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Description of document: U.S. AbilityOne Commission Return to Office Implementation Memo, 2025

Requested date: 16-February-2025

Release date: 16-June-2025

Posted date: 07-July-2025

Source of document: FOIA Request
FOIA Administrator
U.S. AbilityOne Commission
355 E Street SW Suite 325
Washington, D.C. 20024
Email: FOIA@abilityone.gov

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U.S. ABILITYONE COMMISSION

355 E Street SW, Suite 325
Washington, DC 20024

June 16, 2025

Via email

Reference: FOIA 2025-0020

I am writing in response to your Freedom of Information Act (FOIA) dated February 16, 2025. Specifically, you requested in relevant part:

A copy of all communications (such as emails or letters or directives) at the Committee to or from the Office of Management and Budget (OMB) or OPM (Office of Personnel Management) since February 1, 2025, limited to the office or offices most likely to have such communications.

The Commission's response to your request is as follows: The Commission has attached all relevant correspondence per the request.

You have the right to appeal this response if you consider it to be a denial of your FOIA request (41 CFR 51-8.8). An appeal to the Committee Executive Director may be made by submission of a written request for reconsideration. Such requests shall state the specific reasons for reconsideration that addresses directly the ground upon which the denial was based and must be received at the Commission office within 90 calendar days of your receipt of this letter.

Sincerely,

Cassandra Assefa

U.S. AbilityOne Commission



COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
An Independent Federal Agency



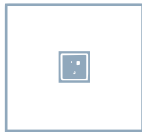
From: Don Rose [drose1@abilityone.gov]
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 02/28/25 Daily Tracker Submittal from U.S. AbilityOne Commission
Date: Friday, February 28, 2025 11:16:00 AM
Attachments: [U.S. AbilityOne Commission 02-28-25 ND Daily \(003\).xlsx](#)

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 02/28/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: Kel Wood <kwood@abilityone.gov>
Sent: Thursday, February 27, 2025 6:00 PM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: RE: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed.

Please let me know if you have any questions.

Regards,



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

kwood@abilityone.gov

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From: Kel Wood

Sent: Wednesday, February 26, 2025 5:28 PM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

kwood@abilityone.gov

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From: [Don Rose \[drose1@abilityone.gov\]](mailto:drose1@abilityone.gov)
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/03/25 Daily Tracker Submittal from U.S. AbilityOne Commission
Date: Monday, March 3, 2025 10:43:00 AM
Attachments: [U.S. AbilityOne Commission 03-03-25 ND Daily \(003\).xlsx](#)

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

703-615-6281

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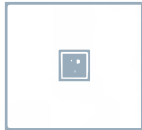
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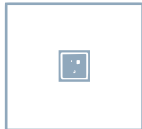
From: Don Rose [drose1@abilityone.gov]
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission
Date: Wednesday, March 5, 2025 6:17:00 AM
Attachments: [image001.jpg](#)
[U.S. AbilityOne Commission 03-05-25 ND Daily \(003\).xlsx](#)

Good morning.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/05/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
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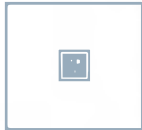
From: Don Rose [drose1@abilityone.gov]
Sent: Tuesday, March 4, 2025 7:18 AM
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>
Subject: 03/04/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
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From: Don Rose [drose1@abilityone.gov]

Sent: Monday, March 3, 2025 10:43 AM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: 03/03/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

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Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission

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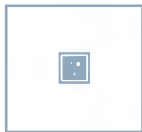
From: Don Rose [drose1@abilityone.gov]
Sent: Friday, February 28, 2025 11:17 AM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 02/28/25 Daily Tracker Submittal from U.S. AbilityOne Commission

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From: Kel Wood <kwood@abilityone.gov>

Sent: Thursday, February 27, 2025 6:00 PM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

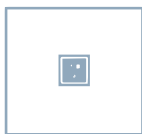
Subject: RE: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission

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Please let me know if you have any questions.

Regards,



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

kwood@abilityone.gov

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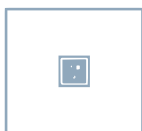
From: Kel Wood

Sent: Wednesday, February 26, 2025 5:28 PM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission



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Chief of Staff

U.S. AbilityOne Commission

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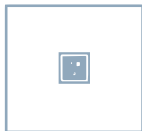
From: Don Rose [drose1@abilityone.gov]
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/10/25 Daily Tracker Submittal from U.S. AbilityOne Commission
Date: Monday, March 10, 2025 7:51:00 AM
Attachments: [U.S. AbilityOne Commission 03-10-25 ND Daily \(003\).xlsx](#)
[image001.jpg](#)

Good morning.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/10/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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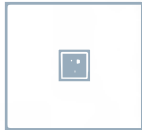
From: Don Rose [drose1@abilityone.gov]
Sent: Friday, March 7, 2025 7:57 AM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: FW: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker and DRP Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/07/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281

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From: Don Rose [drose1@abilityone.gov]

