Enclosures
It is okay to move forward and tell others?

On Nov 5, 2019, at 4:54 PM, Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov> wrote:

Thanks, Kardesha!

This process will only be used when there is a language requirement.

Thanks.
Thanks,
Kardesha

Sent from my iPhone

On Nov 4, 2019, at 09:43, Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov> wrote:

Hi Kardesha,

Thanks

______________________________
Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room (b)(5)
Cell: (b)(5)
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media

From: Viola L Lewis Willis (CENSUS/DCEO FED) <Viola.L.Lewis.Willis@census.gov>
Sent: Monday, November 4, 2019 16:27 AM
To: Veronica M LeGrande (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED)
Cc: Alessandro Rebaudengo (CENSUS/ADSD FED)
Subject: Re: New PD

Have you touched base with Legal to determine if this approach is acceptable?

> On Oct 31, 2019; at 4:32 AM, Viola L Lewis Willis (CENSUS/DCEO FED) <Viola.L.Lewis.Willis@census.gov> wrote:
> >
> > I need to add:

(b) (2), (b) (5)

> > Sent from my iPhone
> >

>> On Oct 30, 2019, at 4:45 PM, Viola L Lewis Willis (CENSUS/FLD FED) <Viola.L.Lewis.Willis@census.gov> wrote:

(b) (5), (b) (2)

>>

>> Sent from my iPhone
From: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Sent: Wednesday, July 31, 2019 2:30 PM
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Cc: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>; Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority
Thanks,

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office

Confidentiality Notice: This e-mail message is intended only for the named recipients. It contains information that may be confidential, privileged, attorney work product, or otherwise exempt from disclosure under applicable law. If you have received this message in error, are not a named recipient, or are not the employee or agent responsible for delivering this message to a named recipient, be advised that any review, disclosure, use, dissemination, distribution, or reproduction of this message or its contents is strictly prohibited. Please notify us immediately that you have received this message in error, and delete the message.

From: Clarice A Floyd (CENSUS/HRD FED)
Sent: Tuesday, July 30, 2019 3:59:38 PM
Veronica M. LeGrand
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrand@census.gov

From: Bryn Johnson [CENSUS/DCMD FED] <Bryn.Johnson@census.gov>
Sent: Thursday, October 24, 2019 5:28 PM
To: Veronica M LeGrand (CENSUS/HRD FED) <veronica.m.legrand@census.gov>
Subject: Fw: Request for support on hiring non-citizens as translators - next steps

Hi Ronni,

Below is the email thread that I referred to in the calendar invite that I just sent.

There’s another email that Sneha sent me, which I’ll forward to you for additional reference.

Thank you!

Bryn Johnson, Assistant Division Chief, Field Infrastructure, Decennial Census Management Division, U.S. Census Bureau
Office 301 763 3850 Room (b)(5) Cell (b)(5) broyn.johnson@census.gov

From: Bryn Johnson [CENSUS/DCMD FED] <Bryn.Johnson@census.gov>
Sent: Thursday, October 24, 2019 7:30 AM
To: Deborah Stampowski (CENSUS/ADCC FED) <Deborah.M.Stampowski@census.gov>; Michael T Thiemer (CENSUS/ADCC FED) <Michael.T.Thiemer@census.gov>
Cc: Vioa J Lewis Wills (CENSUS/DCEO FED) <Vioa.J.LewisWills@census.gov>
Subject: Fw: Request for support on hiring non-citizens as translators - next steps

Deb,

(b)(5)

(b)(5), (b)(2)

Next steps?

Thanks.
Here is the initial request.

(b)(5)

(b)(5), (b)(2)
Thank you,
Amber

Amber L. Lempke
Chief Human Resources Officer
Human Resources Division
U.S. Census Bureau

Office location (b)(5)
Office number: 301-763-3711
Email: amber.lempke@census.gov
For scheduling, please see Destiny Corick (destiny.d.corick@census.gov)
Ron and Enrique - FYI in prep for today's 2:30 teleconference in my office with KDK and other DOC people.

Jamey - join us if you can up here. Also, do you have the number of non-citizens hired in 2010? I know it was relatively small (ok, really small).

---

From: Christa D Jones (CENSUS/DEPDIR FED)<Christa.D Jones@census.gov>
Sent: Monday, July 29, 2019 10:51 AM
To: Kardeshia N Bradley (CENSUS/PCO FED)<Kardeshia.N Bradley@census.gov>; Veronica M LeGrande (CENSUS/HRD FED)<veronica.m.legrande@census.gov>; Timothy P Olson (CENSUS/ADFO FED)<Timothy.P.Olson@census.gov>; James T Christy (CENSUS/LA FED)<James.T.Christy@census.gov>
Subject: Fw: Request for support on hiring non-citizens as translators - REVISED DRAFT REQUEST

All--here's the last place we were at re translators....

---

From: Christa D Jones (CENSUS/DEPDIR FED)
Sent: Tuesday, June 18, 2019 8:49 AM
To: Veronica M LeGrande (CENSUS/HRD FED)<veronica.m.legrande@census.gov>; Kardeshia N Bradley (CENSUS/PCO FED)<Kardeshia.N Bradley@census.gov>; Marilisa Acneth Matos (CENSUS/FLD CTR)<marilisa.a.matos@census.gov>; James T Christy (CENSUS/LA FED)<James.T.Christy@census.gov>
Subject: RE: Request for support on hiring non-citizens as translators - REVISED DRAFT REQUEST
PS: Joe Semsar has offered to help facilitate a meeting with Margarét Weichert and/or others at OPM.

---

From: Amber Lempke (CENSUS/HRD FED)
Sent: Thursday, December 13, 2018 9:52 AM
To: Christa D Jones (CENSUS/DEPDIR FED)
Cc: Clarice A Floyd (CENSUS/HRD FED); Joanne Crane (CENSUS/CFO FED)
Subject: Fw: Request for support on hiring non-citizens as translators - next steps

Amber
From: Amber Lempke (CENSUS/HRD FED)
Sent: Tuesday, November 6, 2018 9:13 AM
To: Mahoney, Kevin (Federal); Smith, Valerie
Cc: Brian D Harper (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Timothy P Olson (CENSUS/ADFO FED); James T Christy (CENSUS/AF FED); Dale C Kelly (CENSUS/FLD FED); Sneha Thakor Desai (CENSUS/FLD FED)
Subject: Request for support on hiring non-citizens as translators - next steps

(b)(5)

(b) (5), (b) (2)
Thank you,
Amber

Amber L. Lempke
Chief Human Resources Officer
Human Resources Division
U.S. Census Bureau

Office location: (b)(5)
Office number: 301-763-3721
Email: amber.lempke@census.gov
For scheduling, please see Destiny Cusick (destiny.d.cusick@census.gov)
Hi Clarice,

I reached back to OPM; however, I suspect that all we are going to get is the below e-mail exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement. However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. F, title VII, §704, Mar. 23, 2018). This is where Census is going to have to confirm with OGCG/appropriations law as to whether Census’s hiring complies with this. It may depend on which country the individual has citizenship with.

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 3:12 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Correct

Katika Floyd

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Thursday, March 21, 2019 2:56 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

So, just to be clear, the request was for delegated authority to use 213.3102(bb), hiring non-citizens in the absence of a qualified citizen, but if they are not using 213.3102(bb) as their appointing authority, and they use 213.3114(c)(1), when they don’t have any qualified citizens, as long as the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. F, title VII, §704, Mar. 23, 2018), they are o.k. since citizenship is only required for competitive service positions?

From: Floyd, Katika <Katika.Floyd@opm.gov>
Hi Kardesha,

(b)(5)

(b)(5), (b)(2)

(b)(5)

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: (b)(6)
Cell: (b)(6)
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media
All—here's the last place we were at re translators....

All,

Thanks,

Christa

PS: Joe Semsar has offered to help facilitate a meeting with Margaret Weichert and/or others at OPM.
From: Amber Lempke (CENSUS/HRD FED)
Sent: Thursday, December 13, 2018 9:52 AM
To: Christa D Jones (CENSUS/DEPODIR FED)
Cc: Clarice A Floyd (CENSUS/HRD FED); Joanne Crane (CENSUS/CFO FED)
Subject: Fw: Request for support on hiring non-citizens as translators - next steps

Christa,

(b)(5)

Amber

From: Amber Lempke (CENSUS/HRD FED)
Sent: Tuesday, November 6, 2018 9:13 AM
To: Mahoney, Kevin (Federal); Smith, Valerie
Cc: Brian D Harper (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Timothy P Olson (CENSUS/ADFO FED); James T Christy (CENSUS/LA FED); Dale C Kelly (CENSUS/FLD FED); Sneh Thakor Desai (CENSUS/FLD FED)
Subject: Request for support on hiring non-citizens as translators - next steps

Kevin/Valerie,

(b)(5)

(b) (5), (b) (2)
U.S. Census Bureau

Office location: (b) (6)
Office number: 301-763-3721
Email: amber.lempke@census.gov
For scheduling, please see Destiny Cusick (destiny.d.cusick@census.gov)
Can you print this email and attachments for me? Thanks!!

Timothy P. Olson
Associate Director for Field Operations
US Census Bureau
Washington DC
Office: 301-763-2072
Mobile: (b)(5)

Begin forwarded message:

From: "Christa D Jones (CENSUS/DEPDIR FED)"
<Christa.D.Jones@census.gov>
Date: July 29, 2019 at 10:51:55 AM EDT
To: "Kardesha N Bradley (CENSUS/PCO FED)"
<Kardesha.N.Bradley@census.gov>, "Veronica M LeGrande (CENSUS/HRD FED)"
<veronica.m.legrande@census.gov>, "Timothy P Olson (CENSUS/ADFO FED)"
<Timothy.P.Olson@census.gov>, "James T Christy (CENSUS/LA FED)"
<james.t.christy@census.gov>
Subject: Fw: Request for support on hiring non-citizens as translators - REVISED DRAFT REQUEST

All--here's the last place we were at re translators....
All,

(b)(5)

(b) (5), (b) (2)

(b)(5)

(b)(5)

Thanks,

Christa

PS: Joe Semar has offered to help facilitate a meeting with Margaret Weichert and/or others at OPM.

From: Amber Lempke (CENSUS/HRD FED)
Sent: Thursday, December 13, 2018 9:52 AM
To: Christa D Jones (CENSUS/DEPDIR FED)
Cc: Clarice A Floyd (CENSUS/HRD FED), Joanne Crane (CENSUS/CFO FED)
Subject: Fw: Request for support on hiring non-citizens as translators - next steps

(b)(5)
From: Amber Lempke (CENSUS/HRD FED)  
Sent: Tuesday, November 6, 2018 9:13 AM  
To: Mehoney, Kevin (Federal); Smith, Valerie  
Cc: Brian D Harper (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Timothy P Olson (CENSUS/ADFO FED); James T Christy (CENSUS/LA FED); Dale C Kelly (CENSUS/FLD FED); Sneha Thakor Desai (CENSUS/FLD FED)  
Subject: Request for support on hiring non-citizens as translators - next steps

(b)(5)
Thank you,

Amber

_Amber L. Lempke_

Chief Human Resources Officer

Human Resources Division

U.S. Census Bureau
Office location (b) (6)

Office number: 301-763-3721

Email: amber.lemke@census.gov

For scheduling, please see Destiny Cusick (destiny.d.cusick@census.gov)
All,

(b) (2), (b) (5)

(b)(5)

Thanks,

Christa

PS: Joe Semsar has offered to help facilitate a meeting with Margaret Weichert and/or others at OPM.
Christa,

From: Amber Lempe (CENSUS/HRD FED)
Sent: Tuesday, November 6, 2018 9:13 AM
To: Mahoney, Kevin (Federal); Smith, Valerie
Cc: Brian D Harper (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Timothy P Olson (CENSUS/ADFO FED); James T Christy (CENSUS/LA FED); Dale C Kelly (CENSUS/FLD FED); Sneha Thakor Desai (CENSUS/FLD FED)
Subject: Request for support on hiring non-citizens as translators - next steps

Kevin/Valerie,
(b) (5), (b) (2)

Thank you,
Amber

Amber L. Lempke
Chief Human Resources Officer
Human Resources Division
U.S. Census Bureau

Office location: (b)(6)
Office number: 301-763-3721
Email: amber.lempke@census.gov
For scheduling, please see Destiny Cusick (destiny.d.cusick@census.gov)
Can you remember how the translator position worked in 2010?

As always, it's not such a simple answer but here is what we have on the hiring of NCs.

Christa,

(b)(5)

Amber

From: Amber Lempke (CENSUS/HRD FED)
Sent: Tuesday, November 6, 2018 9:13 AM
To: Mahoney, Kevin (Federal); Smith, Valerie
Cc: Brian D Harper (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Timothy P Olson (CENSUS/ADFO FED); James T Christy (CENSUS/LA FED); Dale C Kelly (CENSUS/FLD FED); Sneha
Subject: Request for support on hiring non-citizens as translators - next steps

Kevin/Valerie,

(b)(5)

(b) (5), (b) (2)

(b)(5)
Thank you,
Amber

Amber L. Lempke
Chief Human Resources Officer
Human Resources Division
U.S. Census Bureau

Office location: (b) (6)
Office number: 301-763-3721
Email: amber.lempke@census.gov
For scheduling, please see Destiny Cusick (destiny.d.cusick@census.gov)
As always, it's not such a simple answer but here is what we have on the hiring of NCs.

Amber
(b) (5), (b) (2)

(b)(5)
Thank you,
Amber

Amber L. Lempke
Chief Human Resources Officer
Human Resources Division
U.S. Census Bureau

Office location: [Redacted]
Office number: 301-763-3721
Email: amber.lempke@census.gov
For scheduling, please see Destiny Cusick (destiny.d.cusick@census.gov)
Christa,

(b)(5)

Amber

From: Amber Lempke (CENSUS/HRD FED)
Sent: Tuesday, November 6, 2018 9:13 AM
To: Mahoney, Kevin (Federal); Smith, Valerie
Cc: Brian D Harper (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Timothy P Olson (CENSUS/A&FO FED); James T Christy (CENSUS/LA FED); Dale C Kelly (CENSUS/FLD FED); Sneha Thakor Desai (CENSUS/FLD FED)
Subject: Request for support on hiring non-citizens as translators - next steps

(b)(5), (b)(2)
Thank you,
Amber

Amber L. Lempke
Chief Human Resources Officer
Human Resources Division
U.S. Census Bureau

Office location: (b)(6)
Office number: 301-763-3721
Email: amber.lempke@census.gov
Begin forwarded message:

From: "Amber Lempke (CENSUS/HRD FED)" <amber.lempke@census.gov>
Date: November 6, 2018 at 6:13:18 AM PST
To: "Mahoney, Kevin (Federal)" <kmahoney@doc.gov>, "Smith, Valerie" <vsmith@doc.gov>
Cc: "Brian D Harper (CENSUS/HRD FED)" <brian.harper@census.gov>, "Clarice A Floyd (CENSUS/HRD FED)" <clarice.a.floyd@census.gov>, "Timothy P Olson (CENSUS/ADFO FED)" <timothy.polson@census.gov>, "James T Christy (CENSUS/LA FED)" <james.t.christy@census.gov>, "Dale C Kelly (CENSUS/FLD FED)" <dale.c.kelly@census.gov>, "Sneha Thakor Desai (CENSUS/FLD FED)" <sneha.thakor.desai@census.gov>
Subject: Request for support on hiring non-citizens as translators - next steps
Thank you,
Amber

Amber L. Lempke
Chief Human Resources Officer
Human Resources Division
U.S. Census Bureau

Office location: (612) 334-3300
Office number: 301-763-3721
Email: amber.lempke@census.gov

For scheduling, please see Destiny Cusick (destiny.d.cusick@census.gov)
Thank you,
Amber

Amber L. Lempke
Chief Human Resources Officer
Human Resources Division
U.S. Census Bureau

Office location: (b)(5)
Office number: 301-763-3721
Email: amber.lempke@census.gov
For scheduling, please see Destiny Cusick (destiny.d.cusick@census.gov)
On Sep 17, 2019, at 5:09 PM, James T Christy (CENSUS/LA FED) 
<james.T.Christy@census.gov> wrote:

Here are GAO's original questions:

We've gotten questions about hiring of non-citizens for 2020. In February, the Bureau gave us this response to questions about hiring exemptions for certain non-U.S. citizens who met eligibility criteria:

We had the following questions in follow-up:
How does this look for an interim response?

James Christy  
U.S. Census Bureau  
LA 818.267.1700  HQ 301.763.6228  Cell (b) (6)  
census.gov  Connect with us on Social Media

From: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>  
Sent: Tuesday, September 17, 2019 10:18 AM  
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>  
Subject: Re: Monday Briefing re Translators

(b)(5)

From: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>  
Sent: Tuesday, September 17, 2019 9:56 AM  
To: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>  
Subject: Re: Monday Briefing re Translators

(b) (5)
Here's a clean version of the latest draft I have.
Me too. BTW

From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Wednesday, September 4, 2019 10:22 AM
To: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.jones@census.gov>
Cc: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>,
Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>,
Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>
Subject: Re: Monday Briefing re Translators

(b)(5)
Thanks,

Christa
Here are GAO's original questions:

(b)(5)

(b)(5)

(b)(5)
From: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Sent: Wednesday, September 4, 2019 10:30 AM
To: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Cc: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>; Christopher J Stanley (CENSUS/GCIA FED) <christopher.j.stanley@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Subject: Re: Monday Briefing re Translators

Here's a clean version of the latest draft I have.

From: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>
Sent: Wednesday, September 4, 2019 10:26:21 AM
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>; Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Cc: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>; Christopher J Stanley (CENSUS/GCIA FED) <christopher.j.stanley@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Subject: Re: Monday Briefing re Translators

Me too.
From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Wednesday, September 4, 2019 10:22 AM
To: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Cc: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>; Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>
Subject: Re: Monday Briefing re Translators

On Sep 4, 2019, at 10:18 AM, Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov> wrote:

(b)(5)

Thanks,

Christa
Hi Dave,

FYI.....attached is the HRD Quad report and Director's report for 9/6.

Susan

Susan Reeves
Senior Advisor
Chief Administrative Office
U.S. Census Bureau

Office 301.763.5868
Cell [redacted]
susan.a.reeves@census.gov

census.gov
Connect with us on Social Media

Hi Susan/Sandy - Please find attached HRD's director's report and QUAD. - Elimar
Hi Susan/Sandy - Please find attached HRD's director's report and QUAD. - Elimar
Good Afternoon Ronni, Eilmar, and Megan:

**Ronni:** Please find this week's director's report ready for your review and weekly quad attached for your reference. FYI, ADC's did not asterisk any new items for the director report, so I selected this week's contributions. Please send your edits to Eilmar on Monday as I will be on AWS.

