UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-1000

OFFICE OF THE DIRECTOR

OPM-HK-4

September 2, 2005

MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS

FROM LINDA M. SPRINGER
DIRECTOR

Subject: Staffing Flexibilities to Fill Critical Positions in the Aftermath of Hurricane Katrina

To deal with the destruction of Hurricane Katrina, you may have an immediate need to hire former Federal employees. The following information is for your use when reemploying individuals:

Reemploying Annuitants.

You may wish to consider bringing retirees back to work to deal with emergency situations or to supplement your workforce. OPM will expedite action on requests to give agency heads authority to waive the dual compensation reduction (salary offset) otherwise required of reemployed Federal civilian annuitants. We cannot approve waivers retroactively.

Reemploying Buyout Recipients

You may also wish to rehire retirees or others who left the Federal Government with buyouts. Depending upon the specific statute under which they received the buyout, you may request a repayment waiver from us in this emergency situation. Persons being considered for waivers must be the only qualified applicants available for the positions and possess expertise and special qualifications to replace persons lost in the tragedies or to provide direct support in the rescue, recovery, investigatory, and other phases related to the tragedies.

OPM's Human Capital Leadership and Merit System Accountability Division (HCLMRSA) is available to assist you and answer any questions you may have on these or other staffing matters. Contact your Human Capital Officer or HCLMRSA at (202) 606-1575.

For additional information, please visit www.opm.gov or http://www.opm.gov/oca/compmemo/2005/2005-16.asp