Sent: Wednesday, March 5, 2025 6:17 AM

To: 'tracking@opm.gov' <tracking@opm.gov>

Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>

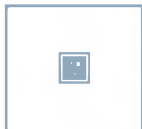
Subject: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

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Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024

703-615-6281

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Sent: Tuesday, March 4, 2025 7:18 AM

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U.S. AbilityOne Commission

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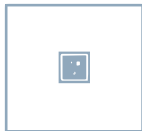
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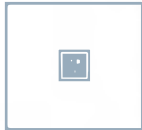
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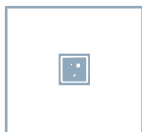
From: Don Rose [drose1@abilityone.gov]
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/12/25 Tracker Submittal from U.S. AbilityOne Commission
Date: Wednesday, March 12, 2025 2:09:00 PM
Attachments: [image001.jpg](#)
[U.S. AbilityOne Commission 03-12-25 ND \(003\).xlsx](#)

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Drose1@abilityone.gov

www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]

Sent: Friday, March 7, 2025 7:57 AM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: FW: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker and DRP Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/07/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

703-615-6281

Drose1@abilityone.gov
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]
Sent: Wednesday, March 5, 2025 6:17 AM
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>
Subject: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/05/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]

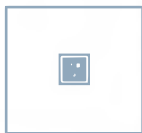
Sent: Tuesday, March 4, 2025 7:18 AM
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>
Subject: 03/04/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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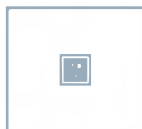
From: Don Rose [drose1@abilityone.gov]
Sent: Monday, March 3, 2025 10:43 AM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/03/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

703-615-6281

Drose1@abilityone.gov

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From: Don Rose [drose1@abilityone.gov]

Sent: Friday, February 28, 2025 11:17 AM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: 02/28/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 02/28/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

703-615-6281

Drose1@abilityone.gov
www.abilityone.gov

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From: Kel Wood <kwood@abilityone.gov>
Sent: Thursday, February 27, 2025 6:00 PM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: RE: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed.

Please let me know if you have any questions.

Regards,



Kelvin R. Wood

Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
kwood@abilityone.gov
www.abilityone.gov

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From: Kel Wood
Sent: Wednesday, February 26, 2025 5:28 PM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne

Commission



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

kwood@abilityone.gov

www.abilityone.gov

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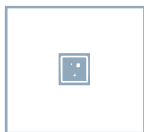
From: Don Rose [drose1@abilityone.gov]
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/14/25 Daily Tracker Submittal from U.S. AbilityOne Commission
Date: Friday, March 14, 2025 10:57:00 AM
Attachments: US AbilityOne Commission 03-14-2025 DRP Reporting Tracker.xlsx
image001.jpg

Good morning.

DRP Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/14/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]
Sent: Friday, March 7, 2025 7:57 AM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: FW: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker and DRP Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/07/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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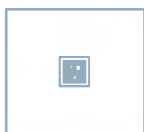
From: Don Rose [drose1@abilityone.gov]
Sent: Wednesday, March 5, 2025 6:17 AM
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>
Subject: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/05/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281

Drose1@abilityone.gov
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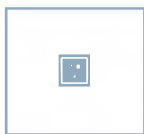
From: Don Rose [drose1@abilityone.gov]
Sent: Tuesday, March 4, 2025 7:18 AM
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>
Subject: 03/04/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]

Sent: Monday, March 3, 2025 10:43 AM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

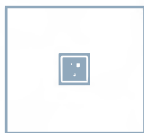
Subject: 03/03/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

703-615-6281

Drose1@abilityone.gov

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From: Don Rose [drose1@abilityone.gov]

Sent: Friday, February 28, 2025 11:17 AM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: 02/28/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 02/28/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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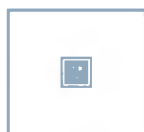
From: Kel Wood <kwood@abilityone.gov>
Sent: Thursday, February 27, 2025 6:00 PM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: RE: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed.

Please let me know if you have any questions.

Regards,



Kelvin R. Wood
Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
kwood@abilityone.gov
www.abilityone.gov

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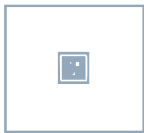
From: Kel Wood

Sent: Wednesday, February 26, 2025 5:28 PM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

kwood@abilityone.gov

www.abilityone.gov

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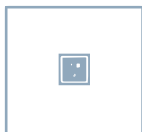
From: Don Rose [drose1@abilityone.gov]
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/19/25 Tracker Submittal from U.S. AbilityOne Commission
Date: Wednesday, March 19, 2025 4:51:00 PM
Attachments: [U.S. AbilityOne Commission 03-19-25 ND \(003\).xlsx](#),
[image001.jpg](#)

Good morning.

