



**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, Mr. Daniel J. Hester

SUBJECT: Extension of Flexibility in Requirements Related to Form I-9 Compliance During the Coronavirus Disease 2019 Emergency

AUDIENCE: Nonappropriated Fund and Appropriated Fund Personnel

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

REFERENCES:

- a. U.S. Immigration and Customs Enforcement News Release, October 11, 2022, <https://www.ice.gov/news/releases/ice-announces-extension-i-9-compliance-flexibility-3>
- b. U.S. 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>
- c. DCPAS Message 2021029, "Extension of Flexibility in Requirements Related to Form I-9 Compliance During the COVID-19 Emergency," dated April 8, 2021 (attached)

BACKGROUND/INTENT: On October 11, 2022, the Department of Homeland Security (DHS), U.S. Immigration and Customs Enforcement (ICE), published reference (a), further extending the flexibility in rules related to Form I-9 compliance to July 31, 2023. Reference (b) provided the original guidance concerning this flexibility and the onboarding of new employees during the Coronavirus Disease 2019 (COVID-19) emergency. Components may continue to implement the provisions of the memorandum in reference (b), to include the DHS, ICE April 1, 2021, updates to the Form I-9 compliance, previously disseminated through reference (c).

POINT OF CONTACT: Employment and Compensation, Field Advisory & Support, [dodhra.mc-alex.dcpas.list.ec-field-advisory--support@mail.mil](mailto:dodhra.mc-alex.dcpas.list.ec-field-advisory--support@mail.mil)

Attachment:  
As stated