

Background – Historic Focus on Static Employee Numbers

- GSA Lease Footprint
 - 7500 Leases / 150 million rentable square feet
 - ~3200 leases in non-firm term
 - Termination rights with 90 / 120 days notice
- Freeze the Footprint / Reduce the Footprint
 - Obama / Trump 1 / Biden
 - Focus on under-utilized property
- OMB Memo (August 16, 2024)
 - Goal of 60% utilization using a 150 RSF / person benchmark
 - Applies to all Federal Executive Branch Agencies
- USE It Act
 - Statutory requirements for monitoring utilization based upon a 150 RSF / person benchmark and reporting to GAO and Congress
 - Underutilized space must be given up

Trump Administration – Transition to Personnel-Focused Approach

- Return to Office (January 20, 2025)
 - “Heads of all departments and agencies in the executive branch of Government shall, as soon as practicable, take all necessary steps to terminate remote work arrangements and require employees to return to work in-person at their respective duty stations on a full-time basis, provided that the department and agency heads shall make exemptions they deem necessary.”
- “Fork in the Road” / Deferred Resignation Email (January 28, 2025)
 - “If you resign under this program, you will retain all pay and benefits regardless of your daily workload and will be exempted from all applicable in-person work requirements until September 30, 2025 (or earlier if you choose to accelerate your resignation for any reason).”
- Implementing The President’s “Department of Government Efficiency” Workforce Optimization Initiative (February 11, 2025)
 - “Agency Heads shall promptly undertake preparations to initiate large-scale reductions in force (RIFs), consistent with applicable law, and to separate from Federal service temporary employees and reemployed annuitants working in areas that will likely be subject to the RIFs.”

Trump Administration – Transition to Personnel-Focused Approach

- OMB / OPM Guidance on Agency RIF and Reorganization Plans (February 26, 2025)
 - Requirement that “no later than March 13, 2025, agencies develop Agency Reorganization Plans.”
 - Principles to inform Agency RIF and Reorganization Plans (“ARRP”):
 - A significant reduction in the number of full-time equivalent (FTE) positions by eliminating positions that are not required;
 - A reduced real property footprint; and
 - Reduced budget topline.
 - “Pursuant to the President’s direction, agencies should focus on the maximum elimination of functions that are not statutorily mandated while driving the highest-quality, most efficient delivery of their statutorily-required functions.”

Trump Administration – Transition to Personnel-Focused Approach

- Executive Orders --CONTINUING THE REDUCTION OF THE FEDERAL BUREAUCRACY(March 14, 2025)
 - “...non-statutory components and functions of the following governmental entities shall be eliminated to the maximum extent consistent with applicable law, and such entities shall reduce the performance of their statutory functions and associated personnel to the minimum presence and function required by law.”
 - (i) the Federal Mediation and Conciliation Service;
 - (ii) the United States Agency for Global Media;
 - (iii) the Woodrow Wilson International Center for Scholars in the Smithsonian Institution;
 - (iv) the Institute of Museum and Library Services;
 - (v) the United States Interagency Council on Homelessness;
 - (vi) the Community Development Financial Institutions Fund;
and
 - (vii) the Minority Business Development Agency

Public Statements / Actions on Real Estate Portfolio

- Michael Peters, Commissioner of Public Buildings Service, at the January 28, 2025 meeting of the Public Buildings Reform Board:

“I’m just getting ramped up, but I think our initial review says that number could be up to a 50% reduction on our square footage across the portfolio. We’re not going to do that in six months, but we’re going to try to do this as rapidly as we can.”

- Outreach from GSA / Tenant Agencies
- Terminations
- Disposal List