Submittal from the U.S. AbilityOne Commission enclosed for 03/19/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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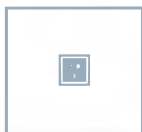
From: Don Rose [drose1@abilityone.gov]
Sent: Wednesday, March 12, 2025 2:10 PM
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <james.sullivan@opm.gov>
Subject: 03/12/25 Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Submittal from the U.S. AbilityOne Commission enclosed for 03/12/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281

Drose1@abilityone.gov
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]

Sent: Monday, March 10, 2025 7:52 AM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

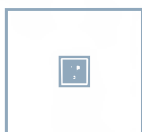
Subject: 03/10/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/10/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281

Drose1@abilityone.gov

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From: Don Rose [drose1@abilityone.gov]

Sent: Friday, March 7, 2025 7:57 AM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

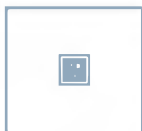
Subject: FW: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker and DRP Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/07/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

703-615-6281

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From: Don Rose [drose1@abilityone.gov]

Sent: Wednesday, March 5, 2025 6:17 AM

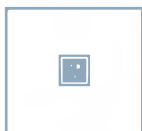
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>
Subject: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/05/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
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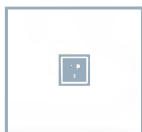
From: Don Rose [drose1@abilityone.gov]
Sent: Tuesday, March 4, 2025 7:18 AM
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>
Subject: 03/04/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
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From: Don Rose [drose1@abilityone.gov]
Sent: Monday, March 3, 2025 10:43 AM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/03/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov

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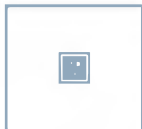
From: Don Rose [drose1@abilityone.gov]
Sent: Friday, February 28, 2025 11:17 AM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 02/28/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 02/28/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
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www.abilityone.gov

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From: Kel Wood <kwood@abilityone.gov>
Sent: Thursday, February 27, 2025 6:00 PM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: RE: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed.

Please let me know if you have any questions.

Regards,



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

kwood@abilityone.gov

www.abilityone.gov

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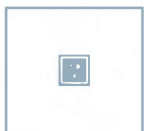
From: Kel Wood

Sent: Wednesday, February 26, 2025 5:28 PM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

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of employees who have offered their resignations as part of the deferred resignation program
The number of agency employees who are part of the deferred resignation program placed on admin leave

The number of agency employees who have applied for early and normal retirement since 1/27/25

The number of agency employees who have actually resigned beginning 1/27/25
of which submitted accepted deferred resignation

The number of employees who have sought to rescind their resignations

The number of applications to extend the deferred resignation deadline (beyond 2/10/25)

The number of personnel excluded by your agency from the deferred resignation program

The number of applications from potential retirees to extend the deferred resignation end-date beyond 9/30/25

2/7	2/14	2/21	2/28	3/7	3/14	3/21	3/28	4/4	4/11	4/18	4/25	5/2
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Week Ended												
<u>5/9</u>	5/16	5/23	5/30	6/7	6/13	6/20	6/27	7/4	7/11	7/18	7/25	8/1

8/8	8/15	8/22	8/29	9/5	9/12	9/19	9/26	10/3	

	Fiscal Year																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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Please paste new employee email batches received via rocking@opm.gov here

Email Address	Name	Job Title	Pay Plan	Series	Grade	QA_gante2 (Yes/No)	(If No, reason for excluding)	Asked to resign?	Status of resign. request	Date leave ended (MM/DD)	Start date of leave (MM/DD)	On Admin Leave? (Yes/No)	Status (Not Processed, Complete)	Refinement or Re-Validation?	Refinement VERA status?
scottb@suballgov.net	Betty J. Smith	Business Mgmt. Spec.	13N1	GS	13	Yes	N/A	No	No	15-Mar	15-Mar	Yes	In Process	Refinement	No
sullivan@suballgov.net	Steven Jones-Ewing	Asst. Gen Counsel	GS	GS	11	Yes	N/A	No	No	3-Mar	3-Mar	Yes	In Process	Refinement	No

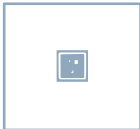
From: Don Rose [drose1@abilityone.gov]
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: FW: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission
Date: Friday, March 7, 2025 7:57:00 AM
Attachments: image001.jpg
US AbilityOne Commission 03-07-2025 DRP Reporting Tracker.xlsx
U.S. AbilityOne Commission 03-07-25 ND Daily (003).xlsx

Good morning.

Daily Tracker and DRP Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/07/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]
Sent: Wednesday, March 5, 2025 6:17 AM
To: 'tracking@opm.gov' <tracking@opm.gov>
Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>
Subject: 03/05/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good morning.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/05/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission

Washington, DC 20024

703-615-6281

Drose1@abilityone.gov

www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]

Sent: Tuesday, March 4, 2025 7:18 AM

To: 'tracking@opm.gov' <tracking@opm.gov>

Cc: 'James.Sullivan@opm.gov' <James.Sullivan@opm.gov>

Subject: 03/04/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission

Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]
Sent: Monday, March 3, 2025 10:43 AM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 03/03/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 03/03/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]
Sent: Friday, February 28, 2025 11:17 AM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: 02/28/25 Daily Tracker Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed for 02/28/25.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: Kel Wood <kwood@abilityone.gov>
Sent: Thursday, February 27, 2025 6:00 PM
To: tracking@opm.gov
Cc: James.Sullivan@opm.gov
Subject: RE: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission

Good afternoon.

