



SECRETARY OF DEFENSE
1000 DEFENSE PENTAGON
WASHINGTON, DC 20301-1000

MAY 27 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP

SUBJECT: Reorganization of the Office of the Director of Operational Test and Evaluation

To improve the lethality, readiness, and efficiency of our Armed Forces in support of an America First defense strategy, the Department of Defense will immediately implement a strategic and deliberate reorganization of the Office of the Director of Operational Test and Evaluation (ODOT&E). A comprehensive internal review has identified redundant, non-essential, non-statutory functions within ODOT&E that do not support operational agility or resource efficiency, affecting our ability to rapidly and effectively deploy the best systems to the warfighter. I, therefore, direct the following:

First, ODOT&E will immediately eliminate any non-statutory or redundant functions, reducing bureaucratic overhead and driving greater efficiency.

Second, and as recommended by an internal study, ODOT&E will deliver its core statutory function through a reduced staff of 30 civilian positions, with no more than one Senior Executive Service (SES) member and 15 assigned military personnel. ODOT&E will be reduced to this size through a targeted, deliberate, and expeditious civilian reduction-in-force (RIF). Civilian personnel employed by Military Departments at ODOT&E or within subordinate entities of ODOT&E shall be immediately transferred back to those Military Departments. Receiving Military Departments, at their discretion, may choose which transferred positions to retain.

Third, effective immediately and no later than 7 days from the date of this memorandum, all civilian personnel not retained in one of the 30 ODOT&E positions will receive a Specific Notice of RIF. All personnel receiving a Specific Notice of RIF will be placed on approved administrative leave and will be entitled to their full rights, in accordance with applicable law and policy. Further, all ODOT&E leadership, defined as any SES member, will be immediately placed on approved administrative leave and similarly afforded their full rights as part of the RIF process.

Fourth, the Under Secretary of Defense for Acquisition and Sustainment shall direct cognizant contracting officers to end all contractor personnel support supplying contracted employees to ODOT&E within 7 days of this memorandum so the organization can return to a renewed zero-based core mission. If ODOT&E decides it needs support contractor personnel after adjusting to its base statutory mission set, ODOT&E may request such contractor support with Deputy Secretary of Defense review after an initial 60-day acclimation period.

Fifth, effective immediately, I appoint Mr. Carroll P. Quade, currently Deputy for Test and Evaluation for the Department of the Navy, to perform the duties of the Director of

ODOT&E. Mr. Quade will assume all duties of the Director, overseeing the transition and ensuring ODOT&E's statutory requirements remain effective and in compliance with statute.

These actions will save more than \$300 million per year and reflect the Department's commitment to continued reform and reducing bureaucracy.

PB Gh SD29