

JAY CLAYTON

United States Attorney for the
Southern District of New York

By: ALYSSA B. O’GALLAGHER

Assistant United States Attorney

86 Chambers Street, 3rd Floor

New York, New York 10007

Tel.: (212) 637-2822

Email: alyssa.o’gallagher@usdoj.gov

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

AMERICAN FEDERATION OF
GOVERNMENT EMPLOYEES, AFL-CIO, *et al.*,

Plaintiffs,

v.

U.S. OFFICE OF PERSONNEL
MANAGEMENT, *et al.*,

Defendants.

No. 25 Civ. 1237 (DLC)

DECLARATION OF ALYSSA B. O’GALLAGHER

Alyssa B. O’Gallagher, pursuant to the provisions of 28 U.S.C. § 1746, declares, under penalty of perjury, as follows:

1. I am an Assistant United States Attorney in the office of Jay Clayton, United States Attorney for the Southern District of New York, attorney for Defendants the U.S. Office of Personnel Management (“OPM”); Scott Kuper, in his official capacity as Director of OPM;¹ U.S. DOGE Service (“USDS” or “DOGE”); the Acting USDS Administrator; U.S. DOGE Temporary Service; and Elon Musk, in his official capacity as Director of USDS. I am the attorney assigned to this matter, and I am familiar with the proceedings herein. I submit this

¹ Scott Kuper, who became Director of OPM on July 14, 2025, is automatically substituted for the former Acting Director as the defendant in this action. *See* Fed. R. Civ. P. 25(d).

declaration in support of Defendants' motion for summary judgment.

2. I have redacted all protected personal identification information from all documents attached to this Declaration in accordance with Federal Rule of Civil Procedure 5.2 and Rule 21.3 of the Southern District of New York's Electronic Case Filing Rules & Instructions.

3. Attached hereto as Exhibit 1 is a true and correct copy of a Standard Form 50 ("SF-50") for Akash Bobba, with an effective date of March 7, 2026, as provided to this Office.

4. Attached hereto as Exhibit 2 is a true and correct copy of an SF-50 for Gavin Kliger, with an effective date of December 27, 2025, as provided to this Office.

5. Attached hereto as Exhibit 3 is a true and correct copy of an SF-50 for Austin Raynor, with an effective date of December 22, 2025, as provided to this Office.

I declare under penalty of perjury that the foregoing is true and correct.

Dated: New York, New York
March 20, 2026

/s/ Alyssa B. O'Gallagher
Alyssa B. O'Gallagher

Standard Form 50
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 296-33, Subch. 4

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) BOBBA, AKASH NMN				2. Social Security Number [REDACTED]		3. Date of Birth [REDACTED]		4. Effective Date 03/07/2026			
FIRST ACTION				SECOND ACTION							
5-A. Code 355				5-B. Nature of Action TERMINATION-EXP OF APPT							
5-C. Code				5-D. Legal Authority							
5-E. Code				5-F. Legal Authority							
7. FROM: Position Title and Number EXPERT PD: 6A39740				15. TO: Position Title and Number							
8. Pay Plan ED		9. Occ. Code 0301		10. Grade or Level 00		11. Step or Rate 00		12. Total Salary \$0		13. Pay Basis WC	
12A. Basic Pay \$0		12B. Locality Adj. \$0		12C. Adj. Basic Pay \$0		12D. Other Pay \$0		16. Pay Plan		17. Occ. Code	
12A. Basic Pay		12B. Locality Adj.		12C. Adj. Basic Pay		12D. Other Pay		20A. Basic Pay		20B. Locality Adj.	
12A. Basic Pay		12B. Locality Adj.		12C. Adj. Basic Pay		12D. Other Pay		20A. Basic Pay		20B. Locality Adj.	
14. Name and Location of Position's Organization OFFICE OF PERSONNEL MANAGEMENT OFC OF THE DIRECTOR				22. Name and Location of Position's Organization							
WASHINGTON DC											
EMPLOYEE DATA											
23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%						24. Tenure 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite		25. Agency Use JS		26. Veterans Pref for RIF YES ☐ NO ☒	
27. FEGLI A0 INELIGIBLE FOR LIFE INSURANCE COVERAGE						28. Annuitant Indicator 9 NOT APPLICABLE		29. Pay Rate Determinant 0			
30. Retirement Plan 4 NONE				31. Service Comp. Date (Leave) 01/20/2025		32. Work Schedule I INTERMITTENT		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 - Excepted Service				35. FLSA Category E - Exempt N - Nonexempt		36. Appropriation Code 41AA0		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DISTRICT OF COLUMBIA DC							
40. AGENCY DATA 10001		41.		42. 0000		43. 33.94		44. CRITICAL-SENSITIVE (CS)/HIGH R			
45. Remarks FORWARDING ADDRESS: [REDACTED]											

46. Employing Department or Agency OFFICE OF PERSONNEL MANAGEMENT			50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: TYSHAWN THOMAS CHIEF HUMAN CAPITAL OFFICER		
47. Agency Code OM00	48. Personnel Office ID 1000	49. Approval Date 03/06/2026			

NOTICE TO EMPLOYEE

This is your copy of the official notice of a personnel action. Keep it with your records because it could be used to make employment, pay, and qualifications decisions about you in the future.