**Eilmar:** Forward both the edited director's report and weekly quad to Sandy and Susan by COB Monday. For your reference, all quads and director reports are posted to the CoS website. I am turning both of these over to you to move forward with as of today.

**Megan:** I am meeting extensively with Victoria next week as I assume the six programs she handles (Recent Grads, President Management Fellows, Schedule A-R, Schedule A-O, Schedule A-L, and a summer youth program). I am also meeting with John to transfer all of my Property Management and COR related contract duties to him, since I will not have the time to oversee those demanding areas as originally thought.

Please don't hesitate to contact me should you have any questions or concerns. Thank you.

Warm Regards,

*Linda Buckner*
Special Assistant to the Chief/COR II
Office of the Chief of Staff
Human Resource Division
U.S. Census Bureau
Office 301.763.4610, linda.buckner@census.gov
Connect with us on Social Media
Good Afternoon Susani and Sandy,

Please find HRD's director's report and weekly quad attached for week ending Aug 30.

Please don't hesitate to contact me should you have any questions or concerns. Thank you.

Warm Regards,

Linda Buckner  
Special Assistant to the Chief/COR II  
Office of the Chief of Staff  
Human Resource Division  
U.S. Census Bureau  
Office 301.763.4510, linda.buckner@census.gov  
Connect with us on Social Media
Good Afternoon Ronni, Megan, & ADC’s,

Please find this week's HRD Quad report.

Please don't hesitate to contact me should you have any questions or concerns. Thank you.

Warm Regards,

Linda Buckner
Special Assistant to the Chief/COR II
Office of the Chief of Staff
Human Resource Division
U.S. Census Bureau
Office 301.763.4610, linda.buckner@census.gov
Connect with us on Social Media
Good Morning Ronni,

The Director's Report is ready for your review. I have attached this week's quad as a reference.

Please don't hesitate to contact me should you have any questions or concerns. Thank you.

Warm Regards,

Linda Buckner
Special Assistant to the Chief/COR II
Office of the Chief of Staff
Human Resource Division
U.S. Census Bureau
Office 301.763.4610, linda.buckner@census.gov
Connect with us on Social Media
Hi Kardesha,

(b)(5)
Thanks.

______________________________

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room (b) (5)
Cell: (b) (6)
Fax: (301) 763-8304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media

From: Kardesha N Bradley{CENSUS/PCO FED} <Kardesha.N.Bradley@census.gov>
Sent: Wednesday, July 31, 2019 2:30:00 PM
To: Clarice A. Floyd{CENSUS/HRD FED} <Clarice.A.Floyd@census.gov>
Cc: Timothy P. Olson{CENSUS/ADFO FED} <Timothy.P.Olson@census.gov>; James T. Christy{CENSUS/ADFO FED} <James.T.Christy@census.gov>; Christa D. Jones{CENSUS/DEPDIR FED} <Christa.D.Jones@census.gov>; Veronica M. LeGrande{CENSUS/HRD FED} <veronica.m.legrande@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority

(b) (5), (b) (2)
Kardesha N. Bradley  
Supervisory Attorney  
Employment and Labor Law Division  
Office of the General Counsel  
U.S. Department of Commerce  
(301) 763-2918 office  
(b) (6) cell

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From: Clarice A Floyd (CENSUS/HRD FED)  
Sent: Tuesday, July 30, 2019 3:59:38 PM  
To: Kardesha N Bradley (CENSUS/PCO FED)
Hi Kardesha,

(b)(5)

(b)(5)

Thanks.

______________________________
Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: (b)(8)
Cell: (b)(6)
Fax: (301)-765-6204
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media

From: Smith, Valérie (Federal) <VSmith@doc.gov>
Good Afternoon Ronni and ADC’s,

Please find this week’s finalized quad report attached.

Please don’t hesitate to contact me should you have any questions or concerns. Thank you.

Warm Regards,

Linda Buckner
Special Assistant to the Chief/COR II
Office of the Chief of Staff
Human Resource Division
U.S. Census Bureau
Office 301.763.4610, linda.buckner@census.gov
Connect with us on Social Media
You and me both! :-) 3:30 today works, I'll send a calendar invite. Thanks!

Veronica M. LeGrand
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrand@census.gov

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2913 office
(b) (6) cell

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From: Veronica M LeGrande (CENSUS/HRD-FED) <veronica.m.legrande@census.gov>
Sent: Friday, August 23, 2019 7:07:18 AM
To: Kardesha N Bradley (CENSUS/PCO-FED) <kardesha.n.bradley@census.gov>
Subject: Fwd; DOC - non-citizen appointment delegated authority

(b) (6), (b) (5)

Sent from my iPhone

Begin forwarded message:

From: "Clarice A Floyd (CENSUS/HRD FED)" <clarice.a.floyd@census.gov>
Date: August 22, 2019 at 5:13:51 PM EDT
To: "Kardesha N Bradley (CENSUS/PCO FED)"
<kardesha.n.bradley@census.gov>
Cc: "Timothy P Olson (CENSUS/ADFO FED)"
<james.t.christy@census.gov> "James T Christy (CENSUS/LA FED)"
<christa.d.jones@census.gov> "Christa D Jones (CENSUS/DEPDIR FED)"

Subject: Re: DOC - non-citizen appointment delegated authority

Hi Kardesha,

(b)(5)

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room (b) (6)
Cell: (b) (8)
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media

From: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Sent: Wednesday, July 31, 2019 2:30:00 PM
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Cc: Timothy P. Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; James T. Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Christa D. Jones (CENSUS/DEPOIR FED) <Christa.D.Jones@census.gov>; Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority

(b) (5), (b) (2)
Thanks,

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(b)(8) cell

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From: Clarice A Floyd (CENSUS/HRD FED)
Sent: Tuesday, July 30, 2019 3:59:38 PM
To: Kardesha N Bradley (CENSUS/PCO FED)
Subject: Fw: DOC - non-citizen appointment delegated authority

Hi Kardesha,

(b)(5)
Hi Clarice,

From: Smith, Valerie (Federal) <VSmith@doc.gov>
Sent: Tuesday, July 30, 2019 12:14 PM
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Subject: FW: DOC - non-citizen appointment delegated authority

Hi Clarice,
From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 3:12 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

So, just to be clear, the request was for delegated authority to use 213.3102(bb), hiring non-citizens in the absence of a qualified citizen, but if they are not using 213.3102(bb) as their appointing authority, and they use 213.3114(d)(1), when they don't have any qualified citizens, as long as the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, div. E, title VII, § 704, Mar. 23, 2018), they are o.k. since citizenship is only required for competitive service positions?
The regulations in 5 CFR 7.3 require that appointments in the competitive service can only be given to U.S. Citizens or nationals.

OPM authorizes the use of 213.3102(bb) when agency is unable to find qualified citizens for a competitive service position. Approval for use of the authority is generally only given when the agency has provided evidence that it attempted a diligent and thorough search to find qualified citizens. For the period of time the position is filled by the non-citizen the position is in the excepted service.

Also, when a non-citizen is hired the agency must ensure that the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. E, title VII, § 704, Mar. 23, 2018).

Katika Floyd

From: Smith, Valerie [Federal] [mailto:VSmith@doc.gov]
Sent: Thursday, March 21, 2019 12:43 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Katika,

Thanks for calling me today and discussing this. You stated that the citizen requirement is only for positions in the competitive service. However, the § 213.3102(bb) authority, hiring a non-citizen in the absence of a qualified citizen, is in the expected service, and states that OPM has to provide prior approval before using it. Is the § 213.3102(bb) authority for competitive service positions, but if OPM approves the use of § 213.3102(bb), the positions are removed from the competitive service and placed in the expected service for the period of time the positions are occupied by a non-citizen?

So, since Census’s positions will be true excepted service positions, there is no requirement to be a citizen?

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 11:49 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>; Smith, Valerie (Federal) <VSmith@cpc.gov>
Subject: RE: DOC - non-Citizen appointment delegated authority
Hi Valerie

A we discussed e 213.3114(d)(1) could be used for the positions and if is the delegation is not needed. An agency may not use 213.3102(i)(3) without prior OPM approval. OPM would not be likely to approve a request to use (i)(3) given that we have already approved a Sch A authority to be used for positions related to decennial operations. Once you have checked with Census let us know if you still need to delegate.

Katika Floyd

From: Mahoney, Michael J
Sent: Tuesday, March 19, 2019 4:43 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>; Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Thanks Valeria,

This may be easier than at first thought.

Katika will reach out to you

-mike

From: Smith, Valerie (Federal) <VSmith@doc.gov>
Sent: Tuesday, March 19, 2019 3:59 PM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: FW: DOC - non-citizen appointment delegated authority

Michael,

Please see Census’s response below and their draft Enumerator PD.

Valerie

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Sent: Monday, March 18, 2019 4:04 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority
Hi Valerie,

I have a couple of questions re this:

- What is (are) the title(s) of the position(s) and grade level(s) for the requested positions? It says ‘translator’, but is that the official position title or does that describe the duties/function?

The title is Enumerator (Foreign Language Translator) see draft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

- Would any of the requested positions be covered under the Sched A authority we provided to Census? That was for:

Section 213.3114(d)
(1) Positions in support of decennial operations (including decennial pre-tests). Appointments may be made on a time limited basis that lasts the duration of decennial operations but may not exceed 7 years. Extensions beyond 7 years may be requested on a case-by-case basis.

(2) Positions of clerk, field representative, field leader, and field supervisor in support of data collection operations (non-decennial operations). Appointments may be made on a permanent or a time-limited basis. Appointments made on a time limited basis may not exceed 4 years. Extensions beyond 4 years may be requested on a case-by-case basis.

Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?

No, the hiring authority for these positions will be 213.3102 (j)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

Thanks,

-mike

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,

On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.

Please let me know if you or your staff have any questions,

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272

<Enumerator (Foreign Languages)SD final.docx>
Hi!!

Let's try to chat later this afternoon. I can call you around 3:30 or 4 if that works!

Thank you,

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(b) (6) cell.

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Sent: Friday, August 23, 2019 7:07:18 AM
To: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Subject: Fwd: DOC - non-citizen appointment delegated authority

Sent from my iPhone.

Begin forwarded message:
Hi Kardesha,

(b)(5)

Thanks.

Clарice A. Floyd  
Chief, Field & Decennial Branch  
Human Resources Division  
U.S. Census Bureau  
Office: (301) 763-2974, Room: (b)(6)  
Cell: (b)(6)  
Fax: (301)-735-6304  
Email: clarice.a.floyd@census.gov

census.gov.  
Connect with us on Social Media
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Cc: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>; Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority

Kardesha
Kardesha N. Bradley  
Supervisory Attorney  
Employment and Labor Law Division  
Office of the General Counsel  
U.S. Department of Commerce.  
(301) 763-2918 office  
(b) (5) cell

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From: Clarice A.Floyd (CENSUS/HRD FED)  
Sent: Tuesday, July 30, 2019 3:59:38 PM  
To: Kardesha N Bradley (CENSUS/PCO FED)  
Subject: Fw: DOC - non-citizen appointment delegated authority

Hi Kardesha,

This has been going on for some time regarding the hiring of non-citizens for decennial excepted service positions as enumerators and Field needs to know what we can and can't do. I spoke with Valerie Smith today from DOC regarding this and she told me to follow up with OGC. This is what she sent:

(b) (5)
Thanks.

Clarice A. Floyd  
Chief, Field & Decennial Branch  
Human Resources Division  
U.S. Census Bureau  
Office: (301) 763-2974, Room: (b) (6)  
Cell: (b) (6)  
Fax: (301) 763-5304  
Email: clarice.a.floyd@census.gov

census.gov  
Connect with us on Social Media

From: Smith, Valerie (Federal) <VSmith@doc.gov>  
Sent: Tuesday, July 30, 2019 12:14 PM  
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>  
Subject: FW: DDC - non-citizen appointment delegated authority
Correct

Katika Floyd

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Thursday, March 21, 2019 2:56 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

So, just to be clear, the request was for delegated authority to use 213.3102(bb), hiring non-citizens in the absence of a qualified citizen, but if they are not using 213.3102(bb) as their appointing authority, and they use 213.3114(d)(1), when they don't have any qualified citizens, as long as the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. E, title VII, § 704, Mar. 23, 2018), they are O.K. since citizenship is only required for competitive service positions?

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 1:01 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

The regulations in 5 CFR 7.3 require that appointments in the competitive service can only be given to U.S. Citizens or nationals.

OPM authorizes the use of 213.3102(bb) when agency is unable to find qualified citizens for a competitive service position. Approval for use of the authority is generally only given when the agency has provided evidence that it attempted a diligent and thorough search to find qualified citizens. For the period of time the position is filled by the non-citizen the position is in the excepted service.

Also, when a non-citizen is hired the agency must ensure that the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. E, title VII, § 704, Mar. 23, 2018).

Katika Floyd
From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Thursday, March 21, 2019 12:43 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Katika,

Thanks for calling me today and discussing this. You stated that the citizen requirement is only for positions in the competitive service. However, the § 213.3102(bb) authority, hiring a non-citizen in the absence of a qualified citizen, is in the expected service, and states that OPM has to provide prior approval before using it. Is the § 213.3102(bb) authority for competitive service positions, but if OPM approves the use of § 213.3102(bb), the positions are removed from the competitive service and placed in the expected service for the period of time the positions are occupied by a non-citizen?

So, since Census's positions will be true excepted service positions, there is no requirement to be a citizen?

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 11:49 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>; Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie

As we discussed a 213.3114(d)(1) could be used for the positions and if the delegation is not needed. An agency may not use 213.3102(l)(3) without prior OPM approval. OPM would not be likely to approve a request to use (l)(3) given that we have already approved a Sch A authority to be used for positions related to decennial operations. Once you have checked with Census let us know if you still need to delegate.

Katika Floyd

From: Mahoney, Michael J
Sent: Tuesday, March 19, 2019 4:43 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>; Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Thanks Valeria,

This may be easier than at first thought.

Katika will reach out to you

-mike

---

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Tuesday, March 19, 2019 3:59 PM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: FW: DOC - non-citizen appointment delegated authority

Michael,

Please see Census's response below and their draft Enumerator PD.

Valerie

---

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Sent: Monday, March 18, 2019 4:04 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie,

I have a couple of questions re this:

- What is (are) the title(s) of the position(s) and grade level(s) for the requested positions? It says ‘translator’, but is that the official position title or does that describe the duties/function?

  The title is Enumerator (Foreign Language Translator) see draft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

- Would any of the requested positions be covered under the Sched A
authority we provided to Census? That was for:

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Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?

No, the hiring authority for these positions will be 213.3102(1)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

Thanks,

-mike

From: Smith, Valerie [Federal] [mailto:VSmith@doc.gov]
Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,

On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.
Please let me know if you or your staff have any questions,

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272

<Enumerator (Foreign Languages)SD final.docx>
Hi Kardeșha,

(b)(5)

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
From: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Sent: Wednesday, July 31, 2019 2:30:00 PM
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Cc: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>; Veronica M LeGrande (CENSUS/HRD FED) <Veronica.M.LeGrande@census.gov>
Subject: Re: DQC - non-citizen appointment delegated authority
Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
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Hi Kardesha,

(b)(5)

(b)(5), (b)(2)

(b)(5)

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Hi Clarice,

I reached back to OPM; however, I suspect that all we are going to get is the below e-mail exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement. However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, July 6, title VII, § 704, Mar. 23, 2018). This is where Census is going to have to confirm with OGC/appropriations law as to whether Census’s hiring complies with this. It may
Depend on which country the individual has citizenship with.

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 3:12 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Correct

Katika Floyd

From: Smith, Valerie [Federal] <VSmith@doc.gov>
Sent: Thursday, March 21, 2019 2:56 PM
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So, just to be clear, the request was for delegated authority to use 213.3102(bb), hiring non-citizens in the absence of a qualified citizen, but if they are not using 213.3102(bb) as their appointing authority, and they use 213.3114(c)(1), when they don’t have any qualified citizens, as long as the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, div. F, title VII, § 704, Mar. 23, 2018), they are o.k. since citizenship is only required for competitive service positions.
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OPM authorizes the use of 213.3102(bb) when agency is unable to find qualified citizens for a competitive service position. Approval for use of the authority is generally only given when the agency has provided evidence that it attempted a diligent and thorough search to find qualified citizens. For the period of time the position is filled by the non-citizen the position is in the excepted service.

Also, when a non-citizen is hired the agency must ensure that the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, Div. E, Title VII, §704, Mar. 23, 2018).

Katika Floyd

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Sent: Thursday, March 21, 2019 12:43 PM
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requirement to be a citizen?

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 11:49 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>; Smith, Valerie [Federal]
<VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie

A we discussed e 213.3114(d)(1) could be used for the positions and if is the
delegation is not needed. An agency may not use 213.3102(l)(3) without prior OPM
approval. OPM would not be likely to approve a request to use (l)(3) given that we have
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operations. Once you have checked with Census let us know if you still need to
delegation.

Katika Floyd
From: Mahoney, Michael J  
Sent: Tuesday, March 19, 2019 4:43 PM  
To: Smith, Valerie (Federal) <VSmith@doc.gov>; Floyd, Katika <Katika.Floyd@opm.gov>  
Subject: RE: DOC - non-citizen appointment delegated authority

Thanks Valeria, 

This may be easier than at first thought.

Katika will reach out to you

-mike-

From: Smith, Valerie (Federal) <mailto:VSmith@doc.gov>  
Sent: Tuesday, March 19, 2019 3:59 PM  
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>  
Subject: FW: DOC - non-citizen appointment delegated authority

Michael, 

Please see Census’s response below and their draft Enumerator PD.

Valerie

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>  
Sent: Monday, March 18, 2019 4:04 PM
Hi Valerie,

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The title is Enumerator (Foreign Language Translator) see craft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

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Section 213.3114(d)

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Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?

No, the hiring authority for these positions will be 213.3102 (i)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

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-mike

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Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,

On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.

Please let me know if you or your staff have any questions,
Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272

<Enumerator (Foreign Languages)SD final.docx>
Hi Ronnie,

It has not been classified yet. I will forward it on to classification to see if they can rush it. Also, I responded back to Kardesha and attached the drafted PD for the Enumerator (Foreign Language) so she can look at it from a legal standpoint. So we can put some closure on this.

Thanks.

---

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: B6
Cell: B6
Fax: (301) 763-6304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media
Begin forwarded message:

From: "Kardesha N Bradley (CENSUS/PCO FED)" <Kardesha.N.Bradley@census.gov>
Date: July 31, 2019 at 2:30:00 PM EDT
To: "Clarice A Floyd (CENSUS/HRD FED)" <Clarice.A.Floyd@census.gov>
Cc: "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>,
"James T Christy (CENSUS/LA FED)" <James.T.Christy@census.gov>, "Christa D Jones (CENSUS/DEPDIRE FED)" <Christa.D.Jones@census.gov>, "Veronica M LeGrande (CENSUS/HRD FED)" <veronica.m.legrande@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority
Thanks,

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office.

