



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

October 18, 2024

The Director

Memorandum for Heads of Executive Departments and Agencies

From: Robert H. Shriver, III
Acting Director

Subject: **Emergency Hiring Situation Resulting from the 2024 Hurricane Season**

To address the recovery efforts related to any emergency resulting from the 2024 Hurricane Season such as but not limited to Hurricanes Helene and Milton, agencies may have an immediate need to hire additional staff. Therefore, the U.S. Office of Personnel Management (OPM) authorizes agencies to make excepted service appointments under 5 CFR 213.3102(i)(3), on a temporary basis for up to one year, of individuals who will be directly involved with the recovery and relief efforts resulting from the 2024 Hurricane season. The hiring agency may extend these appointments without OPM approval up to an additional year, for a maximum of two years.

When using this authority, agencies must apply the provisions of 5 CFR part 302. Agencies must apply veterans' preference when filling positions under this authority and must have procedures in place for accepting applications. If seeking to select a non-preference eligible over a preference eligible, agencies must follow the pass-over procedures in 5 U.S.C. § 3318(c) and 3319(c)(7) as described in the [Delegated Examining Operations Handbook](#). Although public notice is not required when filling positions in the excepted service, agencies should conduct appropriate recruiting to meet their technical needs.

When documenting the SF-50 "Notification of Personnel Action" for such appointments, cite as "W9R/Sch. A, 5 CFR 213.3102(i)(3)".

As a reminder, temporary employees who are hired for more than 90 days may be entitled to benefits to include Health Insurance, Dental/Vision, Flexible Spending Accounts (medical and dependent care), and Annual and Sick Leave. Temporary employees hired under this authority are not eligible to participate in Thrift Savings Plan, life insurance, or retirement.

Agency headquarters-level human resources offices may contact OPM at employ@opm.gov with additional questions or clarifications. Agency field offices should contact their appropriate headquarters-level agency human resources office. Individual employees should contact their agency human resources office.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Human Resources Directors