The Action

- Blocks 5-B and 6-B describe the personnel action(s) that occurred.
- Blocks 15-22 show the position and organization to which you are assigned.

Pay

- When the personnel action is an award or bonus, block 20 shows the amount of that one-time cash payment. When the action is not an award or bonus, block 12 shows your former total annual salary, and block 20 shows your new total annual salary (block 20C plus 20D). The amounts in blocks 12 and 20 do not include any one-time cash payments (such as performance awards and recruitment or relocation bonuses) or payments that may vary from one pay period to the next (such as overtime pay), or other forms of premium pay.
- Block 20A is the scheduled amount for your grade and step, including any special salary rate you receive. It does not include any locality-based pay. This rate of pay serves as the basis for determining your rate of pay upon promotion, change to a lower grade, or reassignment, and is used for pay retention purposes.
- Block 20B is the annual dollar amount of your interim Geographic Adjustment or, beginning in 1994, your locality-based comparability payment.
- Block 20C is your Adjusted Basic Pay, the total of blocks 20A and 20B. It serves as the basis for computing your retirement benefits, life insurance, premium pay, and severance pay.
- Block 20D is the total dollar amount of any Retention Allowances, Supervisory Differentials, and Staffing Differentials that are listed in the remarks block. These payments are made in the same manner as basic pay, but are not a part of basic pay for any purpose.

Block 24 - Tenure

- Identifies the nature of your appointment and is used to determine your rights during a reduction in force (RIF). Tenure groups are explained in more detail in subchapter 26 of FPM Supplement 296-33 and RIF is explained in FPM Supplement 351-1; both should be available for review in your personnel office.

Block 26 - Veterans Preference to RIF

- Indicates whether you have preference for reduction-in-force purposes.

Block 30 - Retirement Plan

- FICA - Social Security System
- CS - Civil Service Retirement System
- CS-Spec - Civil Service Retirement System for law enforcement and firefighter personnel
- FS - Foreign Service Retirement and Disability System
- FERS - Federal Employees' Retirement System
- FERS-Reserve Tech - Federal Employees' Retirement System for National Guard Reserve Technicians
- FERS-ATC - Federal Employees' Retirement System for Air Traffic Controllers
- FERS-Spec - Federal Employees' Retirement System for law enforcement and firefighter personnel
- FSPS - Foreign Service Pension System

Block 31 - Service computation Date (Leave)

- Shows when your Federal service began unless you have prior creditable service. If so, this date is constructed to include your total years, months and days of prior creditable civilian and military service.
- Full-time employees with fewer than 3 years of service earn 4 hours of annual leave each pay period; those with 3 or more years but less than 15 years earn 6 hours each pay period; and those with 15 or more years earn 8 hours each pay period.
- Your earnings and leave statement or your time and attendance card will

Block 32 - Work Schedule

- Your work schedule is established by your supervisor.
 - A full-time employee works on a prearranged scheduled tour of duty that is usually 40 hours per week. A part-time employee has a prearranged scheduled tour of duty that is usually between 16 and 32 hours per week. An intermittent employee has no prearranged scheduled tour of duty and works when needed.
- Full-Time and part-time employees whose appointments are for 90 days or more are usually eligible to earn annual leave; intermittent employees are not. Seasonal employees work on an annually recurring bases for periods of less than 12 months each year; they may have a full-time, a part-time, or an intermittent schedule during their work season.
- On-call employees work during periods of heavy workload and are in pay status for at least 6 months of each year; they may have either a full-time or a part-time schedule when they are in pay status.

Block 33 - Part-time Hours Per Biweekly Pay Period

Indicates the number of hours a part-time employee is scheduled to work during a two-week pay period.

Block 34 - Position Occupied

Identifies the employment system under which you are serving -- the Competitive Service, the Excepted Service, or the Senior Executive Service (SES). The employment system determines your eligibility to move to other jobs in the Federal service, your rights in disciplinary and adverse actions, and your eligibility for reemployment if you have Federal service.

