



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

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M-18-26

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: Mick Mulvaney
Director

A handwritten signature in black ink, appearing to read "M. Mulvaney", written over the printed name and title.

SUBJECT: Incentivizing Workforce Participation and Expanding Recruitment Sources for the 2020 Decennial Census

The U.S. Census Bureau is preparing for the 2020 Decennial Census, which will be conducted in all states and territories with nationwide hiring expected to begin in January 2019. The census is our Nation's largest peacetime mobilization of its workforce, an effort that requires collaboration across Federal agencies, non-Federal organizations, State and local governments, and the public to ensure an accurate and complete count of U.S. residents as required by the Constitution every ten years.

Critical to the success of the census each decade is the ability to recruit and hire individuals to work with the Census Bureau directly from the community in which they will be enumerated. The Office of Management and Budget (OMB), in coordination with the U.S. Department of Commerce (DOC), has identified initiatives for Federal agencies to take part in to help promote a robust decennial workforce.

Incenting Workforce Participation

The Census Bureau has difficulties recruiting and hiring individuals who receive public assistance from Federal or State government over concerns that temporary income earned could reduce or terminate existing benefits. To overcome these workforce barriers in the 2000 and 2010 Decennial Censuses, the Census Bureau requested that Federal and State partners allow programs to waive temporary income earned as a census employee for the purpose of determining program eligibility.

OMB encourages agencies administering public assistance programs to exclude temporary income from census employment from eligibility determinations for the 2020 Census. This request is consistent with the Administration's priorities to incentivize work opportunities among public assistance recipients whenever possible.

The following agencies and programs are representative of the Federal and State programs that participated in the 2010 Census and demonstrate the potential for tangible opportunities available in the months ahead for all Americans pursuing work:

U.S. Department of Agriculture:

- Supplemental Nutrition Assistance Program (SNAP)
- Food Distribution Program on Indian Reservations (FDPIR)

U.S. Department of Health & Human Services:

- Temporary Assistance for Needy Families (TANF)
- Tribal Temporary Assistance for Needy Families (Tribal TANF)
- Medicaid/Children's Health Insurance Program (CHIP)

U.S. Department of Housing and Urban Development:

- Public and Indian Housing

U.S. Department of the Interior:

- Bureau of Indian Affairs (BIA) Welfare Assistance

Expanding Recruitment Sources

Pursuant to Title 13, United States Code, Section 23(b), employees of other Federal agencies and offices may apply for and work temporary second jobs on the decennial census with the agreement of their agency head. OMB, in coordination with DOC, encourages agency heads to permit current employees to pursue a second job on the 2020 Census to not only allow the Census Bureau to have access to a larger pool of potential applicants, but also enable it to capitalize upon the vast experience that Federal workers have to offer.

This initiative proved to be an important source of manpower for the 2010 Census, where partnerships were established with 81 Federal agencies. The Census Bureau dually-employed 6,406 Federal employees, along with 16,172 State, local, and tribal government employees nationwide.

Decennial census appointments are short-term and allow flexible working hours, with most work conducted in the evenings and on weekends. Employment with the Census Bureau must not interfere with employees' responsibilities or performance in their primary positions, as this is a second job and the responsibilities and obligations of their primary position take precedence. Current Federal employees are not eligible to earn additional benefits for retirement, health, or life insurance in conjunction with their temporary census appointments (see 5 C.F.R. Parts 831, 842, 870, and 890).

Conducting an accurate and complete census is one of the Nation's highest priorities each decade. Early commitment by Federal, State, and local partners to support these efforts will help ensure a successful 2020 Decennial Census.

I encourage you to support these initiatives by engaging the Census Bureau now to ensure that program authorities are identified and processes are in place before nationwide hiring begins in January 2019. Please have appropriate agency staff contact Amber Lempke (amber.lempke@census.gov) in the Census Bureau's Human Resources Division.