



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Friday, September 8, 2017

**MEMORANDUM FOR: CHIEF HUMAN CAPITAL OFFICERS**

FROM: KATHLEEN M. McGETTIGAN  
ACTING DIRECTOR

Subject: Emergency Hiring Situation Resulting from Hurricane Harvey and  
Hurricane Irma

To address Hurricane Harvey and Hurricane Irma recovery efforts, you may have an immediate need to hire additional staff. Therefore, you are authorized to make excepted appointments under 5 CFR 213.3102(i)(3), on a temporary basis for up to 1 year, to hire individuals who will be directly involved with the recovery and relief efforts associated with Hurricane Harvey or Hurricane Irma. These appointments may be extended in increments up to 1 year.

When using this authority, agencies must apply the provisions of 5 CFR part 302. Per 5 CFR part 302, agencies must apply veterans' preference when filling positions under this authority, and must have procedures in place for acceptance of 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](#). Public notice is not required when filling jobs in the excepted service.

As a reminder, temporary employees who are hired for more than 90 days are entitled to benefits to include health insurance, dental/vision, flexible spending accounts (medical and dependent care). Temporary employees hired under this authority are not eligible to participate in the Thrift Savings Plan, the Federal Employees' Group Life Insurance program, or the Federal Employees Retirement System.

On August 27, 2017, the U.S. Office of Personnel Management issued guidance to the Heads of Executive Departments and Agencies reminding them of the human resources flexibilities available to assist Federal employees affected by Hurricane Harvey and its aftermath, including, 30-day critical need and direct hire authorities (see <https://www.chcoc.gov/content/human-resources-flexibilities-hurricane-harvey-and-its-aftermath>).

For additional assistance, please contact Katika Floyd at [Katika.Floyd@opm.gov](mailto:Katika.Floyd@opm.gov) or [employ@opm.gov](mailto:employ@opm.gov).

cc: Human Resources Directors