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From: Clarice A.Floyd (CENSUS/HRD FED)
Sent: Tuesday, July 30, 2019 3:59:58 PM
To: Kardesha N Bradley (CENSUS/PCCO FED)
Subject: Fw: DOC - non-citizen appointment delegated authority

Hi Kardesha,
Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2674, Room (b) (6)
Cell: (b) (6)
Fax: (301) 735-8304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media

From: Smith, Valene [Federal] <VSmith@doc.gov>
Sent: Tuesday, July 30, 2019 12:14 PM
To: Clarice A Floyd (CENSUS/HRD-FED) <Clarice.A.Floyd@census.gov>
Subject: FW: DOC - non-citizen appointment delegated authority

Hi Clarice,

I reached back to OPM; however, I suspect that all we are going to get is the below e-mail exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement. However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 215-141, div. E, title
VII, § 704, Mar. 23, 2018): This is where Census is going to have to confirm with OGC/appropriations law as to whether Census’s hiring complies with this. It may depend on which country the individual has citizenship with.

Valerie

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Also, when a non-citizen is hired the agency must ensure that the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. E, title VII, § 704, Mar. 23, 2018).

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So, since Census's positions will be true excepted service positions, there is no requirement to be a citizen?

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Subject: RE: DOC - non-citizen appointment delegated authority

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Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>  
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On behalf of Kevin E. Mahoney, Director for Human Resources
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Please let me know if you or your staff have any questions,

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202-482-0272
Hi Kardesha,

(b)(5)

Thanks.

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Omcn: (301) 763-2974, Room: (b)(6)  
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Connect with us on Social Media.

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(b)(5)

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Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272
Sent from my iPhone

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Kardesha N. Bradley
Supervisory Attorney
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Valerie
Hi Valerie

A we discussed e 213.3114(d)(1) could be used for the positions and if is the delegation is not needed. An agency may not use 213.3102(i)(3) without prior OPM approval. OPM would not be likely to approve a request to use (i)(3) given that we have already approved a Sch A authority to be used for positions related to decennial operations. Once you have checked with Census let us know if you still need to delegation.

Katika Floyd

From: Mahoney, Michael J
Sent: Tuesday, March 19, 2019 4:43 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>; Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Thanks Valeria,

This may be easier than at first thought.
Katika will reach out to you

-mike

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Tuesday, March 19, 2019 3:59 PM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: FW: DOC - non-citizen appointment delegated authority

Michael,

Please see Census's response below and their draft Enumerator PD.

Valerie

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Sent: Monday, March 18, 2019 4:04 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie,

I have a couple of questions re this:
• What is (are) the title(s) of the position(s) and grade level(s) for the requested positions? It says 'translator', but is that the official position title or does that describe the duties/function?

The title is Enumerator (Foreign Language Translator) see draft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

• Would any of the requested positions be covered under the Sched A authority we provided to Census? That was for:

Section 213.3114(d)

(1) Positions in support of decennial operations (including decennial pre-tests). Appointments may be made on a time limited basis that lasts the duration of decennial operations but may not exceed 7 years. Extensions beyond 7 years may be requested on a case-by-case basis.

(2) Positions of clerk, field representative, field leader, and field supervisor in support of data collection operations. (non-decennial operations). Appointments may be made on a permanent or a time-limited basis. Appointments made on a time limited basis may not exceed 4 years. Extensions beyond 4 years may be requested on a case-by-case basis.

Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?

No, the hiring authority for these positions will be 213.3102 (j)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

Thanks,
From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@opin.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,

On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.

Please let me know if you or your staff have any questions,

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272
From: Mary Catherine Potter (CENSUS/EID FED)  
To: Sneha Thakor Desai (CENSUS/FLD FED); James T Christy (CENSUS/LA FED); Dale C Kelly (CENSUS/FLD FED); Kardesha N Bradley (CENSUS/PCO FED)  
Subject: Re: Fingerprinted/Cleared non-citizens  
Date: Tuesday, August 13, 2019 7:57:21 AM  
Attachments: (b) (5)
Begin forwarded message:

From: "Mary Catherine Potter [CENSUS/EID FED]"
<Mary.Catherine.Potter@census.gov>
Date: August 12, 2019 at 6:35:04 PM EDT
To: "Heath M Zwahlen (CENSUS/DN FED)" <heath.m.zwahlen@2020census.gov>, "Brian Harrigan (CENSUS/ACSD FED)" <Brian.Harrigan@census.gov>
Cc: "Elizabeth M Penney (CENSUS/DN FED)"
<elizabeth.m.penney@2020census.gov>, "Curtis D Allen (CENSUS/DCEO FED)"
*Curtis.D.Allen@census.gov*, "Cathy Lynn Lacy (CENSUS/DN FED)"
<cathy.lynn.lacy@2020census.gov>, "Dennis Ray Johnson (CENSUS/DN FED)"
<dennis.r.johnson@2020census.gov>, "Viola L Lewis Willis (CENSUS/DCEO FED)"
<Viola.L.Lewis.Willis@census.gov>, FLD NFC DAB Team List
<fld.nfc.dab.team.list@census.gov>, "Julie A Watt (CENSUS/ACSD FED)"
<julie.a.watt@census.gov>
Subject: Re: Fingerprinted/Cleared non-citizens
To: Mary Catherine Potter (CENSUS/EID FED) <Mary.Catherine.Potter@census.gov>; Brian Harrigan (CENSUS/ACSD FED) <Brian.Harrigan@census.gov>
Cc: Elizabeth M Penney (CENSUS/DN FED) <elizabeth.m.penney@2020census.gov>; Curtis D Allen (CENSUS/DCEO FED) <Curtis.D.Allen@census.gov>; Cathy Lynn Lacy (CENSUS/DN FED) <cathy.lynn.lacy@2020census.gov>; Dennis Ray Johnson (CENSUS/DN FED) <dennis.r.johnson@2020census.gov>; Viola L Lewis Willis (CENSUS/DCEO FED) <viola.l.lewis.willis@census.gov>; FLD NFC DAB Team List <fld.nfc.dab.team.list@census.gov>
Subject: Re: Fingerpped/Cleared non-citizens

Thanks Viola.

Brian/Mary,

Heath M Zwahlen
ASSISTANT REGIONAL CENSUS MANAGER
US BUREAU OF THE CENSUS
DALLAS REGIONAL CENSUS CENTER
4500 Fuller Dr, Suite #300
Irving, TX 75038
Office: 972-510-1810
Toll Free: 855-510-0193
Gov’t Cell: (b) (6)

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From: Viola L Lewis Willis (CENSUS/DCEO FED) <viola.l.lewis.willis@census.gov>
Sent: Monday, August 12, 2019 5:10 PM
To: Heath M Zwahlen (CENSUS/DN FED) <heath.m.zwahlen@2020census.gov>
Cc: Elizabeth M Penney (CENSUS/DN FED) <elizabeth.m.penney@2020census.gov>;
Curtis D Allen (CENSUS/DCEO FED) <Curtis.D.Allen@census.gov>; Mary Catherine
Potter (CENSUS/EID FED) <Mary.Catherine.Potter@census.gov>; Brian Harrigan
On Aug 12, 2019, at 6:05 PM, Heath M Zwahlen (CENSUS/DN FED) <heath.m.zwahlen@2020census.gov> wrote:

Heath M Zwahlen
ASSISTANT REGIONAL CENSUS MANAGER
US BUREAU OF THE CENSUS
DALLAS REGIONAL CENSUS CENTER
4500 Fuller Dr, Suite #300
Irving, TX 75038
Office- 972-510-1810
Toll Free- 855-510-0193
Gov't Cell (b) (5)
census.gov
Connect with us on Social Media

From: Elizabeth M Penney (CENSUS/DN FED) <elizabeth.m.penney@2020census.gov>
Sent: Monday, August 12, 2019 4:44 PM
To: Curtis D Allen (CENSUS/DCEO.FED) <Curtis.D.Allen@census.gov>
Cc: Heath M Zwahlen (CENSUS/DN FED) <heath.m.zwahlen@2020census.gov>
Subject: Fingerprinted/Cleared non-citizens
Elizabeth M. Penney
BUREAU OF THE CENSUS
DALLAS REGIONAL CENSUS CENTER
4500 Fuller Dr., Suite #300
Irving, TX 75038
Office- 972-510-1813
Toll Free- 855-510-0193
Thanks,

Based on our call with Allen, this am, I’d like to cite the specific appropriations authority - since it is in a Gov’t wide general provision and not in CJS, he was unfamiliar with it.
See edit to that effect attached.

My only other comment is to ask whether we need to have the quotes around translator in the second paragraph. I could go either way and wanted to see what others thought.

---

Everett G. Whiteley  
Chief  
Budget Division  
U.S. Census Bureau  

Office 301.763.3861 Room (b)(6)  
Call (b)(6)  
Fax 301.763.5252  
Everett.G.Whiteley@census.gov  
census.gov  
Connect with us on Social Media

---

From: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Sent: Monday, August 12, 2019 13:17
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Everett G Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>; All Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Cc: Christopher J Stanley (CENSUS/OClA FED) <christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Subject: Re: Can someone explain this?

Everett,

(b) (5)
Thanks,

Kardesha

Kardesha N. Bradley  
Supervisory Attorney  
Employment and Labor Law Division  
Office of the General Counsel  
U.S. Department of Commerce  
(301) 763-2918 office  
(b) (6) cell

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From: James T Christy (CENSUS/LA FED) <james.t.christy@census.gov>
Sent: Monday, August 12, 2019 12:46:58 PM
To: Everett G Whiteley (CENSUS/SUD FED) <Everett.G.Whiteley@census.gov>; Ali Mohammad Ahmad (CENSUS/AOCOM FED) <ali.m.ahmad@census.gov>
Cc: Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>; Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Subject: Re: Can someone explain this?

Here's the most recent version of the fact sheet with Kardesha's input...
From: Everett G. Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>
Sent: Monday, August 12, 2019 12:23 PM
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Cc: Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>; Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Subject: Re: Can someone explain this?

Everett

Everett G. Whiteley
Chief
Budget Division
U.S. Census Bureau

Office 301.783.3881 Room (b) (6) Cell (b) (6) Fax 301.763.5252
Everett.G.Whiteley@census.gov

census.gov
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From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Monday, August 12, 2019 11:50
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Cc: Everett G Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>; Christopher J Stanley
On Aug 12, 2019, at 11:49 AM, James T Christy [CENSUS/LA FED] 
<james.t.christy@census.gov> wrote:

On Aug 12, 2019, at 11:49 AM, Everett G Whiteley [CENSUS/BUD FED] 
<Everett.G.Whiteley@census.gov> wrote:

Hi all,
From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<ali.m.ahmad@census.gov>

Sent: Monday, August 12, 2019 10:36

To: Everett G Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>; James T Christy (CENSUS/LA FED)  
<James.T.Christy@census.gov>

Cc: Christopher J Stanley (CENSUS/OCA FED)  
<christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  
<benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED)  
<Christa.D.jones@census.gov>; Kardesha N Bradley (CENSUS/PCO FED)  
<Kardesha.N.Bradley@census.gov>

Subject: Re: Can someone explain this?

I can do by 12 noon.

Ali Ahmad, Associate Director
Communications Directorate
U.S. Census Bureau
O: 301-763-8789 | M: (6) All M. Ahmad@census.gov
All M. Ahmad@census.gov
Census.gov | twitter.uscensusbureau

From: Everett G Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>

Sent: Monday, August 12, 2019 10:34:24 AM

To: James T Christy (CENSUS/LA FED)  
<James.T.Christy@census.gov>; Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<ali.m.ahmad@census.gov>

Cc: Christopher J Stanley (CENSUS/OCA FED)  
<christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  
<benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED)  
<Christa.D.jones@census.gov>; Kardesha N Bradley (CENSUS/PCO FED)  
<Kardesha.N.Bradley@census.gov>

Subject: Re: Can someone explain this?

Just got off the phone with Kardesha. I'm going to reach out to Allen and set up something for noon. Will that work for everyone?

---

Everett G. Whiteley  
Chief  
Budget Division  
U.S. Census Bureau
From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<ali.m.ahmad@census.gov>  
Sent: Friday, August 9, 2019 10:13 AM  
To: Everett G Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>; James T Christy (CENSUS/LA FED)  
<James.T.Christy@census.gov>  
Cc: Christopher J Stanley (CENSUS/OCIA FED)  
<christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  
<benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED)  
<Christa.D.Jones@census.gov>  
Subject: Re: Can someone explain this?

I need to be done by 12:30 p.m.
Email Kardeesha and she'll probably get back later today.

**Ali Ahmad**, Associate Director  
Communications Directorate  
U.S. Census Bureau  
O: 301-763-8789 | M: (b) (6)  
Ali.M.Ahmad@census.gov  
census.gov | @uscensusbureau

---

**From:** Everett G. Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>  
**Sent:** Friday, August 9, 2019 10:10:40 AM  
**To:** James T. Christy (CENSUS/LA FED) <James.T.Christy@census.gov>  
**Cc:** Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<Ali.M.Ahmad@census.gov>; Christopher J. Stanley (CENSUS/OCA FED)  
<Christopher.J.Stanley@census.gov>; Benjamin J. Page (CENSUS/CFO FED)  
<Benjamin.J.Page@census.gov>; Christa D. Jones (CENSUS/DEPDIR FED)  
<Christa.D.Jones@census.gov>  
**Subject:** Re: Can someone explain this?

Christa,

Could you do something between 10:30 and 1:00? Jamey would like you to attend if you can make it. Any idea how we can check Kardeesha's schedule with her being out today?

Everett

---

Everett G. Whiteley  
Chief, Budget Division  
US Census Bureau  
Desk: (301) 753-3861  
Mobile: (b) (6)  

*Sent from my iPhone*

On Aug 9, 2019, at 10:01, James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov> wrote:

10:30 to 1 works for me also. Would really like Christa to
join also.

On Aug 9, 2019, at 6:57 AM, Everett G. Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov> wrote:

All, Jamey, and Stanley,

Going to try to push to Monday since Kardesha is out. Can you send me some times that might work? Looks like 10:30 - 1:00 and after 3 is best for me. Thought I'd check in with you all before I reached back out to Allen.

Everett

_____________________________________________________________

Everett G. Whiteley  
Chief  
Budget Division  
U.S. Census Bureau

Office 301.763.3861 Room (b) (8)  
Cell (b) (8)  
Pax 301.763.9252  
Everett.G.Whiteley@census.gov

census.gov  
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_____________________________________________________________

From: Everett G Whiteley (CENSUS/BUD FED)  
Sent: Friday, August 9, 2019 09:12  
To: Cutler, Allen (Appropriations)  
<Allen_Cutler@sporo.senate.gov>  
Cc: All Mohammad Ahmad (CENSUS/ADCOM FED), <all.m.ahmad@census.gov>; James T Christy (CENSUS/LA FED)  
<James.T.Christy@census.gov>; Christopher J Stanley (CENSUS/OCIA FED)  
<christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  

<benjaminj.page@census.gov>

Subject: Re: Can someone explain this?

Allen,

Are you free for a call at 11?

_____________________
Everett G. Whiteley
Chief, Budget Division
US Census Bureau
Desk: (301) 763-3861
Mobile: [p] (6) __________

*Sent from my iPhone*

On Aug 8, 2019, at 14:02, Cutler, Allen
(Appropriations)
<Allen_Cutler@appro.senate.gov> wrote:

Looking forward to how
Commerce explains this
employment effort.

Thanks,

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office

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James Christy  
U.S. Census Bureau  
LA 818.267.1760 HQ 301.763.6228 Cell (b) (5)  
census.gov Connect with us on Social Media

From: Everett G Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>  
Sent: Monday, August 12, 2019 12:23 PM  
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <all.mahmad@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>  
Cc: Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>; Christa D Jones; (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>; Kardesha N Bradley (CENSUS/PCC FED) <Kardesha.N.Bradley@census.gov>  
Subject: Re: Can someone explain this?

Just got off the phone with Allen,
On Aug 12, 2019, at 11:49 AM, James T Christy (CENSUS/LA FED) 
<james.t.christy@census.gov> wrote:

Hi all,

I've still not heard back from Allen. I'm going to make a suggestion:
Why don't Stanley and I try to handle this with Allen whenever I can
connect with him? If there's something to follow up on, I can then
reengage all of you but I had a very informative conversation with
Kardesha and Robert Ben Ezra of OGC's General Law Division and I
think we can handle the call.

Sound good?
From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<ali.m.ahmad@census.gov>

Sent: Monday, August 12, 2019 10:36

To: Everett G Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>; James T Christy (CENSUS/LA FED)  
<James.T.Christy@census.gov>

Cc: Christopher J Stanley (CENSUS/OCIA FED)  
<Christopher.J.Stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  
<Benjamin.J.Page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED)  
<Christa.D.Jones@census.gov>; Kardesha N Bradley (CENSUS/POGO FED)  
<Kardesha.N.Bradley@census.gov>

Subject: Re: Can someone explain this?

I can do 12 noon.

Ali Ahmad, Associate Director  
Communications Directorate  
U.S. Census Bureau  
C: 301-763-3789 | M: 610-478-6373  
Ali.M.Ahmad@census.gov  
census.gov | @uscensusbureau

From: Everett G Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>

Sent: Monday, August 12, 2019 10:34:24 AM

To: James T Christy (CENSUS/LA FED)  
<James.T.Christy@census.gov>; Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<ali.m.ahmad@census.gov>

Cc: Christopher J Stanley (CENSUS/OCIA FED)  
<Christopher.J.Stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  
<Benjamin.J.Page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED)  
<Christa.D.Jones@census.gov>; Kardesha N Bradley (CENSUS/POGO FED)  
<Kardesha.N.Bradley@census.gov>

Subject: Re: Can someone explain this?
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---

**Everett G. Whiteley**  
Chief  
Budget Division  
U.S. Census Bureau  

Office 301.763.3881 Room 6  
Cell 6  
Fax 301.763.5252  
Everett.G.Whiteley@census.gov

---

**From:** James T Christy (CENSUS/LA FED)  
**Sent:** Monday, August 12, 2019 10:29  
**To:** Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<ali.m.ahmad@census.gov>; Everett G Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>  
**Cc:** Christopher J Stanley (CENSUS/OCIA FED)  
<christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  
<benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPDR FED)  
<Christa.D.jones@census.gov>  
**Subject:** Re: Can someone explain this?

---

**James Christy**  
**U.S. Census Bureau**  
LA 818.267.1700 HQ 301.763.6228  
census.gov  
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---

**From:** Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<ali.m.ahmad@census.gov>  
**Sent:** Friday, August 9, 2019 10:13 AM  
**To:** Everett G Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>; James T Christy (CENSUS/LA FED)
<James.T.Christy@census.gov>
Cc: Christopher J Stanley (CENSUS/OCIA FED)
    <christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)
    <benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPOIR FED)
    <Christa.D.Jones@census.gov>
Subject: Re: Can someone explain this?