Block 35 - FLSA Category

Exempt employees are not covered by the minimum wage and overtime law (the Fair Labor Standards Act); nonexempt employees are covered.

Block 37 - Bargaining Unit Status

Identifies a bargaining unit to which you belong, whether or not you are actually a member of a labor organization. Code "7777" indicates you are eligible but not in a bargaining unit; code "8888" indicates you are ineligible for inclusion in a bargaining unit.

Block 38 and 39 - Duty Station

Identifies the city, county, and state or the overseas location, where you actually work.

OTHER INFORMATION

- If your appointment entitles you to elect health benefits or life insurance, and you have not been provided materials explaining the programs available and the enrollment forms, contact your personnel specialist.
- Your personnel specialist will also tell you if your position is covered by an agreement between an employee organization (union) and your agency. If you are eligible to and elect to join an employee organization, you can elect to have your dues withheld from your salary.
- If you have questions or need more information about your rights and benefits, ask your supervisor or your personnel office.
- Definitions for any coded data in Blocks 1-24, 27-39 and 45-50 may be found in Federal Personnel Manual Supplement 292-1.

It is your responsibility to read all the information on the front of this notice and tell your personnel office immediately if there is an error in it.

Standard Form 50
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 296-33, Subch. 4

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) KLIGER, GAVIN IAN				2. Social Security Number [REDACTED]		3. Date of Birth [REDACTED]		4. Effective Date 12/27/2025			
FIRST ACTION				SECOND ACTION							
5-A. Code 352		5-B. Nature of Action TERMINATION-APPT IN DD		6-A. Code		6-B. Nature of Action					
5-C. Code DBM		5-D. Legal Authority 5 CFR PART 715 / AGY AUTH MOVE TO ANOTHER AGENCY.		6-C. Code		6-D. Legal Authority					
5-E. Code		5-F. Legal Authority		6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number SENIOR ADVISOR TO THE DIRECTOR FOR INFORMATION TECHNOLOGY PD: 6A38025				15. TO: Position Title and Number							
8. Pay Plan GS		9. Occ. Code 0301		10. Grade or Level 15		11. Step or Rate 10		12. Total Salary \$195,200.00		13. Pay Basis PA	
12A. Basic Pay \$162,672.00		12B. Locality Adj. \$32,528.00		12C. Adj. Basic Pay \$195,200.00		12D. Other Pay \$0		16. Pay Plan		17. Occ. Code	
16A. Basic Pay		16B. Locality Adj.		16C. Adj. Basic Pay		16D. Other Pay		18. Grade or Level		19. Step or Rate	
20. Total Salary/Award		21. Pay Basis		20A. Basic Pay		20B. Locality Adj.		20C. Adj. Basic Pay		20D. Other Pay	
14. Name and Location of Position's Organization OFFICE OF PERSONNEL MANAGEMENT OFC OF THE DIRECTOR				22. Name and Location of Position's Organization TRANSFER TO: DD00							
WASHINGTON DC EMPLOYEE DATA											
23. Veterans Preference 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30% 1				24. Tenure 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite 3				25. Agency Use JS		26. Veterans Pref for RIF YES ☐ NO ☒	
27. FEGLI B0 WAIVED				28. Annuitant Indicator 9 NOT APPLICABLE				29. Pay Rate Determinant 0			
30. Retirement Plan KF FERS FRAE AND FICA (FULL)				31. Service Comp. Date (Leave) 01/20/2025				32. Work Schedule F FULL TIME			
33. Part-Time Hours Per Biweekly Pay Period											
POSITION DATA											
34. Position Occupied 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career 2				35. FLSA Category E - Exempt N - Nonexempt E				36. Appropriation Code 41AA0			
37. Bargaining Unit Status 8888											
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DISTRICT OF COLUMBIA DC							
40. AGENCY DATA 10001		41.		42. 0000		43. 33.94		44. CRITICAL-SENSITIVE (CS)/HIGH R			
45. Remarks FORWARDING ADDRESS: [REDACTED]											

46. Employing Department or Agency OFFICE OF PERSONNEL MANAGEMENT			50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: CARMEN GARCIA-WHITESIDE CHIEF HUMAN CAPITAL OFFICER AND DIRECTOR OF OPM HR		
47. Agency Code OM00	48. Personnel Office ID 1000	49. Approval Date 01/05/2026			

NOTICE TO EMPLOYEE

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- Blocks 5-B and 6-B describe the personnel action(s) that occurred.
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Pay