Daily Tracker submittal from the U.S. AbilityOne Commission enclosed.

Please let me know if you have any questions.

Regards,



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

Washington, DC 20024

kwood@abilityone.gov

www.abilityone.gov

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From: Kel Wood

Sent: Wednesday, February 26, 2025 5:28 PM

To: tracking@opm.gov

Cc: James.Sullivan@opm.gov

Subject: 02/26/25 Daily Tracker and Deferred Retirement Program Submittal from U.S. AbilityOne Commission



Kelvin R. Wood

Chief of Staff

U.S. AbilityOne Commission

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The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

MEMORANDUM

TO: Heads and Acting Heads of Departments and Agencies
FROM: Charles Ezell, Acting Director, U.S. Office of Personnel Management
DATE: February 6, 2025
RE: Request for Agency Performance Management Data

President Trump's Executive Order *Reforming the Federal Hiring Process And Restoring Merit To Government Service* ("Restoring Merit") and the Presidential Memorandum *Hiring Freeze* initiated the process of reforming the federal workforce to prioritize merit and excellence.

Pursuant to the President's direction in those executive orders, OPM is developing new performance metrics for evaluating the federal workforce that aligns with the priorities and standards in the President's recent Executive Orders. To assist OPM in developing those metrics, **no later than Friday, March 7, 2025**, all agencies should submit data regarding their performance management plans and policies—including those contained in collective bargaining agreements—and identify any barriers to ensuring that 1) agency performance plans make meaningful distinctions based on relative employee performance and 2) the agency has the ability to swiftly terminate poor performing employees who cannot or will not improve. The data request is contained in Appendix 1. OPM will share a data collection template under separate cover. Please send these reports to tracking@opm.gov.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, and Chiefs of Staff

Appendix 1: Requests for Agency Performance Management Data

No later than Friday, March 7, 2025, each agency should report to OPM the following information:

1. All employees who received less than a “fully successful” performance rating in the past three years. With respect to each employee:
 - a. Name, job title, pay plan, series, grade, agency, component, and duty station;
 - b. Whether that employee is under or successfully completed a performance improvement plan within the last 12 months;
 - c. Whether the agency has already proposed and issued a decision under Chapter 43 or 75, or equivalent procedures, and the outcome of any such decision; and
 - d. Whether the action is currently appealed or challenged and under what procedures (e.g., U.S. Merit Systems Protection Board, grievance-arbitration, U.S. Equal Employment Opportunity Commission, etc.), and any outcome.
2. Any OPM regulations, agency policies, or terms of collective bargaining agreements applicable to the agency that would impede:
 - a. agency performance plans from making meaningful distinctions based on relative employee performance; or
 - b. the agency’s ability to swiftly separate low-performing employees.

All reports should be sent to tracking@opm.gov with the subject “Agency Report on Performance Management.” If you have any questions regarding these reports, please send a message to tracking@opm.gov.

Agency	As of Date	Fork							Probationary							DEIA			Headcount A vs. 1/20							Including Planned Actions				Incl. Rescinded		Contractors	
		Opted In	Excluded	Rescinded	Approved	Admin Leave	Terminated	Total Leave	Total #	Excluded	Appeal	Net	Fork Opt-In	To Be Term.	Terminated	Total Depart.	Admin Leave	Terminated	Total	1/20	New Hires	Retirements	Terminations	Other Depart.	Current	Fork	Other	Pro Forma	Rescinds	1/20 PF	1/20	Today	
U.S. AbilityOne Ctr	2/28/25	2	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	31	2	--	29	--	--	8	8	

Notes:

Note: all numbers cumulative (not daily change)

Highlight means agency fill in. Non highlighted are formulas.

Definitions:

A* of Date: Today's date (m/d/yyyy)

Fork:

Opted In: Validated DRP opt-ins (# from OPM - non-opt in email + other opt-ins)
Excluded: Employees that opted in that agency excluded (generally, positions with approved exemptions from hiring freeze also can be excluded from fork)
Rescinded: Opted in and then rescinded resignation and agency approved
Approved: # agency has approved (total opt-ins less exclusions and rescinded)
Admin Leave: Fork employees on admin leave
Terminated: # of fork employees who have been terminated (will be ~0 until 9/30)
Total Leave: Sum of admin + terminated. Equals # Approved

Probationary:

Total #: Total # on probation
Excluded: Probationary employees that agency will keep (BOTH mission critical position and high performer)
Appeal: Employees with appeal rights
Net: Probationary employees to be actioned
Fork Opt-In: How many probationary optook fork
To Be Term.: "To be terminated" Pending terminations
Terminated: Already terminated
Total Departures: Sum of Fork Opt In, To Be Term., Terminated. Equals Net