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Ali Ahmad, Associate Director
Communications Directorate
U.S. Census Bureau
O: 301-763-8789 | M: (b) (6)
Ali.M.Ahmad@census.gov
census.gov | @uscensusbureau

From: Everett G Whiteley (CENSUS/BUD FED)
    <Everett.G.Whiteley@census.gov>
Sent: Friday, August 9, 2019 10:10:40 AM
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Cc: Ali Mohammad Ahmad (CENSUS/ADCOM FED)
    <ali.m.ahmad@census.gov>; Christopher J Stanley (CENSUS/OCIA FED)
    <christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)
    <benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPOIR FED)
    <Christa.D.Jones@census.gov>
Subject: Re: Can someone explain this?

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Everett

Everett G. Whiteley
Chief, Budget Division
US Census Bureau
Desk: (301) 763-3861
*Sent from my iPhone*

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Everett

--------------------------------------
Everett G. Whiteley  
Chief  
Budget Division  
U.S. Census Bureau  

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(301) 624-1100  
Everett.G.Whiteley@census.gov  

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From: Everett G Whiteley (CENSUS/BUD FED)
Sent: Friday, August 9, 2019 09:12
To: Cutler, Allen {Appropriations} <Allen_Cutler@appro.senate.gov>
Cc: Ali Mohammed Ahmad [CENSUS/ADCOM FED] <all.m.ahmad@census.gov>; James T Christy [CENSUS/LA FED] <James.T.Christy@census.gov>; Christopher J Stanley [CENSUS/OCIA FED] <christopher.j.stanley@census.gov>; Benjamin J Page [CENSUS/CFO FED] <benjamin.j.page@census.gov>
Subject: Re: Can someone explain this?

Allen,

Are you free for a call at 11?

Everett G. Whiteley
Chief, Budget Division
US Census Bureau
Desk: (301) 763-3861
Mobile: (b) (6)

*Sent from my iPhone*

On Aug 8, 2019, at 14:02, Cutler, Allen {Appropriations} <Allen_Cutler@appro.senate.gov> wrote:

Looking forward to how Commerce explains this employment effort.

Here's the most recent version of the fact sheet with Kardesha's input.

James Christy
U.S. Census Bureau
LA 818.267.1700  HQ 301.763.8228  Cell (b) (5)  census.gov  Connect with us on Social Media

From: Everett G. Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>
Sent: Monday, August 12, 2019 12:23 PM
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>; James T. Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Cc: Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>; Christa D Jones (CENSUS/OEOIR FED) <Christa.D.Jones@census.gov>; Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Subject: Re: Can someone explain this?
Hi all,
From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
.ali.m.ahmad@census.gov

Sent: Monday, August 12, 2019 10:36

To: Everett G Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>; James T Christy (CENSUS/LA FED)  
<JAMES.T.CHRISTY@census.gov>

Cc: Christopher J Stanley (CENSUS/OCIA FED)  
<christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  
<benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPDIR FED)  
<christa.d.jones@census.gov>; Kardesha N Bradley (CENSUS/PGG FED)  
<kardesha.n.bradley@census.gov>

Subject: Re: Can someone explain this?

I can do 12 noon.

Ali Ahmad, Associate Director  
Communications Directorate  
U.S. Census Bureau  
O: 301-763-8789 | M: (6)
Ali.M.Ahmad@census.gov  
census.gov | @uscensusbureau
Just got off the phone with Kardesha. I'm going to reach out to Allen and set up something for noon. Will that work for everyone?
I need to be done by 12:30 p.m.

Email Kardeesha and she'll probably get back later today.

Ali Ahmad, Associate Director  
Communications Directorate  
U.S. Census Bureau  
O: 301-763-8739 | M: (D) (6)  
Ali.M.Ahmad@census.gov  
census.gov | @uscensusbureau

---

From: Everett G. Whiteley (CENSUS/BUD FED)  
<Everett.G.Whiteley@census.gov>  
Sent: Friday, August 9, 2019 10:10:40 AM  
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>  
Cc: Ali Mohammad Ahmad (CENSUS/ADCOM FED)  
<ali.m.ahmad@census.gov>; Christopher J Stanley (CENSUS/CCIA FED)  
<christopher.j.stanley@census.gov>; Benjamin J Page (CENSUS/CFO FED)  
<benjamin.j.page@census.gov>; Christa D Jones (CENSUS/DEPD FED)  
<Christa.D.Jones@census.gov>  
Subject: Re: Can someone explain this?

Christa,

Could you do something between 10:30 and 1:00? Jamey would like you to attend if you can make it. Any idea how we can check Kardesha’s schedule with her being out today?

Everett

---

Everett G. Whiteley
10:30 to 1 works for me also. Would really like Christy to join also.

On Aug 9, 2019, at 6:57 AM, Everett G Whiteley <Everett.G.Whiteley@census.gov> wrote:

Ali, Jamey, and Stanley,

Going to try to push to Monday since Kardesha is out. Can you send me some times that might work? Looks like 10:30 - 1:00 and after 3 is best for me. Thought I'd check in with you all before I reached back out to Allen.

Everett
Allen,

Are you free for a call at 11?

Everett G. Whiteley  
Chief, Budget Division  
US Census Bureau  
Desk: (301) 763-3861  
Mobile: [REDACTED]

*Sent from my iPhone*

On Aug 8, 2019, at 14:02, Cutler, Allen [Appropriations] wrote:

Looking forward to how Commerce explains this employment effort.

From: Everett G. Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>
Sent: Friday, August 9, 2019 5:05 PM
To: James T. Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Ali Mohammad Alimad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>; Christopher J Stanley (CENSUS/OCTA FED) <christopher.j.stanley@census.gov>; Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Cc: Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>; Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Subject: Fw: Translator exception to Appropriations Act Opinion

All,

Everett

Everett G. Whiteley
Chief
Budget Division
U.S. Census Bureau

Office 301.763.3861 Room [b] (8)
Cell [b] (8)
Fax 301.763.5252
Everett.G.Whiteley@census.gov
census.gov
Connect with us on Social Media

From: Ben Ezra, Robert (Federal) <RBenEzra@doc.gov>
Sent: Friday, August 9, 2019 17:01
Hi Kardesha and Everett,

Let’s talk on Monday. Is 10 AM good?

Thank you,

Rob,

From: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Sent: Thursday, August 8, 2019 12:21 PM
To: Ben Ezra, Robert (Federal) <RBenEzra@doc.gov>
Cc: Kornegay, Nick (Federal) <Nkornegay@doc.gov>
Subject: Re: Translator exception to Appropriations Act Opinion

Rob/Nick,

I welcome any input you have.

Thanks,

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(b)(6) cell

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From: Ben Ezra, Robert (Federal) <Robert.BenEzra@doc.gov>
Sent: Wednesday, May 2, 2018 8:16 AM
To: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; Joanne Crane (CENSUS/CFO FED) <Joanne.Crane@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Karidesha N Bradley (CENSUS/PCO FED) <Karidesha_N.Bradley@census.gov>
Cc: Kornegay, Nick (Federal) <Nick.Kornegay@doc.gov>
Subject: Translator exception to Appropriations Act Opinion

Hi Tim,

You asked if your office could hire non-U.S. citizens on a temporary basis to support the 2020 Decennial Census. You explained that at this time the scope of your question is limited to hiring non-U.S. citizens to serve as translators, while simultaneously performing enumerator duties. The ability to converse and collect data in a foreign language would be the primary requirement for this position. Census envisions that these individuals would work independently to collect census data using a foreign language. They would not be accompanied by or assisting enumerators or other Census employees while collecting data.

Generally, there is an appropriations act restriction on compensating employees whose post of duty is in the continental United States if they are non-U.S. citizens. The appropriations restriction in its entirety reads as follows:

Unless otherwise specified in law during the current fiscal year, no part of any appropriation contained in this or any other Act shall be used to pay the
compensation of any officer or employee of the Government of the United States (including any agency the majority of the stock of which is owned by the Government of the United States) whose post of duty is in the continental United States unless such person: (1) is a citizen of the United States; (2) is a person who is lawfully admitted for permanent residence and is seeking citizenship as outlined in 8 U.S.C. 1324b(a)(3)(B); (3) is a person who is admitted as a refugee under 8 U.S.C. 1157 or is granted asylum under 8 U.S.C. 1158 and has filed a declaration of intention to become a lawful permanent resident and then a citizen when eligible; or (4) is a person who owes allegiance to the United States: Provided, That for purposes of this section, affidavits signed by any such person shall be considered prima facie evidence that the requirements of this section with respect to his or her status are being complied with: Provided further, That for purposes of subsections (2) and (3) such affidavits shall be submitted prior to employment and updated thereafter as necessary: Provided further, That any person making a false affidavit shall be guilty of a felony, and upon conviction, shall be fined no more than $4,000 or imprisoned for not more than 1 year; or both: Provided further, That the above penal clause shall be in addition to, and not in substitution for, any other provisions of existing law: Provided further, That any payment made to any officer or employee contrary to the provisions of this section shall be recoverable in action by the Federal Government: Provided further, That this section shall not apply to any person who is an officer or employee of the Government of the United States on the date of enactment of this Act [March 23, 2018], or to international broadcasters employed by the Broadcasting Board of Governors, or to temporary employment of translators, or to temporary employment in the field service (not to exceed 60 days) as a result of emergencies: Provided further, That this section does not apply to the employment as Wildland firefighters for not more than 120 days of nonresident aliens employed by the Department of the Interior or the USDA Forest Service pursuant to an agreement with another country.


The language generally prohibits the employment of a non-US citizen. However, the plain text of section 704 makes an explicit exception for the temporary employment of translators. Accordingly, Census may hire non-U.S. citizens as temporary translators in the non-competitive service. However, simply hiring someone with a foreign language proficiency will not make that person a “translator.” First, appropriate HR officials must determine that such a position, which includes numerator duties, may be classified as a “translator” under Office of Personnel Management (OPM) General Schedule Qualification Standards and any other relevant regulations, guidance or policies from OPM or the Department’s Office of Human Resources Management. Then, Census must ensure that candidates qualifications are consistent with the position classification.
While we defer to the expertise of appropriate human resources classification officials to determine whether the position as you have described it may properly be classified as a "translator," we caution that such a position should only be so classified to the extent that it reasonably meets the appropriate classification standard. If a position is improperly classified, Census then relies upon such classification and hires non-U.S. citizens into temporary, non-competitive services positions, and it is later determined the classification was not proper, then Section 704 may be violated. Because section 704 places a condition on the use of agency funds in an appropriation, incurring obligations or expending funds in violation of the provision would also constitute a violation of the Antideficiency Act, 31 U.S.C. § 1341. E.g., 25 Op. Off. Legal Counsel 33 (2001).

While not relevant to the specific question at hand, we also note that Census should remain aware of other restrictions on the employment of non-U.S. citizens. Under 13 U.S.C. § 22 all permanent officers and employees of Census must be U.S. citizens and under Executive Order (E.O.) 11935 only U.S. citizens may be hired into the competitive service unless certain conditions enumerated therein (and in its implementing regulations at 5 C.F.R. §§ 7.3, 213.3102(bb), and 338.101) are met. Because we understand the proposed position would be temporary and not within the competitive service, neither 13 U.S.C. § 22 and E.O. 11935 would apply here.

Please let me know if you have any other questions regarding this matter.

Sincerely yours,

Rob

Robert S. Benzra
Attorney, General Law Division
Office of the General Counsel
U.S. Department of Commerce
1401 Constitution Ave., NW
Washington, D.C. 20230
Phone: 202-482-3786
Fax: 202-482-2888
rbenezra@doc.gov

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contents is strictly prohibited. Please notify us immediately that you have received this message in error, and delete the message.
James Christy
U.S. Census Bureau
LA 818.321.1700 HQ 301.763.6238 Cell (D) (6)
census.gov  Connect with us on Social Media

From: Korregay, Nick (Federal) <N.Korregay@doc.gov>
Sent: Tuesday, August 6, 2019 8:01 PM
To: Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>; Kardasna N Bradley (CENSUS/POC FED) <Kardasna.N.Bradley@census.gov>
Cc: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Dale C Kelly (CENSUS/FLD FED) <Dale.C.Kelly@census.gov>; Everett G Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>; John R Magruder (CENSUS/BUD FED) <John.R.Magruder@census.gov>; Thomas A Mahalek (CENSUS/BUD FED) <thomas.a.mahalek@census.gov>
Benzara, Robert (Federal) <Robert.Benzara@doc.gov>
Subject: RE: URGENT: Non-Citizen Hire Action Processed

Ben,

The issue you’re identifying is the same issue involved in a still-open Antideficiency Act Investigation. Assuming that the individual does not fall within an exception, we would be caught between two separate prohibitions. The ADA itself prohibits us from accepting employees’ services on a voluntary basis, though Census may have a limited exception in 13 U.S.C. § 23, it is likely not applicable here. Then there is the USG-wide appropriations provision that prohibits the use of appropriations to “compensate” any employee not a U.S. citizen unless certain enumerated exceptions in the statute are applicable; payments made contrary to the provision would lead to an ADA violation but would be recoverable in a legal action by the USG. Consolidated Appropriations Act, 2019, Pub. L. No. 116-6, Div. D, § 704. How to harmonize these two prohibitions is the subject of our current review of the Census fiduciary investigation of the earlier incidents alluded to in the string below.

While section 704 may have a built-in “out” for an agency that exercised due diligence, that would seem to be a moot point unless the error was only caught after an improper payment was made. Section 704 says that “affidavits by any such person shall be considered prima facie evidence that the requirements of this section with respect to his or her status are being complied with.” Because section 704 only prohibits disbursing funds to an individual covered by the statute (not the actual hiring), section 704 hasn’t technically been violated yet, but failure to compensate may impact the voluntary services prohibition nonetheless. Therefore, whether the individual misrepresented himself or herself to Census doesn’t directly factor into the question you are raising, though if true may have subjected the individual to criminal liability under section 704 (and referral to the OIG may be appropriate).

Bottom line: An obligation may have been created given the statutes that otherwise fix compensation for the position and the requirements of the voluntary services prohibition, but even so we certainly would have no legal authority to make payment given section 704 unless one of its exceptions apply. While misrepresentation was not an apparent issue in the earlier incidents, it is difficult for me to see how that would make any difference to the question of whether an obligation to compensate was incurred given that 704 is addressed to liquidation, not the obligation.

Our current thinking (but still open) on the earlier incidents is that an obligation is in fact created by operation of the laws that fix compensation and the voluntary services prohibition; that 704 only removes the legal authority to liquidate the obligation, it doesn’t abrogate the other statutes at play (on the principle that repeal by implication is disfavored and related statutes should be read together as much as possible to give each full effect to all); and that all of these provisions work hand in hand to effectively preclude hiring and onboarding covered individuals. That is why verification before anyone is allowed to enter on duty is critical.
As Kardeshia said, careful scrutiny of the individual's status and section 704 is necessary. If the individual is a permanent resident, is the person seeking citizenship as outlined 8 U.S.C. § 1324(b)(3)(B)? In addition, for what position was this person brought on? We advised Census quite some time back that to the extent a position could be properly classified as a "temporary enumerator-translator," that would also satisfy an exception built into 704. Prior advice on the latter exception is attached. If any exception in 704 is satisfied, the fiscal issue becomes moot.

Thanks,

Nick Kornegay  
Chief, General Law Division  
Office of the General Counsel  
U.S. Department of Commerce  
1401 Constitution Ave., NW, Room 5885C  
Washington, D.C. 20230  
Desk: 202-482-3653  
Cell: 301-250-3929  
nkornegay@doc.gov

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From: Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>  
Sent: Monday, August 5, 2019 8:36 PM  
To: Bradley, Kardeshia N <kardeshia.bradley@census.gov>  
Cc: Christy, James T <james.t.christy@census.gov>; Kelly, Dale C <dale.c.kelly@census.gov>; Whiteley, Everett G <everett.g.whiteley@census.gov>; McGruder, John R <john.r.mcgruder@census.gov>; Mihalek, Thomas A <thomas.a.mihalek@census.gov>; Kornegay, Nick (Federal) <nkornegay@doc.gov>  
Subject: Re: URGENT: Non-Citizen Hire Action Processed

(b) (5)
On Aug 5, 2019, at 8:09 PM, Kardesha N. Bradley <Kardesha.N.Bradley@census.gov> wrote:

Thanks,

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office

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From: Benjamin J. Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>
Sent: Monday, August 5, 2019 5:59 PM
To: Kardesha N. Bradley <Kardesha.N.Bradley@census.gov>
Cc: James T. Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Dale C. Kelly (CENSUS/FLD FED) <Dale.C.Kelly@census.gov>; Everett G. Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>; John R. Magnuder (CENSUS/RID FED) <John.R.Magnuder@census.gov>; Thomas A. Mahalek (CENSUS/BUD FED) <thomas.a.mahalek@census.gov>
Subject: Re: URGENT: Non-Citizen Hire Action Processed

Kardesha,

Thanks,
Ben

Ben Page
Chief Financial Officer
On Aug 5, 2019, at 5:20 PM, Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov> wrote:

I sent this over to Nick in our General Law Division, as his office handles appropriations matters. If I get anything from him, I will forward it. But, he may also reach out directly.

Thank you,

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office

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From: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Sent: Monday, August 5, 2019 5:15:13 PM
To: Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>
Cc: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>; Dale C Kelly (CENSUS/FLD FED) <Dale.C.Kelly@census.gov>; Everett G Whiteley (CENSUS/BUF FED) <Everett.G.Whiteley@census.gov>; John R Magruader (CENSUS/FLD FED) <John.R.Magruader@census.gov>; Thomas A Mahalek (CENSUS/BUF FED) <thomas.a.mahalek@census.gov>
Subject: Re: URGENT: Non-Citizen Hire Action: Processed

Yes. Sneha Desai is the best resource on our process. She can discuss with Tom.

On Aug 5, 2019, at 1:38 PM, Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov> wrote:

(b)(5)
On Aug 5, 2019, at 2:41 PM, James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov> wrote:

Thanks. Adding Tom Mahalek who is looking into this.
On Aug 2, 2019, at 4:01 PM, Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov> wrote:

[b](5)
On Aug 2, 2019, at 2:47 PM, James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov> wrote:

Monday is perfect.

