

COVID-19 Hiring Options Guide #4

Hiring Option	Definition	Duration of the Appointment?	Public Notice	Does Indian Preference Apply?	Does Veterans Preference Apply?	Eligible for Benefits?
Coronavirus (COVID-19) Schedule A Hiring Authority	<p>OPM has authorized the use of excepted service, temporary appointments under 5 CFR 213.3102(i)(3) to address the need for hiring additional staff in response to the Coronavirus disease 2019 (COVID-19). No grade level or occupational series limitation as long as work is COVID-19 related.</p>	<p>Up to 1 year as needed in response to, or as a result of, COVID-19.</p> <p>May be extended up to 1 additional year.</p> <p>If the COVID-19 pandemic continues, agencies may request extensions beyond 24 months from OPM on a case-by-case basis.</p>	<p>Simplified notice required - see Fact Sheet. Advertising via USAJOBS is not required.</p> <p>OPM defines notice requirement broadly. Any written or verbal announcement in a public place would be acceptable.</p> <p>Adherence to Merit System Principles is imperative and action will be taken in response to any Prohibited Personnel Practice.</p>	<p>Yes</p>	<p>Yes; agencies must apply the provisions of 5 CFR part 302 and follow the procedures in 5 U.S.C. §3318(c) and 3319(c)(7) as described in the Delegated Examining Operations Handbook.</p> <p>However, the ranking process can be very simple: IP, VP, Non-IP. Hire-as-you go.</p>	<p>Yes, including:</p> <ul style="list-style-type: none"> • Federal Employees Health Benefits • Federal Long-Term Care Insurance • Flexible Spending Accounts <p>Excepted Service Appointments typically do not convey "Status" to appointees.</p>
NDAAs Reemployed Annuitant	<p>Under NDAA, on a case-by-case basis to meet temporary hiring needs based on: emergency hiring need; severe recruiting difficulty; need to retain a particular individual uniquely qualified for a specific project; and requests based on other unusual circumstances not rising to the level of an emergency. IHS Director has approval authority.</p>	<p>- 520 hours during the first 6 months of retirement.</p> <p>- 1,040 hours worked during any twelve month period.</p> <p>- 3,120 total hours worked during any period. 520 additional hours for training/mentoring allowed.</p>	<p>Yes, unless there is an eligible IP candidate.</p> <p>Public notices as described under Schedule A only to clear IP.</p>	<p>Yes</p>	<p>No</p>	<p>Yes, but limited</p>

Temporary Appointment	Appointments expected to last for a specified period not to exceed 1 year. If they have IP, do not have to be competitive if meeting certain conditions.	Initial appointment of 1-year or less. May be extended.	Yes, unless there is an eligible IP candidate.	Yes	Yes, in most cases. Refer to HRD for guidance.	No, in most cases. Refer to HRD for guidance.
Emergency or Critical Need	Positions for which a critical hiring need exists per 213.3102(i)(2). This includes both short-term positions and continuing positions that an agency must fill on an interim basis.	May not exceed 30 days and may be extended for up to an additional 30 days if continued employment is essential to the agency's operations. Maximum of 60-days in a 12-month period.	No	No	No	No
Volunteer Non-Service Health Care Practitioners (NSHCP)	The volunteer NSHCP authorizes physicians, physician assistants, and advance practice nurses to provide health care services during the novel coronavirus disease (COVID-19) pandemic. IHS Circular 20-07 Volunteer Non-Service Health Care Practitioners (NSHCP)	Duration of volunteer activity will continue during the duration of the COVID-19 pandemic as declared by the Secretary of Health and Human Services, unless terminated at any time by either party by written notice to the other and for any reason.	No	No	No	Limited: Benefits provided by 5 U.S.C. § 8101 for work related injuries or diseases; Coverage under the Federal Tort Claims Act (FTCA); Additional limited benefits as described in IHS Circular Exhibit 20-07-B.

** Please note that there may be exceptions to this document. Contact your HRD for further guidance.