DEIA:

Admin Leave: DEIA Employees on admin leave
Terminated: # Terminated
Total: Admin Leave + Terminated. Equals all employees who spent >50% of their time on DEIA as of 1/15 or later

Headcount Bridge:

1/20: 1/20 Full-time headcount (32+ hrs/week)
New Hires: New hires since 1/20 (from your CHCO)
Retirements: Retirements since 1/20 (from your CHCO)
Terminations: Total terminations (sum of fork, probationary, DEIA, RIF terminations)
Other Depart: All other departures (all other departures not captured in retirements or terminations)
Current: Current headcount
Fork: Fork who haven't been terminated yet
Other: Probationary to be terminated + DEIA admin leave + (RIF target - RIF actual)
Pro Forma: Pro forma 1/30 headcount (when fork ends), inclusive of planned actions

Including Rescinded Offers

Rescinds: Job offers rescinded since 1/20
1/20 Gross: 1/20 headcount + rescinded offers

Contractors:

1/20: Contractors on 1/20
Today: Contractors today

Agency	As of Date	Fork						Probationary						DEIA			Headcount A vs. 1/20						Including Planned Actions				Incl. Rescinded		Contractors		
		Opted In	Excluded	Rescinded	Approved	Admin Leave	Terminated	Total Leave	Total #	Excluded	Appeal	Net	Fork Opt-In	To Be Term.	Terminated	Total Depart.	Admin Leave	Terminated	Total	1/20	New Hires	Retirements	Terminations	Other Depart.	Current	Fork	Other	Pro Forma	Rescinds: 1/20 PF	1/20	Today
U.S. AbilityOne Ctr	3/3/25	2	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--	--	--	31	--	--	--	--	31	2	--	29	--	8	8

Notes:

Note: all numbers cumulative (not daily change)

Highlight means agency fill in. Non highlighted are formulas.

Data Formulas

A* of Date Today's date (m/d/yyyy)

Fork:

Opted In Validated DRP opt-ins (# from OPM - non-opt in email + other opt-ins)
Excluded Employees that opted in that agency excluded (generally, positions with approved exemptions from hiring freeze also can be excluded from fork)
Rescinded Opted in and then rescinded resignation and agency approved
Approved # Agency has approved (initial opt-ins less exclusions and rescinded)
Admin Leave Fork employees on admin leave
Terminated # of fork employees who have been terminated (will be ~0 until 9/30)
Total Leave Sum of admin + terminated. Equals # Approved

Probationary:

Total # Total # on probation
Excluded Probationary employees that agency will keep (BOTH mission critical position and high performer)
Appeal Employees with appeal rights
Net Probationary employees to be actioned
Fork Opt-In: How many probationary opt-out fork
To be Term.: "To be terminated" Pending terminations
Terminated Already terminated
Total Departures: Sum of Fork Opt In, To Be Term., Terminated. Equals Net

DEIA:

Admin Leave: DEIA Employees on admin leave
Terminated # Terminated
Total Admin Leave + Terminated. Equals all employees who spent >50% of their time on DEIA as of 1/15 or later

Headcount Bridge:

1/20 1/20 Full time headcount (32+ hrs/week)
New Hires: New hires since 1/20 (from your CHCO)
Retirements: Retirements since 1/20 (from your CHCO)
Terminations: Total terminations (sum of fork, probationary, DEIA, RIF terminations)
Other Depart: All other departures (all other departures not captured in retirements or terminations)
Current: Current headcount
Fork: Fork who haven't been terminated yet
Other: Probationary to be terminated + DEIA admin leave + (RIF target - RIF actual)
Pro Forma: Pro forma 1/30 headcount (when fork ends), inclusive of planned actions

Including Rescinded Offers

Rescinds: Job offers rescinded since 1/20
1/20 Gross: 1/20 headcount + rescinded offers

Contractors:

1/20: Contractors on 1/20
Today: Contractors today

Agency	As of Date	Fork						Probationary						DEIA			Headcount A vs. 1/20						Including Planned Actions				Incl. Rescinded		Contractors			
		Opted In	Excluded	Rescinded	Approved	Admin Leave	Terminated	Total Leave	Total #	Excluded	Appeal	Net	Fork Opt-In	To Be Term.	Terminated	Total Depart.	Admin Leave	Terminated	Total	1/20	New Hires	Retirements	Terminations	Other Depart.	Current	Fork	Other	Pro Forma	Rescinds: 1/20 PF	1/20	Today	
U.S. AbilityOne Ct	3/5/25	2	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	31	2	--	29	--	--	8	8

Notes:

Note: all numbers cumulative (not daily change)

Highlight means agency fill in. Non highlighted are formulas.