On Aug 2, 2019, at 2:25 PM, Benjamin Page (CENSUS/CFO FED) <benjaminj.page@census.gov> wrote:

FYI -
Need
James
Christy
U.S.
Census
Bureau
LA 818.297.1170 HQ 301.763.6228
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(c) 2022
www.census.gov
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with us
on
Social
Media

From:
Sneha
Thakor Desai
(CENSUS/FLD FED)
<Shneha.Thakor.Desai@census.gov>

Sent:
Friday,
August
2,
2019
1:56
PM

To:
James T
Christy
(CENSUS/LA FED)
<James.T.Christy@census.gov>
Dale C
Kelly
(CENSUS/FLD FED)
<Dale.C.Kelly@census.gov>
John R
Magruder
(CENSUS/FLD FED)
<John.R.Magruder@census.gov>

Subject:
URGENT:

(b)(5)

(b) (5)
From:
Elvis R
Van Slyvynan
(CENSUS/NY
FED)
<elvis.r.vanslyvynan@2020census.gov>

Sent:
Thursday,
August
1,
2019
4:07
PM

To:
Sneha
Thaker
Devsai
(CENSUS/FLD
FED)
<Sneha.Thaker Devsai@census.gov>

Cc:
Tonja
Alicia
Zekee
(CENSUS/FLD
FED)
<Tonja.Alicia.Zekee@census.gov>

Richard
T.
Liquorie
(CENSUS/FLD
FED)
<Richard.T.Liquorie@census.gov>

NYRCC
APCMI
List
<NYRCC.APCMI.List@2020census.gov>

Subject:

(b)(5)
Name: 
(b) (6), (b) (5)

ID: 
(b) (6), (b) (5)

Position: Enumerator Trainee
(OG Listen)
W2 ACO 2254
W1 ACO:
2286
Roster
Inf
cSession
164

Trainer: 
(b) (5), (b) (6)
York
Regional Census Center
Field Division
U.S. Census Bureau
Office
212-882-2112
Call
(8) (6)
email: man@2020census.gov
Administration
mailbox:
New York, RRC-Admin@2020census.gov
census.gov
Connect with us on Social Media
Ben,

The issue you are identifying is the same issue involved in a still open Antidiscrimination Act investigation. Assuming that the individual does not fall within an exception, we would be caught between two separate prohibitions. The ADA itself prohibits us from accepting employees' services on a voluntary basis, though Census may have a limited exception in 13 U.S.C. § 23, it is likely not applicable here. Then there is the USG-wide appropriations provision that prohibits the use of appropriations to "compensate" any employee not a U.S. citizen unless certain enumerated exceptions in the statute are applicable; payments made contrary to the provision would lead to an ADA violation but would be receivable in a legal action by the USG. Consolidated Appropriations Act, 2019, Pub. L. No. 116-6, Div. D, § 704. How to harmonize these two prohibitions is the subject of our current review of the Census factual investigation of the earlier incidents alluded to in the string below.

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Thanks,

Nick Kornegay
Chief, General Law Division
Office of the General Counsel
U.S. Department of Commerce
1401 Constitution Ave., NW, Room 5886C
Washington, D.C. 20230
Desk: 202-482-3653
Cell: 301-250-3929
nkornegay@doc.gov

Confidentiality Notice: This e-mail message is intended only for the named recipient. It contains information that may be confidential, privileged, attorney work product, or otherwise exempt from disclosure under applicable law. If you have received this message in error, do not a read or retain it and immediately return this message to the sender. In addition to this notice, be advised that any onward dissemination, use, dissemination, distribution, or reproduction of this message or the contents is strictly prohibited. Please notify us immediately that you have received this message in error, and delete the message.
Subject: Re: URGENT: Non-Citizen Hire Action Rejected

Ben

On Aug 5, 2019, at 8:05 PM, Kardesha N Bradley (CENSUS/PCF FED) <Kardesha.N.Bradley@census.gov> wrote:

Ben,

(b)(5)

Thanks,

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(b)(6) cell

Confidentiality Notice: This e-mail message is intended only for the named recipients. It contains
From: Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov>
Sent: Monday, August 5, 2019 5:59 PM
To: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Cc: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>, Dale C Kelly (CENSUS/FLD FED) <Dale.C.Kelly@census.gov>, Everett G Whiteley (CENSUS/BUD FED) <Everett.G.Whiteley@census.gov>, John R Magruder (CENSUS/FLD FED) <John.R.Magruder@census.gov>, Thomas A Mahalek (CENSUS/BUD FED) <thomas.a.mahalek@census.gov>
Subject: Re: URGENT: Non-Citizen Hire Action Processed

Kardesha,

(b) (5)

Thanks,
Ben

Ben Page
Chief Financial Officer
U.S. Census Bureau
O: 301-763-4700  M: (b) (6)

On Aug 5, 2019, at 5:20 PM, Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov> wrote:

I sent this over to Nick in our General Law Division, as his office handles appropriations matters. If I get anything from him, I will forward it. But, he may also reach out directly.

Thank you,

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(b) (6) cell

Confidentiality Notice: This e-mail message is intended only for the named recipients. It contains information that may be confidential, privileged, attorney work product, or otherwise exempt from disclosure under applicable law. If you have received this message in error, are not a named recipient, or are not the employee or agent
Yes, Sneha Desai is the best resource on our process. She can discuss with Tom.

On Aug 5, 2019, at 1:30 PM, Benjamin J Page (CENSUS/CFO FED) <benjamin.j.page@census.gov> wrote:

(b)(5)

On Aug 5, 2019, at 2:41 PM, James T Christy (CENSUS/LA FED) <james.t.christy@census.gov> wrote:

(b)(5)
Thanks. Adding Tom Mehalek who is looking into this.

On Aug 2, 2019, at 4:01 PM, Sneha Thakor Desai [CENSUS/FLD FED] <Sneha.Thakor.Desai@census.gov> wrote:

(b)(5)
Can you get this info?

Begin forwarded message:

From: "Benjamin J Page (CENSUS/CFO FED)"
<benjamin.j.page@census.gov>
Date: August 2, 2019 at 3:09:39 PM EDT
To: "James T Christy (CENSUS/LA FED)"
<james.t.christy@census.gov>
Cc: "Kardesha N Bradley (CENSUS/PCO FED)"
<Kardesha.N.Bradley@census.gov>, "Dale C Kelly (CENSUS/FLD FED)"
<Dale.C.Kelly@census.gov>, "John R Magruder (CENSUS/FLD FED)"
<John.R.Magruder@census.gov>, "Everett G Whiteley (CENSUS/BUD FED)"
<Everett.G.Whiteley@census.gov>
Subject: Re: URGENT: Non-Citizen Hire Action Processed

(b)(5)

Ben Page
Chief Financial Officer
U.S. Census Bureau
O: 201-763-4700 | M: (b) (5)

On Aug 2, 2019, at 2:47 PM, James T Christy
[CENSUS/LA FED]
<james.t.christy@census.gov> wrote:

Monday is perfect.

On Aug 2, 2019, at 2:25 PM,
Benjamin J Page (CENSUS/CFO FED)
<benjamin.j.page@census.gov> wrote:

(b)(5)
Ben Page
Chief Financial Officer
U.S. Census Bureau
O: 301-763-4700
M: (b) (5)

On Aug 2, 2019, at 2:02 PM, James T Christy (CENSUS/LA FED)
<James.T.Christy@census.gov> wrote:

(b) (5)
From: Sneha Thakor Desai
(CENSUS/FLD FED)
<Sneha.Thakor.Desai@census.gov>

Sent: Friday, August 2, 2019 1:56 PM

To: James T Christy (CENSUS/LA FED)
<Dale.C.Kelly@census.gov>
<John.R.Magruder@census.gov>

Subject: URGENT

(b)(5)
Elvis R
Vanduyman
(CENSUS/NY FED)
<elvis.r.vanduyman@2020census.gov>
Sent:
Thursday,
August
1, 2019
4:07
PM
To:
Sneha
Thakor
Desai
(CENSUS/FLD FED)
<Sneha.thakor.desai@census.gov>
Cc:
Toni
Alicia
Zeke
(CENSUS/FLD FED)
<Toni.Alicia.Zekee@census.gov>
Richard
T.
Liquorie
(CENSUS/FLD FED)
<Richard.T.Liquorie@census.gov>
NYRCC
ARCM
List
<nyrcc.arcm.list@2020census.gov>
Subject:
Non-
Citizen
Hire
Action
Processed

Good afternoon Sneha,

Below is the summary of the situation reported to us.

Name:
(d) (b),
(d) (a)
ID:
(d) (b), (b)
Position:
Enumerator Trainee
Thank you.

Elvis R. VanSlytman
Supervisory Administrative Specialist
New York Regional Census Center
Field Division
U.S. Census Bureau
Office
212.882.2113
Call
(b) (6)
census.gov

Administration
mailbox:
New York, RCC Admin@census.gov
census.gov
Connect
with us
on
Social
Media
From: Kardesha N. Bradley (CENSUS/FCO FPD)
To: George A. Floyd (CENSUS/HSD FPD)
Cc: Timothy P. Clavin (CENSUS/ADC FPD) Dan D. Christy (CENSUS/LA FPD) Christa D. Jones (CENSUS/EPDIR FPD) Yolanda M. LaGrande (CENSUS/HSD FPD)
Subject: Re: DOC - non-citizen appointment delegated authority
Date: Wednesday, July 31, 2019 2:36:03 PM

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Hi Kardesha,

(b)(5)

Thanks.

Ciarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
Hi Clarice,

I reached back to OPM; however, I suspect that all we are going to get is the below e-mail exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement. However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, div. D, title VII, § 704, Mar. 23, 2018). This is where Census is going to have to confirm with OGC/appropriations law as to whether Census’s hiring complies with this. It may depend on which country the individual has citizenship with.

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 3:12 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Correct
From: Smith, Valerie (Federal) (mailto:VSmith@doc.gov)
Sent: Thursday, March 21, 2019 2:56 PM
To: Floyd, Katika (Katika.Floyd@opm.gov)
Subject: RE: DOC - non-citizen appointment delegated authority

So, just to be clear, the request was for delegated authority to use 213.3102(bb), hiring non-citizens in the absence of a qualified citizen, but if they are not using 213.3102(bb) as their appointing authority, and they use 213.3114(d)(1), when they don’t have any qualified citizens, as long as the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, div. E, title VII, § 704, Mar. 23, 2013), they are o.k. since citizenship is only required for competitive service positions.

From: Floyd, Katika (Katika.Floyd@opm.gov)
Sent: Thursday, March 21, 2019 1:01 PM
To: Smith, Valerie (Federal) (VSmith@doc.gov)
Subject: RE: DOC - non-citizen appointment delegated authority

The regulations in 5 CFR 7.3 require that appointments in the competitive service can only be given to U.S. Citizens or nationals.

OPM authorizes the use of 213.3102(bb) when agency is unable to find qualified citizens for a competitive service position. Approval for use of the authority is generally only given when the agency has provided evidence that it attempted a diligent and thorough search to find qualified citizens. For the period of time the position is filled by the non-citizen the position is in the excepted service.

Also, when a non-citizen is hired the agency must ensure that the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, div. E, title VII, § 704, Mar. 23, 2018).

Katika Floyd

From: Smith, Valerie (Federal) (mailto:VSmith@doc.gov)
Sent: Thursday, March 21, 2019 12:43 PM
To: Floyd, Katika (Katika.Floyd@opm.gov)
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Katika,

Thanks for calling me today and discussing this. You stated that the citizen requirement is only for
positions in the competitive service. However, the § 213.3102(bb) authority, 

**hiring a non-citizen in the absence of a qualified citizen**, is in the expected service, and states that OPM has to provide prior approval before using it. Is the § 213.3102(bb) authority for competitive service positions, but if OPM approves the use of § 213.3102(bb), the positions are removed from the competitive service and placed in the expected service for the period of time the positions are occupied by a non-citizen?

So, since Census’s positions will be true excepted service positions, there is no requirement to be a citizen?

Valerie

---

**From:** Floyd, Katika <Katika.Floyd@opm.gov>
**Sent:** Thursday, March 21, 2019 11:49 AM
**To:** Mahoney, Michael J <Mike.Mahoney@opm.gov>; Smith, Valerie (Federal) <VSmith@doc.gov>
**Subject:** RE: DOC - non-citizen appointment delegated authority

Hi Valerie,

As we discussed e 213.3114(d)(1) could be used for the positions and if is the delegation is not needed. An agency may not use 213.3102(i)(3) without prior OPM approval. OPM would not be likely to approve a request to use (i)(3) given that we have already approved a Sch A authority to be used for positions related to decennial operations. Once you have checked with Census let us know if you still need to delegations.

Katika Floyd

---

**From:** Mahoney, Michael J
**Sent:** Tuesday, March 19, 2019 4:43 PM
**To:** Smith, Valerie (Federal) <VSmith@doc.gov>; Floyd, Katika <Katika.Floyd@opm.gov>
**Subject:** RE: DOC - non-citizen appointment delegated authority

Thanks Valeria,

This may be easier than at first thought.

Katika will reach out to you

-mike

---

**From:** Smith, Valerie (Federal) <mailto:VSmith@doc.gov>
Sent: Tuesday, March 19, 2019 3:59 PM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: FW: DOC - non-citizen appointment delegated authority

Michael,

Please see Census’s response below and their draft Enumerator PD.

Valerie

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Sent: Monday, March 18, 2019 4:04 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie,

I have a couple of questions re this:

- What is (are) the title(s) of the position(s) and grade level(s) for the requested positions? It says ‘translator’, but is that the official position title or does that describe the duties/function?

  The title is Enumerator (Foreign Language Translator) see draft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

- Would any of the requested positions be covered under the Sched A authority we provided to Census? That was for:

Section 213.3114(d)

(1) Positions in support of decennial operations (including decennial pre-tests). Appointments may be made on a time limited basis that lasts the duration of decennial operations but may not exceed 7 years. Extensions beyond 7 years may be requested on a case-by-case basis.

(2) Positions of clerk, field representative, field leader, and field supervisor in support of data collection operations (non-decennial operations). Appointments may be made on a permanent or a time-limited basis. Appointments made on a time limited basis may not exceed 4 years. Extensions beyond 4 years may be requested on a case-by-case basis.
Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?

No, the hiring authority for these positions will be 213.3102(i)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

Thanks,

-mike

From: Smith, Valerie {Federal} [mailto:VSmith@doc.gov]
Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,

On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.

Please let me know if you or your staff have any questions,

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272
Hi Kardesha,

(b)(5)

Thanks.

Clarice A. Floyd  
Chief, Field & Decennial Branch  
Human Resources Division  
U.S. Census Bureau  
Office: (301) 763-2974, Room (b)(5)  
Cell: (b)(6)  
Fax: (301) 763-9304  
Email: clarice.a.floyd@census.gov

census.gov  
Connect with us on Social Media
Hi Clarice,

I reached back to OPM; however, I suspect that all we are going to get is the below e-mail exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement. However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. F, title VII, § 704, Mar. 23, 2018). This is where Census is going to have to confirm with OGC/appropriations law as to whether Census’s hiring complies with this. It may depend on which country the individual has citizenship with.

Valerie

---

Correct

Katika Floyd

---

So, just to be clear, the request was for delegated authority to use 213.3102(bb), hiring non-citizens in the absence of a qualified citizen, but if they are not using 213.3102(bb) as their appointing authority, and they use 213.3114(d)(1), when they don’t have any qualified citizens, as long as the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. F, title VII, § 704, Mar. 23, 2018), they are o.k. since citizenship is only required for competitive service positions?
From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 1:01 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

The regulations in 5 CFR 7.3 require that appointments in the competitive service can only be given to U.S. Citizens or nationals.

OPM authorizes the use of 213.3102(bb) when agency is unable to find qualified citizens for a competitive service position. Approval for use of the authority is generally only given when the agency has provided evidence that it attempted a diligent and thorough search to find qualified citizens. For the period of time the position is filled by the non-citizen the position is in the excepted service.

Also, when a non-citizen is hired the agency must ensure that the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub.L. 115–141, div. F, title VII, § 704, Mar. 23, 2018).

Katika Floyd

From: Smith, Valerie (Federal) <VSmith@doc.gov>
Sent: Thursday, March 21, 2019 12:43 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Katika,

Thanks for calling me today and discussing this. You stated that the citizen requirement is only for positions in the competitive service. However, the § 213.3102(bb) authority, hiring a non-citizen in the absence of a qualified citizen, is in the excepted service, and states that OPM has to provide prior approval before using it. Is the § 213.3102(bb) authority for competitive service positions, but if OPM approves the use of § 213.3102(bb), the positions are removed from the competitive service and placed in the expected service for the period of time the positions are occupied by a non-citizen?

So, since Census’s positions will be true excepted service positions, there is no requirement to be a citizen?

Valérie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 11:49 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>; Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie

As we discussed e 213.3114(d)(1) could be used for the positions and if is the delegation is not needed. An agency may not use 213.3102(i)(3) without prior OPM approval. OPM would not be likely to approve a request to use (i)(3) given that we have already approved a Sch A authority to be used for positions related to decennial operations. Once you have checked with Census let us know if you still need to delegate.

Katika Floyd

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Sent: Tuesday, March 19, 2019 4:43 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>; Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Thanks Valeria,

This may be easier than at first thought.

Katika will reach out to you

-mike

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Tuesday, March 19, 2019 3:58 PM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: FW: DOC - non-citizen appointment delegated authority

Michael,

Please see Census’s response below and their draft Enumerator PD.

Valerie

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Sent: Monday, March 18, 2019 4:04 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>
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  The title is Enumerator (Foreign Language Translator) see draft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

- Would any of the requested positions be covered under the Sched A authority we provided to Census? That was for:

  Section 213.3114(d)
  (1) Positions in support of decennial operations (including decennial pre-tests). Appointments may be made on a time limited basis that lasts the duration of decennial operations but may not exceed 7 years. Extensions beyond 7 years may be requested on a case-by-case basis.

  (2) Positions of clerk, field representative, field leader, and field supervisor in support of data collection operations (non-decennial operations). Appointments may be made on a permanent or a time-limited basis. Appointments made on a time limited basis may not exceed 4 years. Extensions beyond 4 years may be requested on a case-by-case basis.

Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?

No, the hiring authority for these positions will be 213.3102 (i)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

Thanks,

-mike

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,

On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.

Please let me know if you or your staff have any questions.

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272
I think so...Kardesha has not responded to my response.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2874, Room: (b) (6) [redacted]
Cell: (301)-763-2874
Fax: (301)-763-2874
Email: clarice.a.floyd@census.gov

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From: Viola L. Lewis Willis (CENSUS/DCEO FED) <Viola.L.Lewis.Willis@census.gov>
Sent: Thursday, November 7, 2019 12:29 PM
To: Clarice A. Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Subject: Re: New PD

It is okay to move forward and tell others?

On Nov 5, 2019, at 4:54 PM, Clarice A. Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov> wrote:

Thanks, Kardesha!

This process will only be used when there is a language requirement.

