staff not to respond.
- **February 24, 2025:** OPM clarified that responding to the email was not mandatory, but Musk contradicted the agency, saying that failure to respond would result in termination.
- **February 26, 2025:** In a joint memo with the Office of Management and Budget, OPM directed executive branch agencies to submit reduction in force plans (RIF)by March 13, 2025.
  - Reduction in force actions are the process through which agencies layoff, demote, or furlough federal employees.
- **February 28, 2025:** OPM sent a second "What did you do last week?" email to federal employees.

- **November 21, 2025:** *Government Executive* [reported](#) on a draft OPM rule that would remove protections for federal employees during reduction in force processes.
- **November 23, 2025:** OPM Director Scott Kupor [said](#) the "principles of DOGE remain alive and well" and will be institutionalized by OPM.

Impacts on Capacity

DOGE gutted key OPM offices that served to protect the privacy of the personal information of federal employees. DOGE also [fired](#) people within OPM's FOIA office, further slowing an already sclerotic system for the public to gain insight to the inner workings of the administration.

Material Harms

While the biggest direct harm was to the safety and privacy of federal employees, the material harms emanating from DOGE cuts at any agency can be traced back to the Office of Personnel Management. OPM served as a central hub for DOGE efforts to degrade the quality of life for federal employees, [issuing emails and memos](#) that created confusion throughout the federal workforce and subjected them to excessive scrutiny over their work. OPM's deferred resignation program alone led to the loss of hundreds of thousands of federal employees, causing the public sector to lose an untold amount of institutional knowledge and capacity to deliver services to the American people.

The stress and confusion DOGE imposed on federal workers could not have been beneficial to their performance professionally, even as it is to the credit of the federal workforce that there are not widespread stories of failure amidst the intentional affliction of (in Russell Vought's words) "trauma" upon them.

Notable Names

Ousted Leadership

- **Erica Roach:** Former Chief Financial Officer at OPM who [resigned](#) after being told to develop plans to cut 70% of her staff.
- **Melvin Brown:** Former Deputy Chief Information Officer at OPM who briefly [served](#) as CIO before being replaced by DOGE Agent Greg Hogan. Brown then served as a Deputy Executive Director before leaving the agency in March.

DOGE Agents

- **Greg Hogan**
- **Amanda Scales**
- **Riccardo Biasini**
- **Noah Peters**

- **Anthony Armstrong**
- **Stephen Duarte**
- **Christina Hanna**
- **Bryanne-Michelle Mlodzianowski**
- **Mike Gonzalez**
- **Yat Choi**
- **Andrew Vilcsak**
- **Jamie Sullivan**