Definitions:

A* of Date Today's date (m/d/yyyy)

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U.S. AbilityOne Ctr	3/7/25	2	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--	--	--	31	--	--	--	--	31	2	--	29	--	--	8	8

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Dates/Forms

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U.S. AbilityOne Ctr	3/10/25	2	--	--	2	1	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	31	2	--	29	--	--	8	8	

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U.S. AbilityOne Cr	3/12/25	2	--	--	2	1	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	31	2	--	29	--	--	8	8				

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From: [Don Rose \[drose1@abilityone.gov\]](mailto:drose1@abilityone.gov)
To: tracking@opm.gov,
Cc: James.Sullivan@opm.gov
Subject: U.S. AbilityOne Commission - Request for Agency Performance Management Data
Date: Friday, March 7, 2025 11:23:00 AM
Attachments: [Performance Management Submission to OPM February 2025 - Copy.xlsx](#),
[image001.jpg](#),
[OPM Memo Request for Agency Performance Management Data 2-6-2025 FINAL.pdf](#)

Good morning.

As directed by the attached OPM memo "Request for Agency Performance Management Data", The U.S. AbilityOne Commission has no employees who were rated below successful.

Please let me know if you have any questions.

Regards,



Donald L Rose Jr
Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281
Drose1@abilityone.gov
www.abilityone.gov

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From: [Don Rose \[drose1@abilityone.gov\]](mailto:drose1@abilityone.gov)
To: tracking@opm.gov
Subject: US AbilityOne Commission 02-21-2025 DRP Reporting Tracker
Date: Friday, February 21, 2025 11:10:00 AM
Attachments: [US AbilityOne Commission 02-21-2025 DRP Reporting Tracker.xlsx](#)

Attached is the US AbilityOne Commission 02-21-2025 DRP Reporting Tracker as directed.

If there are any questions, please let me know.

R/

Don



Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission
Washington, DC 20024
703-615-6281

[Drose1@abilityone.gov](mailto:drose1@abilityone.gov)
www.abilityone.gov

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From: Don Rose [drose1@abilityone.gov]
To: tracking@opm.gov
Subject: US AbilityOne Commission 02-21-2025 DRP Reporting Tracker
Date: Friday, February 21, 2025 11:25:00 AM
Attachments: [US AbilityOne Commission 02-21-2025 DRP Reporting Tracker.xlsx](#)

Resending due to a few edits.

Attached is the US AbilityOne Commission 02-21-2025 DRP Reporting Tracker as directed.

If there are any questions, please let me know.

R/

Don



Donald L Rose Jr

Assistant Chief of Staff
U.S. AbilityOne Commission
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Drose1@abilityone.gov

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		Opted In	Excluded	Rescinded	Approved	Admin Leave	Terminated	Total Leave	Total #	Excluded	Appeal	Net	Fork Opt-In	To Be Term.	Terminated	Total Depart.	Admin Leave	Terminated	Total	1/20	New Hires	Retirements	Terminations	Other Depart.	Current	Fork	Other	Pro Forma	Rescinds	1/20 PF	1/20	Today	
U.S. AbilityOne Ctr	2/28/25	2	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	31	2	--	29	--	--	8	8	

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Please paste new employee email batches received via rocking@opm.gov here

Email Address	Name	Job Title	Pay Plan	Series	Grade	QA_gante2[Yes/No]	[[No, reason for excluding]]	Asked to resign?	Status of resign. request	Date leave ended (MM/DD)	Start date of leave (MM/DD)	On Admin Leave? (Yes/No)	Status[Not Processed, Complete]	Refinement or Re-Application?	[[Refinement VERA status]]
scsmith@suballgov.net	Betty J. Smith	Business Mgmt. Spec.	US	1101	13	Yes	N/A	No	No	15-Mar	15-Mar	Yes	in Process	Refinement	No
sj@suballgov.net	Steven Jones-Ewing	Asst. Gen Counsel	GS	909	11	Yes	N/A	No	No	5-Mar	5-Mar	Yes	in Process	Refinement	No

	Fiscal Year																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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| # of employees who have offered their resignations as part of the deferred resignation program | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0</ |

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| # of employees who have offered their resignations as part of the deferred resignation program | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

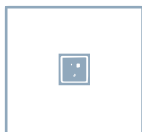
From: [Don Rose \[drose1@abilityone.gov\]](mailto:drose1@abilityone.gov)
To: tracking@opm.gov
Subject: US AbilityOne Commission 02-28-2025 DRP Reporting Tracker
Date: Friday, February 28, 2025 7:06:00 AM
Attachments: [US AbilityOne Commission 02-28-2025 DRP Reporting Tracker.xlsx](#)

Attached is the US AbilityOne Commission 02-28-2025 DRP Reporting Tracker as directed.

If there are any questions, please let me know.

R/

Don



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U.S. ABILITYONE COMMISSION

355 E Street, S.W., Suite 325
Washington, DC 20024

February 7, 2025

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ZEICH**

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FROM: Kimberly M. Zeich, Executive Director

TO: Matthew J. Vaeth, Acting Director, Office of Management and Budget
Charles Ezell, Acting Director, Office of Personnel Management

SUBJECT: U.S. AbilityOne Commission Implementation of the Joint Office of Management and Budget and Office of Personnel Management memo dated January 27, 2025:
Agency Return to Office Implementation Plans

Background on the U.S. AbilityOne Commission and AbilityOne Program

The U.S. AbilityOne Commission (Commission) is the operating name for the Committee for Purchase From People Who Are Blind or Severely Disabled, an independent Federal agency established by the Javits-Wagner-O'Day (JWOD) Act.¹ The Commission oversees an employment program known as the AbilityOne Program.