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
From: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Sent: Tuesday, November 5, 2019 4:42 PM
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Cc: Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>; Viola L Lewis Willis (CENSUS/DCEO FED) <Viola.L.Lewis.Willis@census.gov>
Subject: Re: New PD

(b) (5)

Sent from my iPhone

On Nov 4, 2019, at 09:43, Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov> wrote:
From: Viola L. Lewis Willis (CENSUS/DCEO FED)  
<Viola.Lewis.Willis@census.gov>  
Sent: Monday, November 4, 2019 10:27 AM  
To: Veronica M LeGrande (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED)  
Cc: Alessandro Rebaudengo (CENSUS/ADSD FED)  
Subject: Re: New PD

Have you touched base with Legal to determine if this approach is acceptable?

> On Oct 31, 2019, at 4:32 AM, Viola L. Lewis Willis (CENSUS/DCEO FED) <Viola.Lewis.Willis@census.gov> wrote:
> 
> I need to add:

{(b)(5)}

> Sent from my iPhone

>>> On Oct 30, 2019, at 4:45 PM, Viola L. Lewis Willis (CENSUS/FLD FED) <Viola.Lewis.Willis@census.gov> wrote:
>>> 
>>> {(b)(5)}
Languages in the following order.

(b) (5)
Thanks, Kardesha!

(b)(5)

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 783-2974, Room (b)(6)
Cell: (b)(6)
Fax: (301)-783-9304
Email: clarice.a.floyd@census.gov
Hi Kardesha,

(b)(5)

Thanks

---

Clarice A. Floyd  
Chief, Field & Decennial Branch  
Human Resources Division  
U.S. Census Bureau  
Office: (301) 763-2974, Room: [Bo] (6)  
Cell: [B] (6)  
Fax: (301)-735-8304  
Email: clarice.a.floyd@census.gov

census.gov  
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---

From: Viola L Lewis Willis (CENSUS/DCEO FED)  
<Viola.L.Lewis.Willis@census.gov>  
Sent: Monday, November 4, 2019 10:27 AM  
To: Veronica M LeGrande (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED)  
Cc: Alessandro Rebaudengo (CENSUS/ADSD FED)  
Subject: Re: New PD

Have you touched base with Legal to determine if this approach is acceptable?
On Oct 31, 2019, at 4:32 AM, Viola L. Lewis Willis (CENSUS/DCEO FED) wrote:

Sent from my iPhone

On Oct 30, 2019, at 4:45 PM, Viola L. Lewis Willis (CENSUS/FLE FED) wrote:

Sent from my iPhone
Veronica M. LeGrand
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrande@census.gov

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(cell)
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Thanks!

Veronica M. LeGrande
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrande@census.gov

From: Clarice A. Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Sent: Monday, November 4, 2019 10:43 AM
To: Kardesha N. Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Cc: Veronica M. LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>; Viola L. Lewis-Willis (CENSUS/DCEO FED) <viola.l.lewis-willis@census.gov>
Subject: Fw: New PD.

Hi Kardesha,

(b)(5)

Thanks

______________________________
Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room
Cell: (b) (6)
Fax: (301) 763-8304
Email: clarice.a.floyd@census.gov

census.gov
From: Viola L. Lewis, Willis (CENSUS/DCEO FED) <Viola.L.Willis@census.gov>
Sent: Monday, November 4, 2019 10:27 AM
To: Veronica M. LeGrande (CENSUS/HRD FED); Clarice A. Floyd (CENSUS/HRD FED)
Cc: Alessandro Reboulengo (CENSUS/ADSD FED)
Subject: Re: New PD

Have you touched base with Legal to determine if this approach is acceptable?

> On Oct 31, 2019, at 4:32 AM, Viola L. Lewis, Willis (CENSUS/DCEO FED) <Viola.L.Willis@census.gov> wrote:
> >
> > (b)(5)
> >
> > Sent from my iPhone
> >
> >> On Oct 30, 2019, at 4:45 PM, Viola L. Lewis, Willis (CENSUS/FLD FED) <Viola.L.Willis@census.gov> wrote:
> >> (b)(5)
> >>
> >> or
> >>
> >> or
> >>
> >> or
> >>
> >> or
> >>
> >> or
> >>
> >> Sent from my iPhone
Hi Kardesha,

(b)(5)

Thanks

---

Clarice A. Floyd  
Chief, Field & Decennial Branch  
Human Resources Division  
U.S. Census Bureau  
Office: (301) 763-2974, Room: (b)(6)  
Cell: (b)(6)  
Fax: (301)-735-8304  
Email: clarice.a.floyd@census.gov

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---

From: Viola I. Lewis Willis (CENSUS/DCEO FED) <Viola.I.Lewis.Willis@census.gov>  
Sent: Monday, November 4, 2019 10:27 AM  
To: Veronica M LeGrande (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED)  
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>
> (b)(5)
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On Oct 30, 2019, at 4:45 PM, Viola L Lewis Willis (CENSUS/FLD FED) <Viola.L.Lewis.Willis@census.gov> wrote:

(b) (S)

order.

(b) (S)

>> Sent from my iPhone

>> Sent from my iPhone
(b) (5), (b) (6)

Thank you,

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(443) 456-0821 cell

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Veronica M. LeGrande
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrande@census.gov
Talk soon.

Kardesha N. Bradley  
Supervisory Attorney  
Employment and Labor Law Division  
Office of the General Counsel  
U.S. Department of Commerce  
(301) 763-2918 office  
[b] (6) [cell]

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From: Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>
Sent: Monday, November 4, 2019 11:17 AM
To: Kardesha N Bradley (CENSUS/PCO FED) <kardesha.n.bradley@census.gov>
Subject: Fw: New PD

(b) (6), (b) (5)

Thanks!

Veronica M. LeGrande
Hi Kardesha,

(b)(5)

Thanks

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2874, Room (b)(6)
Cell: (b)(6)
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov

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From: Viola L Lewis Willis (CENSUS/DCEO FED) <Viola.L.Lewis.Willis@census.gov>
Sent: Monday, November 4, 2019 10:27 AM
To: Veronica M LeGrande (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED)
Cc: Alessandro Rebaudengo (CENSUS/ADSD FED)
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> Sent from my iPhone

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<Viola.L.Lewis.Willis@census.gov> wrote:

>> Sent from my iPhone
On Sep 17, 2019, at 5:09 PM, James T Christy (CENSUS/LA FED) wrote:

Here are GAO's original questions:

We had the following questions in follow-up:
James Christy
U.S. Census Bureau
LA 818.267.1700 HQ 301.763.8228 Cell (b) (5)
census.gov一栋Connect with us on Social Media

From: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Sent: Tuesday, September 17, 2019 10:28 AM
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Subject: Re: Monday Briefing re Translators

(b) (5)

From: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Sent: Tuesday, September 17, 2019 9:56 AM
To: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Subject: Re: Monday Briefing re Translators

(b) (5)
From: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.jones@census.gov>
Sent: Tuesday, September 17, 2019 9:53 AM
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Subject: Re: Monday Briefing re Translators

Are we to the point I can share this with the RDs? What about GAO?

James Christy
U.S. Census Bureau
LA 818.267.1700 HQ 301.763.6228 Cell (b) (6)
census.gov Connect with us on Social Media

From: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.jones@census.gov>
Sent: Wednesday, September 4, 2019 10:30 AM
To: Timothy P Olsen (CENSUS/ADFO FED) <Timothy.P.Olsen@census.gov>; Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Cc: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>; Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Subject: Re: Monday Briefing re Translators

Here's a clean version of the latest draft I have.

From: Timothy P Olsen (CENSUS/ADFO FED) <Timothy.P.Olsen@census.gov>
Sent: Wednesday, September 4, 2019 10:26:21 AM
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>; Christa
D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Cc: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>; Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Subject: Re: Monday Briefing re Translators

(b)(6)

(b)(5)

Tim Olson, Associate Director for Field Operations
U.S. Census Bureau - Washington DC
301-763-2072 Office
(b) (6) Cell
Timothy.P.Olson@census.gov

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From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Wednesday, September 4, 2019 10:22 AM
To: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Cc: Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>
Subject: Re: Monday Briefing re Translators

Sounds reasonable to me

On Sep 4, 2019, at 10:18 AM, Christa D Jones [CENSUS/DEPDIR FED] <Christa.D.Jones@census.gov> wrote:

(b)(5)
(b)(5)

Thanks,

Christa
From: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Sent: Tuesday, September 17, 2019 10:18 AM
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Subject: Re: Monday Briefing re Translators

(b)(5)

From: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Sent: Tuesday, September 17, 2019 9:55 AM
To: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Subject: Re: Monday Briefing re Translators

(b)(5)

From: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Sent: Tuesday, September 17, 2019 9:53 AM
To: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Subject: Re: Monday Briefing re Translators

(b)(5)

From: James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>
Sent: Tuesday, September 17, 2019 9:19 AM
To: Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov>
Subject: Re: Monday Briefing re Translators

Are we to the point I can share this with the RDs? What about GAO?
Here's a clean version of the latest draft I have.

---

Tim Olson, Associate Director for Field Operations
U.S. Census Bureau – Washington DC
301-763-2072, Office
(5) Cell
timothy.polson@census.gov

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On Sep 4, 2019, at 10:18 AM, Christa D Jones (CENSUS/DEPDIR FED) <Christa.D.Jones@census.gov> wrote:

Thanks,

Christa
Thanks, Dawn! Attached is what Viola sent me, but it appears to be a Trainee job, which is a different position, so I’ve asked her for clarification.

Veronica M. LeGrande
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrande@census.gov

Hi Ronni,

see attached.

Dawn Ferguson
Chief, Classification Branch
Human Resources Division
U.S. Census Bureau
Office: 301-763-0705
Room: 1D (6)
Email: Dawn.M.Ferguson@census.gov

census.gov
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From: Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>
Sent: Friday, October 25, 2019 12:54 PM
To: Dawn M Ferguson (CENSUS/HRD FED) <dawn.m.ferguson@census.gov>
Subject: Re: DCC - non-citizen appointment delegated authority

(b)(5)

Veronica M. LeGrande,
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrande@census.gov

From: Clarice A. Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Sent: Thursday, August 22, 2019 5:14 PM
To: Veronica M. LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>
Cc: Mary O Michael (CENSUS/HRD FED) <mary.o.michael@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority

Hi Ronnie,

(b)(5)

Thanks.

______________________________
Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room [b](6)
Cell [b](6)
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov

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From: Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>
Sent: Thursday, August 22, 2019 3:36:36 PM
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Subject: Fwd: DOC - non-citizen appointment delegated authority

(b)(5)

Sent from my iPhone

Begin forwarded message:

From: "Kardesha N Bradley (CENSUS/PCO FED)" <Kardesha.N.Bradley@census.gov>
Date: July 31, 2019 at 2:30:00 PM EDT
To: "Clarice A Floyd (CENSUS/HRD FED)" <Clarice.A.Floyd@census.gov>
Cc: "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>, "James T Christy (CENSUS/LA FED)" <James.T.Christy@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)" <Christa.D.Jones@census.gov>, "Veronica M LeGrande (CENSUS/HRD FED)" <veronica.m.legrande@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority

(b)(5)
Thanks,

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(b) (6) cell

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strictly prohibited. Please notify us immediately that you have received this message in error, and delete the message.

From: Clarice A Floyd (CENSUS/HRD FED)
Sent: Tuesday, July 30, 2019 3:59:38 PM
To: Kardesha N Bradley (CENSUS/PCO FED)
Subject: Fw: DOC - non-citizen appointment delegated authority

Hi Kardesha,

(b)(5)

(b)(5), (b)(2)

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: (b)(6)
Cell: (b)(6)
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov

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Hi Clarice;

I reached back to OPM; however, I suspect that all we are going to get is the below e-mail exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement. However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–41, div. C, title II, § 704, Mar. 23, 2018). This is where Census is going to have to confirm with DGC/appropriations law as to whether Census’s hiring complies with this. It may depend on which country the individual has citizenship with.

Valerie

Katika Floyd

Correct
From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 1:01 PM
To: Smith, Valerie [Federal] <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

The regulations in 5 CFR 7.3 require that appointments in the competitive service can only be given to U.S. Citizens or nationals.

OPM authorizes the use of 213.3102(bb) when agency is unable to find qualified citizens for a competitive service position. Approval for use of the authority is generally only given when the agency has provided evidence that it attempted a diligent and thorough search to find qualified citizens. For the period of time the position is filled by the non-citizen the position is in the excepted service.

Also, when a non-citizen is hired the agency must ensure that the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub.L. 115–141, div. E, title VII, § 704, Mar. 23, 2018).

Katika Floyd

From: Smith, Valerie [Federal] <VSmith@doc.gov>
Sent: Thursday, March 21, 2019 12:43 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority
From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 11:49 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>; Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valérie,

...we discussed e 213.3114(d)(1) could be used for the positions and if is the delegation is not needed. An agency may not use 213.3102(i)(3) without prior OPM approval. OPM would not be likely to approve a request to use (1)(3) given that we have already approved a Sch A authority to be used for positions related to decennial operations. Once you have checked with Census let us know if you still need to delegation.

Katika Floyd

From: Mahoney, Michael J
Sent: Tuesday, March 19, 2019 4:43 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>; Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Thanks Valeria,

This may be easier than at first thought.

Katika will reach out to you

-mike

From: Smith, Valerie (Federal) <mailto:VSmith@doc.gov>
Sent: Tuesday, March 19, 2019 3:58 PM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: FW: DOC - non-citizen appointment delegated authority

Michael,
Please see Census's response below and their draft Enumerator PD.

Valerie

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Sent: Monday, March 18, 2019 4:04 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie,

I have a couple of questions re this:

- What is (are) the title(s) of the position(s) and grade level(s) for the requested positions? It says 'translator', but is that the official position title or does that describe the duties/function?

  The title is Enumerator (Foreign Language Translator) see draft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

- Would any of the requested positions be covered under the Sched A authority we provided to Census? That was for:

  Section 213.3114(d)
  (1) Positions in support of decennial operations (including decennial pre-tests). Appointments may be made on a time limited basis that lasts the duration of decennial operations but may not exceed 7 years. Extensions beyond 7 years may be requested on a case-by-case basis.

  (2) Positions of clerk, field representative, field leader, and field supervisor in support of data collection operations (non-decennial operations). Appointments may be made on a permanent or a time-limited basis. Appointments made on a time limited basis may not exceed 4 years. Extensions beyond 4 years may be requested on a case-by-case basis.

Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?
No, the hiring authority for these positions will be 213.3102 (i)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

Thanks,

-mike-

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,

On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.

Please let me know if you or your staff have any questions,

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272
Hi Ranni,

see attached.

Dawn Ferguson
Chief, Classification Branch
Human Resources Division
U.S. Census Bureau
Office: 301-763-0705
Room: D(6)
Email: Dawn.M.Ferguson@census.gov

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From: Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>
Sent: Friday, October 25, 2019 12:54 PM
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Cc: Mary O Michael (CENSUS/HRD FED) <mary.o.michael@census.gov>; Dawn M Ferguson (CENSUS/HRD FED) <dawn.m.ferguson@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority.

(b)(5)

Veronica M. LeGrande
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrande@census.gov
(b)(5)

Thanks.

---

Clarice A. Floyd  
Chief, Field & Decennial Branch  
Human Resources Division  
U.S. Census Bureau  
Office: (301) 763-2974, Room: (b) (6)  
Cell: (b) (6)  
Fax: (301) 763-8304  
Email: clarice.a.floyd@census.gov

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From: Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>  
Sent: Thursday, August 22, 2019 3:36:15 PM  
To: Clarice A. Floyd (CENSUS/HRD FED) <clarice.a.floyd@census.gov>  
Subject: Fwd: DOC - non-citizen appointment delegated authority

(b)(5)
Begin forwarded message:

From: "Kardesha N Bradley (CENSUS/PCO FED)"
<Kardesha.N.Bradley@census.gov>
Date: July 31, 2019 at 2:30:00 PM EDT
To: "Clarice A Floyd (CENSUS/HRD FED)" <Clarice.A.Floyd@census.gov>
Cc: "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>,
"James T Christy (CENSUS/LA FED)" <James.T.Christy@census.gov>, "Christa D.
Jones (CENSUS/DEPDIR FED)" <Christa.D.Jones@census.gov>, "Veronica M
LeGrande (CENSUS/HRD FED)" <veronica.m.legrande@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority
Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(301) 763-2918 cell

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From: Clarice A Floyd (CENSUS/HRO FED)
Sent: Tuesday, July 30, 2019 3:59:38 PM
To: Kardesha N Bradley (CENSUS/PPO FED)
Subject: Fw: DOC - non-citizen appointment delegated authority

Hi Kardesha,
Hi Clarice,

I reached back to OPM; however, I suspect that all we are going to get is the below email exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement.
However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, div. E, title VII, § 704, Mar. 23, 2018). This is where Census is going to have to confirm with OGC/appropriations law as to whether Census’s hiring complies with this. It may depend on which country the individual has citizenship with.

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 3:12 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Correct

Katika Floyd

From: Smith, Valerie (Federal) <VSmith@doc.gov>
Sent: Thursday, March 21, 2019 2:56 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

So, just to be clear, the request was for delegated authority to use 213.3102(bb), hiring non-citizens in the absence of a qualified citizen, but if they are not using 213.3102(bb) as their appointing authority, and they use 213.3114(d)(1), when they don’t have any qualified citizens, as long as the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, div. E, title VII, § 704, Mar. 23, 2018), they are o.k. since citizenship is only required for competitive service positions?

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 1:01 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

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Katika Floyd

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Thursday, March 21, 2019 12:43 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Katika,

Thanks for calling me today and discussing this. You stated that the citizen requirement is only for positions in the competitive service. However, the § 213.3102(bb) authority, hiring a non-citizen in the absence of a qualified citizen, is in the excepted service, and states that OPM has to provide prior approval before using it. Is the § 213.3102(bb) authority for competitive service positions, but if OPM approves the use of § 213.3102(bb), the positions are removed from the competitive service and placed in the excepted service for the period of time the positions are occupied by a non-citizen?

So, since Census’s positions will be true excepted service positions, there is no requirement to be a citizen?

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 11:49 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>; Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie

A we discussed e 213.3114(c)(1) could be used for the positions and if is the delegation is not needed. An agency may not use 213.3102(i)(3) without prior OPM approval. OPM would not be likely to approve a request to use (i)(3) given that we have
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Katika Floyd

From: Mahoney, Michael J  
Sent: Tuesday, March 19, 2019 4:43 PM  
To: Smith, Valerie (Federal) <VSmith@doc.gov>; Floyd, Katika <Katika.Floyd@opm.gov>  
Subject: RE: DOC - non-citizen appointment delegated authority

Thanks Valeria,

This may be easier than at first thought.

