

Congress of the United States

Washington, DC 20515

October 10, 2025

Arne B. Baker
U.S. Department of State
Office of Inspector General
1700 North Moore Street (SA-39)
Arlington, VA 22209

Dear Acting Inspector General Baker:

We write with deep concern regarding how the Trump-Vance Administration has dismantled the U.S. Agency for International Development (USAID) and discontinued critical USAID capabilities. Thus far, all 10,000 USAID personnel have been separated, and the process of how or whether these highly skilled individuals will be rehired within the U.S. State Department is opaque to Congress.

These actions violate statutory requirements, weaken U.S. national security, and increase the risk of waste, fraud, and abuse. Given these concerns and your responsibility to ensure efficiency and detect waste within the Department, we ask that your office investigate the hiring process that the U.S. State Department has undertaken to separate all USAID personnel, reorganize and restructure the U.S. State Department to subsume USAID, and prioritize the rehiring of former USAID personnel within the restructured U.S. State Department.

USAID was established in 1961, pursuant to Executive Order 10974 titled “Administration of Foreign Assistance and Related Functions”, to implement foreign assistance through the Foreign Assistance Act of 1961. The Foreign Affairs Reform and Restructuring Act of 1998 then codified USAID as an independent establishment, so it should not be undone unilaterally by the Executive Branch.

In the Fiscal Year 2024 (FY24) Department of State, Foreign Operations, and Related Programs (SFOPS) appropriations bill, Section 7063 requires “prior consultation and notification” before SFOPS funds are used “to implement a reorganization, redesign, or other plan.” The Trump Administration is statutorily required to consult and notify Congress before any actions are taken to reorganize, restructure, or dismantle USAID. In FY24, USAID managed more than \$35 billion in combined appropriations. Therefore, the Administration’s actions to have the U.S. State Department subsume USAID, without any thorough notification or consultation with Congress violates statutory requirements.

Further, the actions taken by the Administration to abolish USAID, eliminate its workforce, and shrink U.S. foreign assistance infrastructure undermines the safety, strength, and prosperity of the U.S. As the Acting Inspector General of the U.S. State Department, your responsibilities as defined by the Inspector General Act of 1978 require you to prevent and detect waste, fraud, abuse, and mismanagement and to ensure programs are implemented effectively at the Department of State – Accordingly, you are uniquely positioned to report to Congress on the implications of the U.S. State Department subsuming USAID.

The Congressional Notification (CN) transmitted on March 28, 2025, entitled “USAID’s Transition to the State Department” stated that “humanitarian assistance, global health functions, strategic investment, and limited national security programs” are USAID programs that advance the current Administration’s foreign policy goals and will be “realigned to relevant bureaus and offices in the Department”. This realignment includes U.S. State Department regional bureaus subsuming regional bureaus at USAID, as well as realignment of the Office of Global Food Security and the Office of Global Health Security and Diplomacy (GHSD). Subsequently, Secretary of State Marco Rubio released a reorganization plan for the U.S. State Department indicating that humanitarian assistance functions would be housed within the Office of the Coordinator for Foreign Assistance and Humanitarian Affairs (F). By eliminating USAID and offices within the U.S. State Department, the Trump Administration has weakened the U.S. role in addressing dynamic humanitarian crises.

To ensure the efficient use of taxpayer funds and existing government resources, a reorganization and downsizing of this scale requires a thorough and detailed analysis to assess the scope of proposed shifts, and the skills and expertise needed to support transferred functions. However, to date, no such analysis has been conducted nor provided to Congress. In fact, the CN stated, “the Department is not currently in a position to accurately project its needs or the exact number of USAID personnel to be hired in connection with the realignment of USAID’s programs and activities” —it simultaneously stated that all USAID personnel will be terminated via a Reduction-In-Force (RIF) by the end of the fiscal year. The CN indicated that some USAID personnel may subsequently be rehired (an inherently inefficient process) “to build foreign assistance capacity and administer USAID programs and activities.”

Today, all highly experienced USAID personnel have been separated and approximately 700 personnel have been rehired. However, by Secretary Rubio’s own admission, the U.S. State Department does not currently have sufficient capacity to manage these USAID functions and programs. For example, the CN stated: “The Department anticipates making significant [additional] investments to ensure that GHSD is able to effectively support USAID’s substantial implementation of the U.S. President’s Emergency Plan for AIDS Relief and other life-saving health programs.” The U.S. State Department long anticipated a lack of resources and expertise to administer and monitor foreign assistance programs, making the separation of USAID personnel counterproductive and wasteful.

To further illustrate the risks involved with the reorganization of USAID and the elimination of its workforce -- in May 2025, your office shared a report titled “Oversight Observations to Inform Department of State Realignment of U.S. Agency for International Development Functions”. As you know, the report finds that the U.S. State Department already faces challenges in streamlining resources to “track foreign assistance funds, establish measurable goals for foreign assistance funding and perform risk assessments, and monitor foreign assistance funds.” As the U.S. State Department already faces deficiencies in its ability to track and report its use of foreign assistance funds, we are deeply concerned that the elimination of USAID structures and staff will further curtail U.S. foreign assistance credibility and accountability. After Secretary Rubio’s testimony before the Foreign Affairs Committee on May 21, 2025, public reporting emerged that government officials allowed \$800,000 worth of emergency food commodities to expire, necessitating its destruction, despite multiple warnings

from concerned USAID staff. It is already clear that the U.S. State Department is ill-equipped to take on critical USAID functions and programs ensuring sufficient humanitarian assistance.

