



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Monday, March 16, 2009

MEMORANDUM FOR: Heads Of Executive Departments And Agencies

FROM: Kathie Ann Whipple, Acting Director

Subject: Rehiring Annuitants in Support of the American Recovery and Reinvestment Act of 2009

The U.S. Office of Personnel Management (OPM) recognizes that your department or agency may need to increase the number of experienced contract specialists, grants management specialists, human resources specialists, and project managers in order to meet mission requirements under the American Recovery and Reinvestment Act of 2009 (ARRA).

Section 4 of Public Law 109-313 (October 6, 2006) already grants to agencies the authority to reemploy annuitants to fill acquisition-related positions where a temporary emergency hiring need makes the reemployment of an individual essential, where there is exceptional difficulty recruiting or retaining a qualified employee, or where the individual to be reemployed demonstrates through his or her service unusually high or unique qualifications.

In order to expedite other requests, OPM strongly encourages agencies to use the attached template for delegated salary offset waiver authority for the positions listed above. These templates are also available at: <https://www.chcoc.gov/content/templates-dual-compensation-waivers>. These templates will help your staff better focus on the kinds of information required in a dual compensation waiver request. In addition, use of the templates may shorten the time it takes OPM to process your request by eliminating the need for follow-up information.

In addition, you may also wish to rehire retirees or others who left the Federal Government with Voluntary Separation Incentive Payments (buyouts). Depending upon the specific statute under which an individual received the buyout, you may request a repayment waiver from OPM when the individual is uniquely qualified for the position being filled.

For additional information, please contact your assigned OPM Human Capital Officer.

[Attachment](#)

cc: Chief Human Capital Officers

Human Resources Directors