Katika will reach out to you

-mike

From: Smith, Valerie (Federal) <mailto:VSmith@doc.gov>  
Sent: Tuesday, March 19, 2019 3:59 PM  
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>  
Subject: FW: DOC - non-citizen appointment delegated authority

Michael,

Please see Census’s response below and their draft Enumerator PD.

Valerie

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>  
Sent: Monday, March 18, 2019 4:04 PM  
To: Smith, Valerie (Federal) <VSmith@doc.gov>  
Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>  
Subject: RE: DOC - non-citizen appointment delegated authority

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The title is Enumerator (Foreign Language Translator) see draft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

- Would any of the requested positions be covered under the Sched A authority we provided to Census? That was for:

Section 213.3114(d)
(1) Positions in support of decennial operations (including decennial pre-tests). Appointments may be made on a time limited basis that lasts the duration of decennial operations but may not exceed 7 years. Extensions beyond 7 years may be requested on a case-by-case basis.

(2) Positions of clerk, field representative, field leader, and field supervisor in support of data collection operations (non-decennial operations). Appointments may be made on a permanent or a time-limited basis. Appointments made on a time limited basis may not exceed 4 years. Extensions beyond 4 years may be requested on a case-by-case basis.

Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?

No, the hiring authority for these positions will be 213:3102 (i)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

Thanks,

-mike

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@cor.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,
On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.

Please let me know if you or your staff have any questions.

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272
Veronica M. LeGrande  
Chief, Human Resources Division  
U.S. Census Bureau  
(Voice) 301-763-5036  
veronica.m.legrande@census.gov

From: Clarice A. Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>  
Sent: Thursday, August 22, 2019 5:14 PM  
To: Veronica M LeGrande (CENSUS/HRD FED) <veronica.m.legrande@census.gov>  
Cc: Mary O Michael (CENSUS/HRD FED) <mary.o.michael@census.gov>  
Subject: Re: DOC - non-citizen appointment delegated authority

Hi Ronnie,

It has not been classified yet. I will forward it on to classification to see if they can rush it. Also, I responded back to Kardesha and attached the drafted PD for the Enumerator (Foreign Language) so she can look at it from a legal standpoint. So we can put some closure on this.

Thanks.
Hey Clarice, looks like we're on the hook for creating a Translator PD. Do you know if any work has been done on this? If not, we need to get this on Dawn's priority radar. Thanks!

Sent from my iPhone

begin forwarded message:

From: "Kardesha N Bradley (CENSUS/PCO FED)" <Kardesha.N.Bradley@census.gov>
Date: July 31, 2019 at 2:30:00 PM EDT
To: "Clarice A Floyd (CENSUS/HRD FED)" <Clarice.A.Floyd@census.gov>, "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>, "James T Christy (CENSUS/LA FED)" <James.T.Christy@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)" <Christa.D.Jones@census.gov>, "Veronica M LeGrande (CENSUS/HRD FED)" <veronica.m.legrande@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority

(b)(5)

(b)(6)
I'm adding the other folks involved in this in case I missed something.

Thanks,

Kardesha

Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
[b](6) cell

Confidentiality Notice: This e-mail message is intended only for the named recipients. It contains information that may be confidential, privileged, attorney work product, or otherwise exempt from disclosure under applicable law. If you have received this message in error, are not a named
recipient, or are not the employee or agent responsible for delivering this message to a named recipient, be advised that any review, disclosure, use, dissemination, distribution, or reproduction of this message or its contents is strictly prohibited. Please notify us immediately that you have received this message in error, and delete the message:

From: Clarice A. Floyd (CENSUS/HRD FED)
Sent: Tuesday, July 30, 2019 3:59:38 PM
To: Kardesha N Bradley (CENSUS/OFO FED)
Subject: Fw: DOC - non-citizen appointment delegated authority

Hi Kardesha,

(b)(5)

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: (B)(6)
Cell: (301) 763-2974
Fax: (301) 735-8304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media
Hi Clarice,

I reached back to OPM; however, I suspect that all we are going to get is the below email exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement. However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-41, div. E; title VII, § 704; Mar. 23, 2018): This is where Census is going to have to confirm with OGC/appropriations law as to whether Census's hiring complies with this. It may depend on which country the individual has citizenship with.

Valerie

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 3:12 PM
To: Smith, Valerie [Federal] <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Correct

Katika Floyd

From: Smith, Valerie [Federal] <VSmith@doc.gov>
Sent: Thursday, March 21, 2019 2:56 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority
So, just to be clear, the request was for delegated authority to use 213.3102(bb), hiring non-citizens in the absence of a qualified citizen, but if they are not using 213.3102(bb) as their appointing authority, and they use 213.3114(d)(1), when they don't have any qualified citizens, as long as the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. E, title VII, § 704, Mar. 23, 2018), they are o.k. since citizenship is only required for competitive service positions.

From: Floyd, Katika <Katika.Floyd@opm.gov>
Sent: Thursday, March 21, 2019 1:01 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

The regulations in 5 CFR 7.3 require that appointments in the competitive service can only be given to U.S. Citizens or nationals.

OPM authorizes the use of 213.3102(bb) when agency is unable to find qualified citizens for a competitive service position. Approval for use of the authority is generally only given when the agency has provided evidence that it attempted a diligent and thorough search to find qualified citizens. For the period of time the position is filled by the non-citizen the position is in the excepted service.

Also, when a non-citizen is hired the agency must ensure that the appointment complies with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115–141, div. E, title VII, § 704, Mar. 23, 2018).

Katika Floyd

From: Smith, Valerie (Federal) [mailto:VSmith@doc.gov]
Sent: Thursday, March 21, 2019 12:43 PM
To: Floyd, Katika <Katika.Floyd@opm.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Katika,

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Sent: Thursday, March 21, 2019 11:49 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>; Smith, Valerie (Federal) <VSmith@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie,

As we discussed e 213.3114(d)(1) could be used for the positions and if is the delegation is not needed. An agency may not use 213.3102(i)(3) without prior OPM approval. OPM would not be likely to approve a request to use (i)(3) given that we have already approved a Sch A authority to be used for positions related to decennial operations. Once you have checked with Census let us know if you still need to delegation.

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Thanks Valeria,

This may be easier than at first thought.

Katika will reach out to you

-mike

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Sent: Tuesday, March 19, 2019 3:59 PM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: FW: DOC - non-citizen appointment delegated authority
Michael,

Please see Census’s response below and their draft Enumerator PD.

Valerie

From: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Sent: Monday, March 18, 2019 4:04 PM
To: Smith, Valerie (Federal) <VSmith@doc.gov>
Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>
Subject: RE: DOC - non-citizen appointment delegated authority

Hi Valerie,

I have a couple of questions re this:

- What is (are) the title(s) of the position(s) and grade level(s) for the requested positions? It says ‘translator’, but is that the official position title or does that describe the duties/function?

The title is Enumerator (Foreign Language Translator) see draft PD attached. It is an Administratively Determined (AD) positions. The salary varies based on where they live since the duty station would be their home address.

- Would any of the requested positions be covered under the Sched A authority we provided to Census? That was for:

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Could the requested positions actually be enumerators, which I believe were covered under (d)(1) above?

No, the hiring authority for these positions will be 213.3102 (ii)(3). Individuals hired into these positions will be appointed for approximately 6 to 8 weeks.

Thanks,

-mike

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Subject: DOC - non-citizen appointment delegated authority

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Please let me know if you or your staff have any questions,

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272
Veronica M. LeGrande
Chief, Human Resources Division
U.S. Census Bureau
(Voice) 301-763-5036
veronica.m.legrande@census.gov

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Cc: Mary O Michael (CENSUS/HRD FED) <mary.o.michael@census.gov>
Subject: Re: DOC - non-citizen appointment delegated authority

(Thanks.)

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: (D) (6)
Cell: (D) (6)
Fax: (301)-735-8304
(b)(5)

Sent from: my iPhone

Begin forwarded message:

From: "Karidesha N Bradley (CENSUS/PCO FED)" <Karidesha.N.Bradley@census.gov>
Date: July 31, 2019 at 2:30:00 PM EDT
To: "Clarice A Floyd (CENSUS/HRD FED)" <Clarice.A.Floyd@census.gov>,
"Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>,
"James T Christy (CENSUS/LA FED)" <James.T.Christy@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)" <Christa.D.Jones@census.gov>, "Veronica M LeGrande (CENSUS/HRD FED)" <veronica.m.legrande@census.gov>
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Kardesha N. Bradley
Supervisory Attorney
Employment and Labor Law Division
Office of the General Counsel
U.S. Department of Commerce
(301) 763-2918 office
(202) 322-2527 cell

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To: Kardesha N Bradley (CENSUS/PCO FED)
Subject: Fw: DOC - non-citizen appointment delegated authority

Hi Kardesha,

This has been going on for some time regarding the hiring of non-citizens for decennial excepted service positions as enumerators and Field needs to know what we can and can't do. I spoke with Valerie Smith today from DOC regarding this and she told me to follow up with OGC. This is what she sent:

I reached back to OPM; however, I suspect that all we are going to get is the below e-mail exchange between me and OPM. According to OPM, the requirement for citizenship is only for competitive service positions, and since Census will be using their Schedule A excepted service hiring authority, there is no citizenship requirement. However, the appointment has to comply with the Citizenship Requirement for Employees Compensated From Appropriated Funds (see Pub. L. 115-141, div. E, title VII, § 704, Mar. 23, 2018). This is where Census is going to have to confirm with OGC/appropriations law as to whether Census's hiring complies with this. It may depend on which country the individual has citizenship with.

Please advise whether or not we can hire non-citizens. Based on what I read, it looks like we can't. Please let me know if you want to discuss further.

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: 2J230F
Cell: (202) 658-9515
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media
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-mike

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Please see Census’s response below and their draft Enumerator PD.

Valerie

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Cc: Mahoney, Kevin (Federal) <kmahoney@doc.gov>
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Thanks,

-mike

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Sent: Wednesday, January 30, 2019 9:38 AM
To: Mahoney, Michael J <Mike.Mahoney@opm.gov>
Subject: DOC - non-citizen appointment delegated authority

Mr. Mahoney,

On behalf of Kevin E. Mahoney, Director for Human Resources Management and Chief Human Capital Officer, attached is a request from the Department of Commerce, on behalf of the U.S. Census Bureau, for delegated authority to appoint individuals under Title 5, Code of Federal Regulations §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens to fill “translator” positions in support of the 2020 Decennial Census.

Please let me know if you or your staff have any questions.

Thank you,

Valerie Smith
Office of Human Resources Management
Office of Policy and Programs
202-482-0272
Good evening all,

Extending the date through COB Monday, October 7, 2019, is not a problem. Also attached is the ROAM 2018-30 Cover Sheet, which contains edits.

Michael, in addressing your earlier email, the documents forwarded on September 24, 2019, were combined edits from ERB and OGC with the changes accepted. For all to see what the actual edits, I have also attached the raw edits for those 13 documents for all to review.

In total, there are 14 attachments.

Hi Dawn,
From: Dawn Washington (CENSUS/HRD FED) <dawn.washington@census.gov>

Sent: Tuesday, September 24, 2019 6:02 PM

To: Michael A DeFrank (CENSUS/FLD FED) <Michael.A.DeFrank@census.gov>; Stacy Chalmers (CENSUS/HRD FED) <Stacy.Chalmers@census.gov>; Mario T Matthews (CENSUS/PH FED) <Mario.T.Matthews@census.gov>; Jasmin M West (CENSUS/LA FED) <jasmin.m.west@census.gov>; Laura C Nixon (CENSUS/ADFO FED) <Laura.C.Nixon@census.gov>; Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>; Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>

Cc: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Dale C Kelly (CENSUS/FLD FED) <Dale.C.Kelly@census.gov>; David R Ziaya (CENSUS/CAO FED) <david.r.ziaya@census.gov>

Subject: Re: ROAM 2018-30-PIP Guidance

Good afternoon,

Attached are the 13 documents reviewed.

Please review. Final comments, questions and/or concerns are due COB Wednesday, October 2, 2019.

Also, Michael, please don’t forget to provide the MSB POC information.
I will update the MSB point of contact information when Stacy/Dawn deliver me the final version.

Thanks.

Michael A. DeFrank
Chief
Management Services Branch
Field Division
U.S. Census Bureau

301-763-7376 (Desk)
5H 145
202-407-6154 (Mobile-Telework)
Michael.a.defrank@census.gov
Stacy J. Chalmers, Assistant Division Chief
Employee and Labor Relations, Human Resources Division
U.S. Census Bureau
O: 301-763-1463  M: (b)(6)
census.gov  stacy.chalmers@census.gov

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From: Stacy Chalmers [CENSUS/HRD FED] <Stacy.Chalmers@census.gov>
Sent: Tuesday, July 9, 2019 12:50 PM
To: Michael A DeFrank (CENSUS/FLD FED) <Michael.A.DeFrank@census.gov>; Dawn Washington (CENSUS/HRD FED) <dawn.washington@census.gov>; Mario T Matthews (CENSUS/PH FED) <Mario.T(Matthews@census.gov>; Jasmin M West (CENSUS/LA FED) <jasmin.m.west@census.gov>; Laura C Nixon (CENSUS/ERD FED) <Laura.C.Nixon@census.gov>; Kardesha N Bradley (CENSUS/PCO FED) <Kardesha.N.Bradley@census.gov>
Cc: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov>; Dale C Kelly (CENSUS/FLD FED) <Dale.C.Kelly@census.gov>; Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>; David R Ziaya (CENSUS/CAO FED) <david.r.ziaya@census.gov>
Subject: Fw: ROAM 2018-30-PIP Guidance

Michael—Please also forward us the attachments.

(b)(5)

Thank you.

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From: Michael A Defrank (CENSUS/FLD FED)
Sent: Wednesday, June 12, 2019 1:45 PM
To: Timothy P Olson (CENSUS/ADPO FED); James T Christy (CENSUS/LA FED); Dale C Kelly (CENSUS/FLD FED); Sneha Thakor Desai (CENSUS/FLD FED); Stacy Chalmers (CENSUS/HRD FED); Dawn Washington (CENSUS/HRD FED); Kardesha N Bradley (CENSUS/PCO FED)
Subject: ROAM 2018-30-PIP Guidance

Good Afternoon,
Attached is the current; active ROAM on PIP guidance. If you have any questions, please let me know.
Thank you

Michael A. DeFrank
Chief
Management Services Branch
Field Division
U.S. Census Bureau

301-763-7376 (Desk)
(b) (6)
(Mobile-Telework)
Michael.a.defrank@census.gov
Enclosures
From: Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>
Sent: Wednesday, October 23, 2019 5:31 PM
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Subject: Re: Noncitizen translator hiring

Thank you!!

Timothy P. Olson
Associate Director for Field Operations
US Census Bureau
Washington DC
Office: 301-763-2072
Mobile: (b)(6)

On Oct 23, 2019, at 5:30 PM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Thank you. I'm on it.

Ali Ahmad, Associate Director
Communications Directorate
U.S. Census Bureau
O: 301-763-8789 | M: (b)(6)
Ali.M.Ahmad@census.gov
census.gov | @uscensusbureau
FYI of which he did not respond to me.

Timothy P. Olson  
Associate Director for Field Operations  
US Census Bureau  
Washington DC  
Office: 301-763-2072  
Mobile: (b)(6)

Begin forwarded message:

From: "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>  
Date: October 22, 2019 at 8:46:21 PM EDT  
To: "Michael C Cook (CENSUS/PIO FED)" <Michael.C.Cook@census.gov>  
Subject: Fwd: Noncitizen translator hiring

??

Timothy P. Olson  
Associate Director for Field Operations  
US Census Bureau  
Washington DC  
Office: 301-763-2072  
Mobile: (b)(6)

Begin forwarded message:

From: Timothy Olson (b)(6)  
Date: October 22, 2019 at 5:43:41 PM MST  
To: "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>  
Subject: Noncitizen translator hiring

(b) (5)
“There is not a ban, and we are still pursuing all legal flexibilities provided by Congress to hire the workforce we will need to conduct an accurate 2020 Census.”
Need this one.

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586
(b)(6) (cell)
census.gov

---

From: Naomi C Evangelista (CENSUS/PIO FED)
Sent: Thursday, June 14, 2018 2:30 PM
To: Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Michael C Cook (CENSUS/PIO FED); Jennifer Shopkorn (CENSUS/ADCOM FED); Jewel Jordan (CENSUS/PIO FED); Virginia Hyer (CENSUS/PIO FED)
Subject: Re: NPR re: citizenship requirement for census workers

Got it, thank you. We will provide this attributable to the Census Bureau.

Do we have a response for his additional questions below?

(b) (5)

(b) (6)

---

**Naomi Evangelista**
Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
301-763-1535 (desk)
(b)(6) (cell)
(b)(6)
Naomi.C.Evangelista@census.gov

Contact the Public Information Office:
From: Stephen L Buckner (CENSUS/ADCOM FED)
Sent: Thursday, June 14, 2018 2:26 PM
To: Naomi C Evangelista (CENSUS/PIO FED); Jewel Jordan (CENSUS/PIO FED)
Cc: Michael C Cook (CENSUS/PIO FED); Jennifer Shopkorn (CENSUS/ADCOM FED)
Subject: Fw: NPR re: citizenship requirement for census workers

fyi. here's the updated hiring language. looks similar.

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586
(c) (6) (cell)
census.gov

From: Joanne Crane (CENSUS/CFO FED)
Sent: Thursday, June 14, 2018 2:23 PM
To: Christa D Jones (CENSUS/DEPDIR FED); Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Melissa L Creech (CENSUS/PCO FED)
Subject: Re: NPR re: citizenship requirement for census workers

"While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to temporarily employ translators, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States. “

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell (b) (6)
joanne.crane@census.gov
I can update this. Give me one second and I'll forward the update and the legal opinion.

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell [b](6)...
joanne.crane@census.gov

From: Christa D Jones (CENSUS/DEPDIR FED)
Sent: Thursday, June 14, 2018 2:02:07 PM
To: Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Melissa L Creech (CENSUS/PCO FED); Joanne Crane (CENSUS/CFO FED)
Subject: Re: NPR re: citizenship requirement for census workers

Looking Joanne but I think this is correct.

On Jun 14, 2018, at 1:53 PM, Stephen L Buckner (CENSUS/ADCOM FED) <Stephen.L.Buckner@census.gov> wrote:

Is this still accurate? Want to make sure before giving to NPR.

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586
(b)(6) (cell)
census.gov

From: Naomi C Evangelista (CENSUS/PIO FED)
Sent: Thursday, June 14, 2018 1:52 PM
Stephen,

Hansi wants an attributable response to the Post's claim that noncitizens won't be hired for 2020. Here is the response we previously cleared, which I recommend be our response attributable to the Census Bureau.

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refuge or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.”

Please let me know if you approve. His deadline is 5 pm today.