- When the personnel action is an award or bonus, block 20 shows the amount of that one-time cash payment. When the action is not an award or bonus, block 12 shows your former total annual salary, and block 20 shows your new total annual salary (block 20C plus 20D). The amounts in blocks 12 and 20 do not include any one-time cash payments (such as performance awards and recruitment or relocation bonuses) or payments that may vary from one pay period to the next (such as overtime pay), or other forms of premium pay.
- Block 20A is the scheduled amount for your grade and step, including any special salary rate you receive. It does not include any locality-based pay. This rate of pay serves as the basis for determining your rate of pay upon promotion, change to a lower grade, or reassignment, and is used for pay retention purposes.
- Block 20B is the annual dollar amount of your interim Geographic Adjustment or, beginning in 1994, your locality-based comparability payment.
- Block 20C is your Adjusted Basic Pay, the total of blocks 20A and 20B. It serves as the basis for computing your retirement benefits, life insurance, premium pay, and severance pay.
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- FERS-Reserve Tech - Federal Employees' Retirement System for National Guard Reserve Technicians
- FERS-ATC - Federal Employees' Retirement System for Air Traffic Controllers
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Block 31 - Service computation Date (Leave)

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- Full-time employees with fewer than 3 years of service earn 4 hours of annual leave each pay period; those with 3 or more years but less than 15 years earn 6 hours each pay period; and those with 15 or more years earn 8 hours each pay period.
- Your earnings and leave statement or your time and attendance card will

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OTHER INFORMATION

- If your appointment entitles you to elect health benefits or life insurance, and you have not been provided materials explaining the programs available and the enrollment forms, contact your personnel specialist.
- Your personnel specialist will also tell you if your position is covered by an agreement between an employee organization (union) and your agency. If you are eligible to and elect to join an employee organization, you can elect to have your dues withheld from your salary.
- If you have questions or need more information about your rights and benefits, ask your supervisor or your personnel office.
- Definitions for any coded data in Blocks 1-24, 27-39 and 45-50 may be found in Federal Personnel Manual Supplement 292-1.

It is your responsibility to read all the information on the front of this notice and tell your personnel office immediately if there is an error in it.

Standard Form 50
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 296-33, Subch. 4

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) RAYNOR, AUSTIN LEWIS					2. Social Security Number [REDACTED]		3. Date of Birth [REDACTED]		4. Effective Date 12/22/2025		
FIRST ACTION					SECOND ACTION						
5-A. Code 317		5-B. Nature of Action RESIGNATION			6-A. Code		6-B. Nature of Action				
5-C. Code RUM		5-D. Legal Authority REG 715.202 OTHER. RESIG EMP W/NO APPEAL RIGHTS.			6-C. Code		6-D. Legal Authority				
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority				
7. FROM: Position Title and Number SENIOR ADVISOR PD: 6A39748					15. TO: Position Title and Number						
8. Pay Plan GS		9. Occ. Code 0301		10. Grade or Level 15		11. Step or Rate 10		12. Total Salary \$195,200.00		13. Pay Basis PA	
12A. Basic Pay \$162,672.00		12B. Locality Adj. \$32,528.00		12C. Adj. Basic Pay \$195,200.00		12D. Other Pay \$0		16. Pay Plan		17. Occ. Code	
18. Grade or Level		19. Step or Rate		20. Total Salary/Award		21. Pay Basis		20A. Basic Pay		20B. Locality Adj.	
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14. Name and Location of Position's Organization OFFICE OF PERSONNEL MANAGEMENT OFC OF THE DIRECTOR											
WASHINGTON DC EMPLOYEE DATA											
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30. Retirement Plan KF FERS FRAE AND FICA (FULL)					31. Service Comp. Date (Leave) 01/30/2025			32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period	
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45. Remarks

HEALTH BENEFITS COVERAGE IS EXTENDED FOR 31 DAYS DURING WHICH YOU ARE ELIGIBLE TO CONVERT TO AN INDIVIDUAL POLICY (NONGROUP CONTRACT).

FORWARDING ADDRESS [REDACTED]

LUMP-SUM PAYMENT TO BE MADE FOR ANY UNUSED ANNUAL LEAVE.

EMPLOYEE GAVE NO REASON FOR RESIGNATION.

46. Employing Department or Agency OFFICE OF PERSONNEL MANAGEMENT			50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: CARMEN GARCIA-WHITESIDE CHIEF HUMAN CAPITAL OFFICER AND DIRECTOR OF OPM HR	
47. Agency Code OM00	48. Personnel Office ID 1000	49. Approval Date 01/05/2026		

5-Part

2 - OPF Copy - Long-Term Record -- DO NOT DESTROY

Editions Prior to 7/91 Are Not Usable After
6/30/93
NSN 7540-01-333-6236

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