

Hiring Freeze 2013 Questions and Answers

When does the hiring freeze go into effect, and how long is it projected to last?

The Hiring Freeze became effective, 16 January 2013. At the current time, we do not have any information on how long it will last.

Does the hiring freeze mean that all vacancies will remain vacant?

No. The current freeze is a restriction to the hiring of external candidates without an approved exception.

What candidates are considered as external?

Candidates not in a current permanent Air Force civilian appropriated funded position.

To what types of Air Force positions does the hiring freeze apply?

The hiring freeze applies to all positions, permanent, temporary and term paid by appropriated funds.

Does the hiring freeze apply to all Air Force appropriations?

Yes.

Are there any positions that are automatically exempted from the hiring freeze?

Currently we have not received any guidance on positions that will be automatically exempted from the hiring freeze.

What criteria will be used for reviewing hiring freeze exemptions?

Exceptions must only be approved if they meet the USAFE mission failure criterion which is as follows:

“Mission failure results when a vacant position fully denies USAFE the capability to support CDRUSEUCOM and CDRUSAFRICOM operational requirement.”

What if recruitment is already in process at the time of the freeze?

If an offer was extended and accepted prior to 16 January 2013, the hiring may not be subject to the freeze.

Can agencies make internal agency appointments without meeting the exemption criteria?

Yes. Reassignments, Change to Lower Grade, Promotions, and Re-promotions may be made without meeting the exemption criteria.

How will the hiring freeze effect Local National Direct Hire (LNDH) positions?

This is a two part answer. If a position is being converted from a MOD position to a LNDH position, then the position is exempted from the hiring freeze and candidates may be selected from all recruitment sources. If the position is an established LNDH, and it becomes vacant then the position will follow the guidance of the hiring freeze.

Who is authorized to approve exceptions?

Wing commanders or their equivalent have been designated with approval authority for exceptions to fill positions with external resources, as well as determining if recruitment efforts should continue for RPAs for which a job offer has not been made.