



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Ms. Michelle LoweSolis

SUBJECT: Extension of Flexibility in Requirements Related to Form I-9 Compliance During the COVID-19 Emergency

AUDIENCE: Nonappropriated Fund and Appropriated Fund Personnel

ACTION: Disseminate to Department of Defense Human Resources Practitioners and Hiring Managers

REFERENCE(S):

- a. U.S. Immigration and Customs Enforcement News Release, November 18, 2020, <https://www.ice.gov/news/releases/ice-announces-extension-i-9-compliance-flexibility-0>
- b. Office of Personnel Management Memorandum, "On-Boarding Processes for New Employees During the COVID-19 Emergency," dated March 24, 2020, <https://www.chcoc.gov/content/boarding-processes-new-employees-during-covid-19-emergency>

BACKGROUND/INTENT: On November 18, 2020, the Department of Homeland Security, U.S. Immigration and Customs Enforcement published reference (a) extending the flexibility in rules related to Form I-9 compliance to December 31, 2020, due to the continuing COVID-19 emergency. Reference (b) provided the original guidance concerning this flexibility and the on-boarding of new employees during the COVID-19 emergency. This memorandum addressed physical proximity requirements typically associated with administration of the Oath of Office and completion of Form I-9. Components may continue to implement the provisions of the memorandum.

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