



**By the Order of the President for a Day**

**Executive Order No. 21725.1**

**Establishing Term Limits and Mandatory Rotation for Federal Employees  
to Improve Accountability, Transparency, and  
Efficiency in Government Service**

**By the authority vested in me as President for a Day. I hereby order the following:**

**Section 1. Purpose and Intent**

The federal government is entrusted with serving the American people with integrity, efficiency, and accountability. To uphold the principles of democratic governance, ensure the responsiveness of government employees to citizens' needs, and foster a system that encourages fresh perspectives, I am directing the implementation of term limits for federal employees and a mandatory transfer policy for certain positions. These reforms are designed to prevent stagnation, reduce the risks of institutional inertia, and promote the diversification of experience and expertise within the federal workforce.

**Section 2. Definitions**

For the purposes of this Executive Order:

(a) **Federal Employee** refers to any employee working within the executive branch of the U.S. government, including but not limited to those employed by departments, agencies, or any other federal entities, excluding military personnel.

(b) **Cabinet Department** refers to the primary administrative divisions of the federal government's executive branch, each led by a Cabinet Secretary (e.g., the Department of State, Department of Defense, Department of Justice).

(c) **Non-Cabinet Department** refers to independent agencies, commissions, or other entities that are not headed by a Cabinet Secretary but still fall under the executive branch's purview (e.g., the Federal Reserve, Environmental Protection Agency, Federal Communications Commission).

(d) **Term Limit** refers to the duration an individual may serve in a particular federal role or position before mandatory retirement, following a maximum service period outlined in this Order.

### **Section 3. Term Limits for Federal Employees**

To ensure a continuous influx of new ideas, perspectives, and innovation within federal service, the following term limits shall apply to federal employees:

(a) **Initial Service Period:** Federal employees shall sign an employment agreement for an initial period of three (3) years. Employees will be evaluated for their performance and contribution to their respective agencies and departments during this time.

(b) **Second Term:** After completing the initial three-year service period, federal employees may reapply for a second term of service, which may last for a maximum of seven (7) years. The second term will be contingent on performance evaluations, agency needs, and the employee's qualifications and willingness to continue serving.

(c) **Final Term:** Following the successful completion of the second term, federal employees may be eligible to serve one additional term, with a maximum length of ten (10) years. After completing this third and final term, employees will be required to retire from federal service.

(d) **Mandatory Retirement:** The total combined duration of employment for a federal employee shall not exceed twenty (20) years. Upon the completion of twenty years, the employee must retire from federal service, regardless of prior experience or rank, unless otherwise authorized by specific provisions outlined in this Order.

(e) **Exceptions:** The President reserves the right to grant waivers for specific roles deemed critical to national security, public health, or other urgent needs. These exceptions will be subject to annual review and will require Congressional approval for any extensions beyond the twenty-year cap.

### **Section 4. Mandatory Rotation for Cabinet and Non-Cabinet Department Employees**

In order to ensure a diversity of experience and expertise across different sectors of government, as well as to prevent the undue entrenchment of individuals within a single area of government, the following rotational policies shall apply to employees within Cabinet and Non-Cabinet Departments:

(a) **Rotation Requirement:** Federal employees serving in positions within Cabinet or Non-Cabinet Departments shall be required to rotate to a different department, agency, or position at least once every five (5) years.

(b) **Transfer Process:** Employees must submit a request to be transferred to a new position or department, subject to approval by the respective department head or agency leader. The transfer must be in line with the employee's experience and qualifications and contribute to the employee's growth while improving the functioning of the receiving department.

(c) **Exceptions:** Employees in positions that require specialized expertise and continuity, such as high-level technical, legal, or policy advisory roles, may be exempt from this rotation requirement for up to ten (10) years, but such exemptions must be approved on a case-by-case basis by the President or designated authority.

(d) **Evaluation and Reporting:** All departmental heads are required to report annually to the Office of Management and Budget (OMB) on the implementation of the employee rotation system, highlighting the progress made in ensuring the appropriate transfer and rotation of personnel in accordance with this Order.

## **Section 5. Implementation and Administration**

(a) **Agency Responsibility:** Heads of federal agencies and departments shall take the necessary actions to implement this Executive Order within their respective agencies. They shall establish guidelines and protocols for evaluating employees for term limits, transfer processes, and performance assessments.

(b) **Evaluation of Performance:** The Office of Personnel Management (OPM) shall develop performance evaluation standards to assess federal employees' qualifications, contributions, and eligibility for the various service periods outlined in Section 3. These evaluations shall take into account the agency's needs and the employee's demonstrated impact on the department's mission.

(c) **Recordkeeping and Documentation:** Agencies are required to maintain records of all term limits, performance evaluations, transfer requests, and exemptions granted to ensure compliance with the provisions of this Executive Order.

(d) **Training and Development:** The Department of Labor and OPM will collaborate with agencies to develop programs for retraining employees after their service periods end. These programs will help ensure that employees are prepared for a smooth transition into retirement or new careers outside of federal service.

(e) **Periodic Review:** This Executive Order will be reviewed every five (5) years to ensure its effectiveness in improving government performance, employee accountability, and public

trust. Necessary modifications or additions will be made as needed to better achieve these goals.

## **Section 6. Enforcement and Compliance**

(a) **Oversight:** The President's Office of Management and Budget (OMB), in coordination with the Office of Personnel Management (OPM), shall be responsible for monitoring and overseeing compliance with the provisions of this Executive Order.

(b) **Failure to Comply:** Any employee or department found in violation of the provisions of this Executive Order shall be subject to disciplinary action, which may include reassignment, termination, or other measures deemed necessary to ensure compliance.

## **Section 7. Government's Commitment**

By issuing this Executive Order, we reaffirm the government's commitment to transparency, accountability, and fairness in serving the people of the United States. These reforms will foster a more dynamic federal workforce and ensure that employees at all levels remain responsive to the nation's evolving needs.

## **Section 8. Effective Date**

This Executive Order is effective immediately upon signing.

Issued this 17th day of February 2025,

Rodney  
President for a Day