Creating private sector jobs is the central purpose of the AbilityOne Program. AbilityOne jobs grew 7 percent in FY 2024, with more than 39,000 Americans working to deliver mission-essential products and services to the Federal Government. These jobs bring citizens with disabilities, including wounded warriors, into the U.S. labor force.

The Commission is composed of 15 Presidential appointees – 11 are executives from Federal agencies, most at the Cabinet level. The Commission includes four (4) private citizens, who are Special Government Employees when conducting AbilityOne-related business. The Commission currently has 31 full-time employees (FTEs) who manage the day-to-day operations of the AbilityOne Program, which has more than 400 participating employers in all 50 States. The Commission oversees more than 3,500 Federal contracts for products and services.

Implementation of the President's Return to In-Person Work Order

The January 27, 2025, joint memo from OMB and OPM directed agencies to expeditiously implement the Presidential Memorandum (PM) *Return to In-Person Work*, and to submit an implementation plan no later than February 7, 2025. As required by the PM, the Commission notified its employees on January 24, 2025, that the Commission will comply with and affirmatively implement the PM.

This document details how the Commission will meet the joint OMB/OPM guidance, which further directed that agency implementation plans should:

¹ The Javits-Wagner-O'Day (JWOD) Act is codified in 41 U.S.C. 8501–8506.

A. Describe the steps the agency will take to revise telework agreements for all eligible employees including major milestones for implementation.

The agency's Executive Director issued a **January 24, 2025**, memo to the agency staff rescinding all telework and remote work agreements. The memo provided exemptions for employees residing in states outside of the commuting area for the Commission's sole office in Washington, D.C., until further review is completed. This commuting area for the Commission's office is considered the National Capitol Region (NCR) and covers all employees receiving locality pay for "Washington-Baltimore-Arlington, DC-MD-VA-WV-PA."

Milestone: No later than **Tuesday, February 18, 2025**, all full-time Commission employees residing in the NCR shall return to routine in-person work attendance at the Commission's office at 355 E Street SW, Suite 325, Washington, D.C. 20024.

The Commission's remote work policy remains applicable to the Commission employees residing in 10 states outside the NCR (16 FTEs as of the date of this memo)² until the Commission completes its review, analysis, and decision for non-NCR employees, which may entail relocation, alternate Federal worksites, or exemption for appropriate reasons authorized by the PM and joint OMB/OPM guidance. The non-NCR employees presently exempted from in-person work have been directed to continue their rigid adherence to the remote work policy requirements.

Milestone: No later than **July 1, 2025**, the Commission will conclude its review, analysis, and decision regarding non-NCR employees' duty stations, and will notify these employees. After notification, the Commission will immediately take the necessary action steps to implement the decision for non-NCR employees' duty stations.

Milestone: No later than **October 1, 2025**, the Commission will have fully implemented its decision for non-NCR employees' duty stations.

B. Provide timelines for the return of all eligible employees to in-person work as expeditiously as possible, including the date that the agency will be in full compliance with the PM.

February 18, 2025 - All NCR-residing FTEs return to in-person work.

July 1, 2025 - Commission employees residing outside the NCR will be notified of the agency's decision to either relocate the positions to the Washington, D.C. office; to provide alternate Federal worksites for in-person work; or to grant exemptions for appropriate reasons in accordance with the joint OMB/OPM guidance.

October 1, 2025 - Commission employees residing outside the NCR will report to their duty station determined by the agency – whether relocated, at alternate Federal worksites, or otherwise exempted by the head of agency.

² Commission employees reside in Alabama, California, Florida, Georgia, Massachusetts, Michigan, Ohio, New Hampshire, New York, and Texas.

C. Describe the steps the agency will take to bring any relevant Collective Bargaining Agreements (CBAs) into compliance with the new PM, consistent with applicable law, to include an examination of the process by which agencies put new CBAs into place in the last four years.

Not applicable; the Commission has no CBA or bargaining unit employees.

D. Describe the steps the agency will take to determine permanent worksites for all eligible employees currently teleworking on a full-time basis (i.e., remote workers), the number of those employees, and the steps the agency will take to move these employees' duty stations to the most appropriate Federal office based on the employees' duties and job functions. This information must include estimated costs and resource implications when the new duty station is greater than 50 miles from current alternative worksites, a description of what policy, regulation, or statute requires or permits payment of relocation benefits, and where those employees will be located—whether in a home agency's office or in another agency's federal office space.

