



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Friday, March 20, 2020

MEMORANDUM FOR: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: MICHAEL J. RIGAS
ACTING DIRECTOR

Subject: Dual Compensation Waiver Requests for COVID-19 Emergency

In light of the continued impact of COVID-19 on the Federal workforce, the U.S. Office of Personnel Management (OPM) invites agencies to submit a request for a delegation of authority for dual compensation reduction (salary off-set) waiver under 5 CFR 553.202, based on a hiring need resulting from the COVID-19 pandemic health crisis. The delegated authority will enable an agency to waive the dual compensation (salary off-set) to reemploy individuals needed in response to COVID-19. Agencies with such a need, should use the template available online at: <https://www.opm.gov/policy-data-oversight/hiring-information/dual-compensation-waivers/#url=Dual-Compensation-Waiver-Templates> to denote the nature of their request and submit to Kimberly.Holden@opm.gov.

I have directed my staff that such requests will receive expedited review and approval in order to help agencies meet their critical mission needs.

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