



September 15, 2020

The Honorable Ron Johnson  
Chairman  
Senate Committee on Homeland Security &  
Governmental Affairs  
340 Dirksen Senate Office Building  
Washington, DC 20510

The Honorable Gary Peters  
Ranking Member  
Senate Committee on Homeland Security &  
Governmental Affairs  
442 Hart Senate Office Building  
Washington, DC 20510

Dear Chairman Johnson and Ranking Member Peters:

As National President of the National Treasury Employees Union, representing 150,000 federal employees in 33 federal agencies, I am writing to share my concerns with the nomination of John Gibbs to be the Director of the U.S. Office of Personnel Management (OPM) and to urge you to oppose his nomination.

The Director of OPM heads the non-partisan civil service. The Director is charged with making sure that the government's HR policies follow the Merit Systems Principles, ensuring that federal employees are recruited and advanced based on their ability and skills, that all receive fair and equitable treatment without regard to political affiliation, race, color, and religion, and that employees are protected from reprisal for disclosing government wrongdoing.

Mr. Gibbs lacks the experience in federal personnel management needed to succeed in this position. His well-documented history of making inflammatory remarks that, at best, demonstrate an insensitivity to individuals of different backgrounds and faiths raise serious concerns about his ability to lead the federal civil service. Furthermore, his tweets regarding new hires being loyal to the President only underscores concerns about his ability to adhere to the Merit Systems Principles, protect employees from retaliation for disclosing waste, fraud, and abuse, and ensure that other federal agencies do so as well.

Mr. Gibbs' comments suggest a nominee unsuited to lead the agency charged with recruiting and retaining a federal workforce from all segments of society and ensuring that employees are treated fairly and protected from discriminatory and retaliatory action. OPM faces numerous challenges and requires a leader that can work collaboratively with employees from all backgrounds and their representatives to meet those challenges and help agencies to attract and retain a talented workforce that reflects the nation it serves. Unfortunately, Mr. Gibbs

does not appear to have the background, experience, or temperament to do so. Therefore, we urge you to oppose his nomination.

Sincerely,

A handwritten signature in black ink that reads "Anthony M. Reardon". The signature is written in a cursive style with a large initial 'A'.

Anthony M. Reardon  
National President