The Commission is researching two primary courses of action to determine permanent worksites for employees currently working remotely on a full-time basis: (a) relocation of remote positions to headquarters, or (b) providing alternate Federal worksites. The Commission will also consider exemptions for appropriate reasons authorized by the joint OMB/OPM guidance, such as reasonable accommodations, and/or other compelling reasons based on cost and other factors.

As of the date of this memo, the agency has 31 FTEs, of whom 15 reside inside the NCR and 16 reside outside the NCR. The Commission has no agency-unique policy, regulation or guidance for relocation benefits, and will follow the governmentwide guidance in 41 CFR 302-2.100. Implications for the Commission's available resources include the cost of relocations, whether an alternate location is available and suitable, additional costs to rent/lease space, and the need to provide any additional furniture, information technology, and/or communications equipment.

Steps the agency will take to move these employees' duty stations to the most appropriate Federal office based on the employees' duties and job functions:

Step 1. The Commission will gather information and calculate the potential cost of relocating the remote positions to headquarters, including the required reimbursement for relocation expenses described in 41 CFR 302-2.100, the differential in locality pay between the NCR and non-NCR duty stations, and the additional office space/furniture/equipment needed to accommodate stationing additional employees in the headquarters office.

Step 2. The Commission will concurrently identify alternate Federal worksites, contact the Federal agency controlling each alternate worksite, and determine the cost and availability of an appropriate space-sharing agreement (e.g., lease, interagency agreement, etc.). The primary costs to be considered include costs for space, furniture, equipment, and communications (e.g., high-speed data lines, if needed).

Step 3. The Commission will ascertain the applicability of exemptions for appropriate reasons authorized by the joint OMB/OPM guidance, such as reasonable accommodations, and/or other compelling reasons based on cost and other factors.

Step 4. Considering the information collected in Steps 1-3, availability of funds, availability of space, mission requirements, employees' duties and job functions, the Commission will determine the non-NCR employees' most appropriate duty stations and will notify employees of the agency's decision NLT July 1, 2025.

Step 5. The Commission will implement its decision with respect to relocation, alternate Federal worksites, or exemptions for appropriate reasons authorized by the joint OMB/OPM guidance, NLT October 1, 2025.

E. Identify any risks, barriers, or resource constraints that would prevent the expeditious return of all eligible employees to in-person work (e.g., availability of suitable office space, budgetary impacts, resource capacity, etc.) and a plan to overcome those barriers.

The Commission's headquarters office is in leased space. The lease expires in early CY 2026 and cannot be extended. The Commission is scheduled to relocate to another office space located at 255 E Street SW, Washington, D.C., in the September 2025 timeframe. Neither the Commission's current office space nor the space at 255 E Street SW (which has a smaller footprint) are sufficient to accommodate the agency's full roster of 31 employees. The Commission will research the availability and cost of additional rental space, along with the cost of additional workstations and IT infrastructure to provide the capacity necessary to house the entire agency workforce.

Concurrently, the Commission will explore the availability and cost of alternate Federal worksites near its non-NCR employees' residences. To be suitable, the alternate worksites must also be conducive to the non-NCR employees' duties and job functions. Suitable space must be identified and available, and agreements with the Federal agencies responsible for the alternate worksites must be negotiated, including the cost of interagency agreements, as well as the cost of additional workstations (if needed) and IT infrastructure.

F. Describe agency's process for determining exceptions based on disability, qualifying medical condition, and/or other compelling reason.

The Commission's procedures for determining exceptions based on disability and/or qualifying medical conditions are defined in the Commission's Reasonable Accommodations Policy dated May 30, 2023. All requests for in-person work exemptions that are based on an employee's disability or qualifying medical condition(s) will be reviewed, processed and determined in accordance with applicable policy, regulation and statute.

G. Describe the agency’s criteria for determining “other compelling reasons” for exemptions from return-to-office, including any limited, discrete categories (such as military spouses working remotely) where categorical or indefinite exemptions may be granted.

The Commission will require any military spouses seeking exemptions to submit supporting documentation. The Commission will also examine the non-NCR employees’ duties, job functions, and known changes to employment status such as pending retirements to determine whether other exemptions are appropriate. For example, it is not cost effective to relocate a position or obtain an alternate worksite for a position that will be vacant through attrition in the next year. At present, the Commission is not considering any categorical or indefinite exemptions; the identification of such exemptions is subject to the circumstances, currently unknown, that each employee may encounter during the exploration of relocation and suitable alternate worksites.

Conclusion

Consistent with the guiding principles set forth in the joint OMB/OPM memo, the Commission’s plan prioritizes the return to in-person work for all agency employees in the NCR who can do so expeditiously, and phases in implementation for remote workers who are more than 50 miles from the agency’s sole headquarters office in Washington, D.C. The plan will maximize the use of the Commission’s current and anticipated leased space. Before any net-new space is pursued, the Commission will consult with the General Services Administration and other agencies, as applicable, to consider options for sharing space. Finally, in determining new duty stations or reallocating internal office space, the Commission is considering how it could best group organizations and employees based on like duties and job functions to promote effective collaboration and management.