



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

October 7, 2022

**Memorandum for Heads of Executive Departments and Agencies**

From: Kiran A. Ahuja  
Director

Subject: Emergency Hiring Situation Resulting from Hurricane Fiona and Hurricane Ian

To address Hurricane Fiona and Hurricane Ian recovery efforts, agencies may have an immediate need to hire additional staff. Therefore, agencies are authorized to make excepted appointments under 5 CFR 213.3102(i)(3) to fill on a temporary basis for up to 1 year, for the appointment of individuals who will be directly involved with the recovery and relief efforts associated with Hurricane Fiona or Hurricane Ian. 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. 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, OPM strongly encourages agencies to conduct appropriate recruiting and notice to meet agencies' 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 Account (medical and dependent care), and Annual and Sick Leave. Temporary employees hired under this authority are not eligible to participate in TSP, life insurance, or retirement.

Agency headquarters-level human resources offices may contact OPM at [employ@opm.gov](mailto: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