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SEA Statement on Presidential Proposal Affecting Career Federal Workforce: A Call for Collaboration, Respect for Rule of Law, and a Strong Effective Civil Service

WASHINGTON, DC – Today, Marcus Hill, President of the Senior Executives Association (SEA)—representing the interests of over 8,000 career federal executives in the Senior Executive Service (SES), Senior Level (SL), Scientific and Professional (ST) and equivalent positions and other senior career federal leaders, - released the following statement in response to President Donald J. Trump’s [announcement](#) of a New Federal Employee Category “Schedule Policy/Career” to Enhance Accountability and issuance of related [proposed regulations](#):

“The integrity and effectiveness of our nation’s federal workforce rely on a professional, nonpartisan civil service. Any effort that risks undermining this precedent must be carefully examined. Career civil servants are the backbone of government continuity and stability and are essential to serving American interests. Federal employees swear an Oath of Office to uphold and defend the Constitution and also have responsibility to advise on and implement priorities of the President. Career federal employee job protections were enshrined in law (Civil Service Reform Act of 1978) by a near-unanimous bipartisan Congressional majority in the wake of Executive power abuses by the Nixon administration. Congress approved federal employee job protections not to avoid accountability to the President, but to ensure taxpayer services will be delivered effectively and efficiently to all Americans and without regard for partisan affiliation.”

“SEA shares the Trump Administration’s view that federal performance management and accountability systems must be strengthened. This is an area SEA closely worked with the first Trump administration on and SEA has advocated for changes in Congress for decades. SEA urges the Trump Administration to engage with SEA to assist us in better understanding its vision and role for career civil servants. SEA is ready, willing and able to offer the perspectives, experiences and talents of seasoned, career senior executives to modernize a civil service system that best serves United States citizens.”

“Career civil servants play a critical role in delivering government programs and services. SEA also recommends Congressional action. Bipartisan efforts such as introducing the Saving the Civil Service Act and oversight of Executive actions to reshape the federal civil service are promising steps. SEA’s overall [policy agenda](#) and [Senior Executive Service](#) (SES) specific agendas also offer policy remedies for long-standing federal workforce management challenges, particularly around performance and accountability.”

“SEA is reviewing OPM’s proposed rule for Schedule P/C, including the provisions covering the SES, as part of our consideration of public comments and additional actions the association will take.”

Prior SEA Statements on Schedule F and related policies:

- [Creation of Schedule F in the Excepted Service Dangerously Erodes the Merit Based Civil Service to Advance Political Propaganda, October 22, 2020](#)
- [SEA Applauds President Biden’s Reversal of Trump Era Workforce Executive Order, January 23, 2021](#)
- [Senior Executives Association comments on OPM proposed rule, “Upholding Civil Service Protections and Merit System Principles,” November 15, 2023](#)
- [SEA Statement on Trump Orders on Federal Workforce, SES - January 22, 2025](#)

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The Senior Executives Association (SEA) is a professional association representing Senior Executive Service members and other career Federal leaders. Founded in 1980, SEA’s goals are to improve the efficiency, effectiveness, and productivity of the Federal government; to advance the professionalism and advocate the interests of career Federal executives; and to enhance public recognition of their contributions.

For more information, visit www.seniorexecs.org.