



Homeland
Security

January 20, 2025

TO: All Component Heads

FROM: Benjamine C. Huffman
Acting Secretary

SUBJECT: DHS Return to Work Notice

A handwritten signature in blue ink, appearing to read "B. Huffman", written over the "FROM:" line of the memo.

Remote work can be an important tool under the right circumstances. It also is subject to significant abuse. The current telework practices of this agency would surprise most Americans. In 2024, 24.4% of total hours worked by U.S. Coast Guard personnel—a branch of the armed services tasked with protecting our coasts—were done remotely. For the Federal Emergency Management Agency, 28.9% of hours worked were remote, and for the Cyber Security and Infrastructure Security Agency, 39.7% of hours worked were remote.

These numbers are unacceptable. It is the policy of this agency for employees to work at their duty station—whether in an office or in the field—to the maximum extent.

Effective immediately, I am ordering all Components to recall DHS employees to work in person. Within 30 days, each Component shall submit a report regarding all officials who have not returned to work, the reasons for it, and documentation supporting the reason for each official's continuing remote work. Reasons might include lack of adequate office space, physical inability of the employee, or a legal impediment. Any guidance, policy, or directive of this agency that is inconsistent with this memorandum is hereby rescinded, to the extent consistent with applicable legal requirements.