



DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

OFFICE OF THE SECRETARY

January 24, 2025

MEMORANDUM FOR ALMAJCOM-FOA-DRU-FLDCOM-COCOM/CC  
Distribution C

SUBJECT: Implementation of Presidential Memorandum "Hiring Freeze," 20 Jan 25

Reference: OPM Guidance Memorandum, "Federal Civilian Hiring Freeze Guidance," 20 Jan 25

Pursuant to subject Presidential Memorandum above, para. 3.b., in the Office of Personnel Management (OPM) memorandum provides a mandatory exemption from "Positions related to immigration enforcement, national security, or public safety." Acting OSD(P&R) advised that OPM notified the Department of Defense that it has a blanket exemption for the hiring freeze under this provision. As such, normal hiring actions and onboarding may continue; however, organizations are reminded that civilian personnel are managed by funded work years rather than end strength; as such, you must closely monitor and manage hiring within your allocated budget.

Please note that the current blanket exemption does not preclude DoD leadership from determining that a future, targeted hiring freeze could be of value. Any decision to do this would not be made until after the confirmation and swearing in of the Secretary of Defense. Additionally, the DAF will be collaborating closely with DoD, OPM, Office of Management and Budget (OMB), and the Department of Government Efficiency (DOGE) to identify opportunities for efficiencies.

GWENDOLYN R. DeFILIPPI, SES, DAF  
Acting Assistant Secretary of the Air Force for  
Manpower and Reserve Affairs

Attachment:

OPM Guidance Memorandum, "Federal Civilian Hiring Freeze Guidance"

cc:

AF/A1

USSF/S1

NGB/A1

AF/RE

MAJCOM/A1

FLDCOM/S1