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14 **UNITED STATES DISTRICT COURT**
15 **FOR THE NORTHERN DISTRICT OF CALIFORNIA**
16 **SAN FRANCISCO DIVISION**

Case No. 3:25-cv-1780-WHA

17 AMERICAN FEDERATION OF
GOVERNMENT EMPLOYEES, *et al.*

18 Plaintiffs,

19 v.

20 UNITED STATES OFFICE OF PERSONNEL
MANAGEMENT, *et al.*,

21 Defendants.
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**DECLARATION OF TIMOTHY D. DILL
IN SUPPORT OF DEFENDANTS'
NOTICE IN RESPONSE TO THE
COURT'S THIRD REQUEST FOR
INFORMATION**

1 I, Timothy D. Dill, declare, pursuant to 28 U.S.C. § 1746, as follows:

2 1. I am currently the official performing the duties of the Assistant Secretary of
3 Defense for Manpower and Reserve Affairs of the Department of Defense (“Department”),
4 headquartered in Washington, D.C. I have served in this position since January 22, 2025. The
5 information below is based on my personal knowledge and information I have received in my
6 role at the Department.

7 2. In my role at the Department, I am responsible for personnel policy for the
8 Department of Defense’s civilian workforce. That responsibility includes tracking and recording
9 personnel actions, including terminations. I am responsible for ensuring that all personnel
10 actions, including those related to probationary employees, comply with federal law.

11 3. I am aware of the preliminary injunction issued in this case on March 13, 2025,
12 requiring the Department to offer reinstatement to all probationary employees terminated on or
13 about February 13 and 14, 2025.

14 4. Department records indicate that since February 13, 2025, the Department
15 separated, or notified of termination, 364 probationary employees in light of recent OPM
16 guidance.

17 5. The Department has directed DoD Military Departments and Components to offer
18 reinstatement or revoke pending termination notices for these employees. DoD Military
19 Departments and Components have reinstated, or revoked pending termination notices, for
20 approximately 65 employees. The remainder are pending notification, declined to accept the
21 offer of reinstatement, or requested additional time to consider the offer.

22 6. Employees with pending termination notices will remain on administrative leave
23 until the termination notice is revoked and they are able to be complete Department onboarding
24 procedures. Previously terminated employees who have been reinstated are authorized
25 administrative leave dating from the time of their termination until their completion of
26 onboarding procedures. That placement of former employees on administrative leave is the first
27 in a series of steps to reinstate probationary employees. The onboarding process will include
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1 certain training, completing human resources paperwork, obtaining new security badges, and re-
2 enrolling in benefits programs.

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4 Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true
5 and correct to the best of my knowledge.

6 Dated: March 19, 2025

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10 Timothy D. Dill
11 Performing the Duties of the
12 Assistant Secretary of Defense for
13 Manpower and Reserve Affairs
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