USAID personnel possess the expertise required to track and ensure effective implementation of foreign assistance funds and enhance accountability. Firing them without a plan to replace or adequately rehire them is inefficient and undermines the Trump Administration's stated goals. Specifically, it threatens U.S. national security and global prosperity by destabilizing essential humanitarian efforts and increases the risk of waste, fraud, and abuse by removing personnel directly responsible for these functions without a detailed workforce plan to backfill their roles.

In light of these concerns and the Administration's entirely inadequate effort to determine the additional skills and expertise that the Department will require to perform USAID's functions in an effective, efficient, and accountable manner, we respectfully, therefore, request that you examine and report back to us on the following questions:

1. Which functions previously performed by USAID has the Administration transferred to the U.S. State Department?
 - a. Are there additional functions previously performed by USAID that the Administration intends to move in the coming months?
 - b. How is the U.S. State Department eliminating redundancies by transferring USAID functions to the Department?
2. Does the Administration plan to retain current U.S. State Department personnel and shift their job functions to also administer and implement foreign assistance?
 - a. If yes, how will the U.S. State Department ensure that personnel have the knowledge and resources to effectively administer foreign assistance?
 - b. How will the U.S. State Department address any gaps created in program implementation with the loss of USAID Civil Service and Foreign Service personnel?
3. What hiring process has the Administration established to allow terminated USAID personnel to apply to be rehired at the U.S. State Department?
 - a. What is the cost of the hiring process being undertaken by the Department?
 - b. What would be the cost of utilizing existing USAID expertise and personnel to work at the newly structured U.S. State Department?
4. Will there be positions that are only open to former USAID personnel?
 - a. If yes, how many such positions may be posted on USAjobs?
5. How is the Administration prioritizing the rehiring of highly skilled USAID personnel?
6. In the March 28 CN, Secretary Rubio explained that all USAID personnel would be separated by the end of the fiscal year, the reorganization of the U.S. State Department would be implemented, and then it would be determined how USAID personnel would fit into the reorganization. Now that the separation of USAID personnel is complete, how is Secretary Rubio assessing the needs of the Department?
 - a. How will the U.S. State Department handle a potential hiring surge properly?
7. Will the U.S. State Department follow the same process as USAID to administer, facilitate, and implement foreign assistance?
 - a. If not, what is the new process?

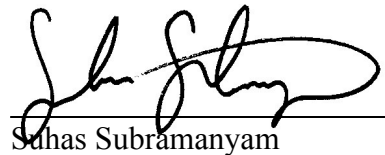
- b. What costs will the U.S. State Department undertake to implement a comprehensive process to administer, facilitate, and implement foreign assistance, ensuring efficient use of federal resources?
- 8. As the Office of the Inspector General notes, if the U.S. State Department already faces deficiencies in tracking and reporting on its use of foreign funds, how does firing USAID personnel with subject-matter expertise prevent waste, fraud, and abuse with respect to the implementation of U.S. foreign assistance?
- 9. Did the Administration comply with statutory consultation and notification requirements during its efforts to dismantle USAID and restructure the U.S. State Department?
 - a. If yes, what specifically does the Administration consider consultation and notification?
 - b. How does the current reorganization compare to prior consultation and notification requirements?
- 10. Please provide recommendations for the questions below:
 - a. How can subject matter experts from USAID be integrated into the restructured U.S. State Department to maintain expertise with respect to foreign assistance administration, oversight, and efficacy?
 - b. How can the Administration effectively implement a U.S. State Department reorganization?
 - c. What should a thorough implementation plan include to ensure the proper realignment of USAID functions and rehiring of USAID personnel?

Thank you for your time and attention to this critical request.

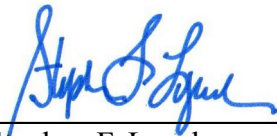
Sincerely,



James R. Walkinshaw
Member of Congress



Suhas Subramanyam
Member of Congress



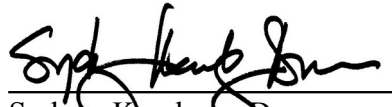
Stephen F. Lynch
Member of Congress

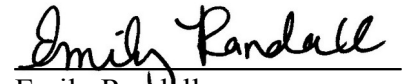


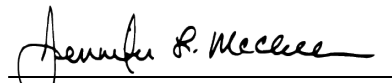
Eleanor Holmes Norton
Member of Congress


Yassamin Ansari
Member of Congress


Shontel M. Brown
Member of Congress


Sydney Kamlager Dove
Member of Congress


Emily Randall
Member of Congress


Jennifer L. McClellan
Member of Congress