Naomi Evangelista
Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
301-763-1535 (desk)
[b][6] (cell)
[b][6]
Naomi.C.Evangelista@census.gov

Contact the Public Information Office:
301-763-3030
pio@census.gov

census.gov
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See below for his questions. One is just about if the statement I sent is attributable.

**Jewel Jordan**  
Public Affairs Specialist,  
Media Relations Branch,  
Public Information Office  
U.S. Census Bureau  
Office: 301.763.7447  
Cell: (b)(6)  
jewel.jordan@census.gov

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From: Hansi Wang <HWang@npr.org>  
Sent: Thursday, June 14, 2018 1:39 PM  
To: Jewel Jordan (CENSUS/PIO FED)  
Subject: RE: NPR re: citizenship requirement for census workers

P.S. Is the following statement attributable to a Census Bureau spokesperson?

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refugee or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.”

From: Hansi Wang  
Sent: Thursday, June 14, 2018 1:38 PM  
To: Jewel Jordan (CENSUS/PIO FED)  
Subject: RE: NPR re: citizenship requirement for census workers

Thanks, Jewel.

Do you have a written response to Washington Post’s January 30 report that “in a meeting [on January 30], Census staff were told that non-citizens would not be hired, according to a person who works in the Department of Commerce and is familiar with Census Bureau matters”?
Hi Hansi,

Here is the answer to your question, on background:

While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refugee or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.

Jewel Jordan
Public Affairs Specialist,
Media Relations Branch,
Public Information Office
U.S. Census Bureau
Office: 301.763.7447
Cell: [D(6)]
jewel.jordan@census.gov

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By 5pm today would be great. I think a NAC member just mentioned it? And I may have missed it in Viola Willis’s presentation?
Hi Hansi,

I'm working on getting this answer now. When do you need the answer?

Jewel Jordan
Public Affairs Specialist,
Media Relations Branch,
Public Information Office
U.S. Census Bureau
Office: 301.763.7447
Cell: [removed]
jewel.jordan@census.gov

Hi, Jewel,

Can you confirm that the Census Bureau does not plan to hire any non-citizens for the 2020 census?

Hansi

Hansi Lo Wang
National Correspondent
NPR
hwang@npr.org
p: 212.880.3435
c: [removed]
twitter: @hansilowang
Jeff and Jamey,

Regarding the questions Jeff forwarded (below), we have the following answers to #1 and #5. We will get answers to #2-4 to you shortly.

1. What is the number of languages that the 2020 Census will be available in?

5. The Census Bureau needs to provide firm language to the trusted voices as they will not support the Census Bureau if they are not confident that the Census is safe and confidential.

Thanks,
Jen
Good evening,

I wanted to share some of the questions we received yesterday during two meetings in the Albany area. The first meeting was with the Mayor of Albany (Wave 1 office location) and her staff. The second meeting was hosted by Capital District Latinos and included staff from the Secretary of State’s office, Office of Children and Health, Mayor of Albany's office, members of the Muslim community, and State Representatives from NY.

Here are the questions they raised that were out of scope for us to answer. I told them I would forward them on to staff at HQ and left no timetable for a response.

1. What is the number of languages that the 2020 Census will be available in:
   - online
   - phone
2. When completing the 2020 Census online, will there be any required fields? Will the respondent be forced to answer every question to submit a complete 2020 Census? Will they be allowed to skip one question and still get to the next question?

3. Should the respondent not respond to every question on the 2020 Census, will their response be marked as complete? Will any follow up be conducted for incomplete responses?

4. Is there a Census Bureau response regarding the recent decision regarding the hiring of only U.S. Citizens and not non-citizen’s with eligibility to work in the U.S.? The Mayor thought this was illegal to do and mentioned she would follow up with State representatives to pursue possible action.

5. The Census Bureau needs to provide firm language with to provide the trusted voices as they will not support the Census Bureau if they are not confident that the Census is safe and confidential.

[b] (5) [b] (5) [b] (5)

------------------------------------------------------------------------------------

Jeff T. Behler
Director
New York Regional Office
U.S. Census Bureau

Office 212.584.3400
jeff.t.behler@census.gov

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Burton,

(b) (5)

Thanks.

Robert

Robert Bernstein
Section Chief
Stakeholder Relations Staff
Decennial Communications Coordination Office
Room (b)(6)
U.S. Census Bureau

Office 301.763.2603
Cell (b)(6)

robert.b.bernstein@census.gov

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Responses to Queries from Hansi Lo Wang

1. What is the latest count of 2020 census job applicants and workers hired? (b) (5)

2. How many of those applications were received, and workers hired, on or after Dec. 22, 2018? (b) (5)

3. Are current federal employees or contractors eligible to apply for any 2020 census jobs? (b) (5)
4. What is the current status of the Census Bureau efforts to pursue legal flexibilities that would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owe allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens? Has the bureau receive approval for any of those requests?

5. How many enumerators is the bureau currently planning to hire for the 2020 census? Is it “more than half a million,” as CityLab reported on Tuesday?
Robert Bernstein
Section Chief
Stakeholder Relations Staff
Decennial Communications Coordination Office
Room [b](6)
U.S. Census Bureau

Office 301.763.2603
Cell [D](6)

robert.b.bernstein@census.gov

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FYI.

Not sure whether there were substantive changes from the version you were using, but please check to make sure everything is current with this version's text.

---

**From:** Semsar, Joseph (Federal) <JSEMSAR@DOC.GOV>

**Sent:** Wednesday, May 16, 2018 9:26 AM

**To:** Christa D Jones (CENSUS/DEPDIR FED)

**Subject:** FW: Standard Response Citizenship Letter

FYI,

Joe Semsar  
Senior Advisor  
U.S. Department of Commerce  
(202) 482-6269 (o) | SEMSAR@DOC.GOV  

---

**From:** Semsar, Joseph (Federal)

**Sent:** Wednesday, May 16, 2018 9:07 AM

**To:** Comstock, Earl (Federal) <EComstock@DOC.GOV>  
**Cc:** Platt, Mike (Federal) <MPLATT@DOC.GOV>; O'Connor, Kasey (Federal) <KO'CONNOR@DOC.GOV>; Walsh, Michael (Federal) <MWALSH@DOC.GOV>; Park-Su, Sahra (Federal) <SPARK-SU@DOC.GOV>; Moulder, Pamela (Federal) <PMOULDER@DOC.GOV>

**Subject:** Standard Response Citizenship Letter

Hi Earl,

We have 29 citizenship-oriented incoming letters in the queue that can be answered with this draft standard response. We are hoping to get these responses signed out this week.

Once you approve, we will submit this response letter for all 29 incoming letters under one
cover letter (see attached), plus we will be able to use this response letter for future letters.

To ensure that the contents remain relevant, we plan to send the draft letter to you, OLIA, OPSP and Census for review once a month or when circumstances dictate edits.

Let me know if you have any feedback,

Joe

Joe Semsar  
Senior Advisor  
U.S. Department of Commerce  
(202) 482-6269 (o) | jsemsar@doc.gov | (b)(6) (c)
Hi Kevin,

Washington Post reporter Tara Bahrampour has asked some questions about whether we plan to hire non-citizens during the 2020 Census. She published [her story online](https://www.washingtonpost.com/local/maryland/washington-post-asks-census-about-non-citizens/2018/01/30/d0561a40-9611-11e8-8f1d-8244236f0745_story.html?utm_term=.a4591c5037f7) but is giving us time to update it before the print deadline at 5 p.m.

We're pointing her to publicly available information:

According the Consolidated Appropriations Act of 2016:
unless otherwise specified in law during the current fiscal year, no part of any appropriation contained in this or any other Act shall be used to pay the compensation of any officer or employee of the Government of the United States (including any agency the majority of the stock of which is owned by the Government of the United States) whose post of duty is in the continental United States unless such person: (1) is a citizen of the United States; (2) is a person who is lawfully admitted for permanent residence and is seeking citizenship as outlined in 8 U.S.C. 1324b(a)(3)(B); (3) is a person who is admitted as a refugee under 8 U.S.C. 1157 or is granted asylum under 8 U.S.C. 1158 and has filed a declaration of intention to become a lawful permanent resident and then a citizen when eligible; or (4) is a person who owes allegiance to the United States....” (Pub. L. No. 114-113, Div. E, § 704, 129 Stat. 2242 at 2473)

Questions:
Is it true the Census Bureau won't hire non-citizens for 2020 census operations?
Who made the decision? Did we make the request to OPM for 2020 and did they deny it?
Did we make a request in the 1990, 2000 and 2010 cycles? What was OPM’s response?
In the past how many noncitizens did we hire?

Thanks,
Stacy

Stacy Gimbel Vidal
Acting Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau

Direct 301.763.3052
Main 301.763.3030
stacy.gimbel.vidal@census.gov

census.gov
Connect with us on Social Media
Thought you were on this.

Sent from my iPhone

Begin forwarded message:

From: "Burton H Reist (CENSUS/ADDC FED)" <burton.h.reist@census.gov>
Date: November 2, 2018 at 9:50:21 AM EDT
To: "Albert E Fontenot (CENSUS/ADDC FED)"
<Albert.E.Fontenot@census.gov>
Cc: "Deborah Stempowski (CENSUS/DCMD FED)"
<Deborah.M.Stempowski@census.gov>, "James T Christy (CENSUS/LA FED)"
James.T.Christy@census.gov>
Subject: Re: Non-citizens in 2010
Re: Non-citizens in 2010

Thanks -

M
Jim says it was about 1,400, and they were only those with specific language skills. Jim’s getting more information.
Do you remember the answer to this?

Al

Albert E. Fontenot Jr.
Associate Director
Decennial Census Programs
United States Department of Commerce
Bureau of the Census
4600 Silver Hill Rd
Suitland Maryland 20233
Office (b)(6)
Office 301-763-4668
Cell (b)(6)
albert.e.fontenot@census.gov

Sent from my iPhone

Begin forwarded message:

From: Albert.E.Fontenot@census.gov
Date: November 2, 2018 at 9:33:47 AM EDT
To: James Christy <james.t.christy@census.gov>, Deborah.M.Stempowski@census.gov, Timothy.P.Olson@census.gov
Subject: Non-citizens in 2010

I recall someone had numbers on the total number of non-citizen hires in 2010 versus our total hires. Does someone recall the numbers.

Al

Albert E. Fontenot Jr.
Associate Director
Decennial Census Programs
United States Department of Commerce
Bureau of the Census
4600 Silver Hill Rd
Suitland Maryland 20233
Office (b)(6)
Office 301-763-4668
Cell (b)(6)
albert.e.fontenot@census.gov

Sent from my iPhone
Joanne/Amber — Is the answer below still accurate?

Burton

Begin forwarded message:

From: "Stephen L Buckner (CENSUS/ADCOM FED)"
<Stephen.L.Buckner@census.gov>
Date: June 14, 2018 at 1:56:51 PM EDT
To: "Naomi C Evangelista (CENSUS/PIO FED)"
<naomi.c.evangelista@census.gov>
Cc: "Michael C Cook (CENSUS/PIO FED)" <Michael.C.Cook@census.gov>, "Jewel Jordan (CENSUS/PIO FED)" <jewel.jordan@census.gov>, "Burton H Reist (CENSUS/ADDC FED)" <burton.h.reist@census.gov>
Subject: Re: NPR re: citizenship requirement for census workers

I believe this is still accurate. Creech is out, verifying with Christa currently.
Burton?

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586

[censored] (cell)
census.gov

From: Naomi C Evangelista (CENSUS/PIO FED)
Sent: Thursday, June 14, 2018 1:52 PM
To: Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Michael C Cook (CENSUS/PIO FED); Jewel Jordan (CENSUS/PIO FED)
Subject: Fw: NPR re: citizenship requirement for census workers

Stephen,
Hansi wants an attributable response to the Post's claim that noncitizens won't be hired for 2020. Here is the response we previously cleared, which I recommend be our response attributable to the Census Bureau.

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refuge or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.”

Please let me know if you approve. His deadline is 5 pm today.

**Naomi Evangelista**
Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
301-763-1535 (desk)
(b)(6) (cell)
Naomi.C.Evangelista@census.gov

**Contact the Public Information Office:**
301-763-3030
pio@census.gov
census.gov
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---

From: Jewel Jordan (CENSUS/PIO FED)
Sent: Thursday, June 14, 2018 1:42 PM
To: Naomi C Evangelista (CENSUS/PIO FED); Moniqua Roberts (CENSUS/PIO FED)
Subject: Fw: NPR re: citizenship requirement for census workers

See below for his questions. One is just about if the statement I sent is attributable.
P.S. Is the following statement attributable to a Census Bureau spokesperson?

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refugee or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.”
Thanks, Jewel.

Do you have a written response to Washington Post's January 30 report that "in a meeting [on January 30], Census staff were told that non-citizens would not be hired, according to a person who works in the Department of Commerce and is familiar with Census Bureau matters"?

[Link to Washington Post article]

Hi Hansi,

Here is the answer to your question, on background:

While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refugee or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.
By 5pm today would be great. I think a NAC member just mentioned it? And I may have missed it in Viola Willis’s presentation?
Hi Hansi,

I'm working on getting this answer now. When do you need the answer?

Jewel Jordan

Public Affairs Specialist,
Media Relations Branch,
Public Information Office
U.S. Census Bureau
Office: 301.763.7447
Cell: [D](6)
jewel.jordan@census.gov

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---

From: Hansi Wang <HWang@npr.org>
Sent: Thursday, June 14, 2018 1:23:02 PM
To: Jewel Jordan (CENSUS/PIO FED)
Subject: NPR re: citizenship requirement for census workers

Hi, Jewel,

Can you confirm that the Census Bureau does not plan to hire any non-citizens for the 2020 census?
Background for item #2 on agenda

Begin forwarded message:

From: "Zachary Henry Schwartz (CENSUS/CNMP FED)"
<zachary.henry.schwartz@census.gov>
Date: August 8, 2019 at 3:21:17 PM EDT
To: ADCOM Issues Working Group List
Subject: Social Listening Update - Address Canvassing and 2020 Hiring.

Attached is the latest as of the last few hours. Highlight below.

"Majority of the conversation regarding the census does NOT look to be covering the Canvassing Operation and the noncitizen hiring. But the posts that do discuss the topic are against this, citing a need to hire U.S. Citizens first and foremost, regardless of purpose."
From: Christa D Jones (CENSUS/DEPDIR FED)
To: Amber Lempke (CENSUS/HRD FED); Joanne Crane (CENSUS/CFO FED); Albert E Fontenot (CENSUS/ADDC FED); Timothy P Olson (CENSUS/ADFO FED); Burton H Reist (CENSUS/ADDC FED)
Cc: David R Ziaya (CENSUS/CAO FED)
Subject: Re: Hiring non-citizens initiative
Date: Tuesday, December 11, 2018 1:06:23 PM

(b) (5)

(b) (5)

From: Amber Lempke (CENSUS/HRD FED)
Sent: Tuesday, December 11, 2018 11:57:57 AM
To: Joanne Crane (CENSUS/CFO FED); Albert E Fontenot (CENSUS/ADDC FED); Timothy P Olson (CENSUS/ADFO FED); Christa D Jones (CENSUS/DEPDIR FED); Burton H Reist (CENSUS/ADDC FED)
Cc: David R Ziaya (CENSUS/CAO FED)
Subject: Hiring non-citizens initiative

(b) (5)

Thanks,
Amber
Do we also need an answer to the question about whether employees were told something at a meeting in January?

---

Jennifer C. Shopkorn  
Senior Advisor  
Communications Directorate  
U.S. Census Bureau  
202.465.5982  
Jennifer.Shopkorn@census.gov  
census.gov  
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---

Stephen L. Buckner  
Acting Associate Director for Communications  
U.S. Census Bureau  
(301) 763-3586  
(cell)  
census.gov

---

Burton H Reist  
U.S. Census Bureau  
(301) 763-3586  
(cell)  
census.gov
can’t have it until tomorrow.

On Jun 14, 2018, at 2:32 PM, Stephen L Buckner (CENSUS/ADCOM FED) wrote:

Need this one.

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586
(c)6 (cell)
census.gov

From: Naomi C Evangelista (CENSUS/PIO FED)
Sent: Thursday, June 14, 2018 2:30 PM
To: Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Michael C Cook (CENSUS/PIO FED); Jennifer Shopkorn (CENSUS/ADCOM FED); Jewel Jordan (CENSUS/PIO FED); Virginia Hyer (CENSUS/PIO FED)
Subject: Re: NPR re: citizenship requirement for census workers

Got it, thank you. We will provide this attributable to the Census Bureau.

Do we have a response for his additional questions below?

Naomi Evangelista
Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
301-763-1535 (desk)
fyi. here's the updated hiring language. looks similar.

Stephen L. Buckner  
Acting Associate Director for Communications  
U.S. Census Bureau  
(301) 763-3586

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to temporarily employ translators, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States.”
From: Joanne Crane (CENSUS/CFO FED)
Sent: Thursday, June 14, 2018 2:03:34 PM
To: Christa D Jones (CENSUS/DEPDIR FED); Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Melissa L Creech (CENSUS/PCO FED)
Subject: Re: NPR re: citizenship requirement for census workers

I can update this. Give me one second and I'll forward the update and the legal opinion.

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell joanne.crane@census.gov
census.gov
Connect with us on Social Media

From: Christa D Jones (CENSUS/DEPDIR FED)
Sent: Thursday, June 14, 2018 2:02:07 PM
To: Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Melissa L Creech (CENSUS/PCO FED); Joanne Crane (CENSUS/CFO FED)
Subject: Re: NPR re: citizenship requirement for census workers

Looking Joanne but I think this is correct.

On Jun 14, 2018, at 1:53 PM, Stephen L Buckner (CENSUS/ADCOM FED) <Stephen.L.Buckner@census.gov> wrote:

Is this still accurate? Want to make sure before giving to NPR.

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586 (cell)
Stephen,

Hansi wants an attributable response to the Post's claim that noncitizens won't be hired for 2020. Here is the response we previously cleared, which I recommend be our response attributable to the Census Bureau.

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refuge or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.”

Please let me know if you approve. His deadline is 5 pm today.

Naomi Evangelista
Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
301-763-1535 (desk)
(b)(6) (cell)
Naomi.C.Evangelista@census.gov

Contact the Public Information Office:
301-763-3030
pio@census.gov
From: Jewel Jordan (CENSUS/PIO FED)
Sent: Thursday, June 14, 2018 1:42 PM
To: Naomi C Evangelista (CENSUS/PIO FED); Moniqua Roberts (CENSUS/PIO FED)
Subject: Fw: NPR re: citizenship requirement for census workers

See below for his questions. One is just about if the statement I sent is attributable.

Jewel Jordan
Public Affairs Specialist,
Media Relations Branch,
Public Information Office
U.S. Census Bureau
Office: 301.763.7447
Cell: [D](6) [jewel.jordan@census.gov]

Connect with us on Social Media

From: Hansi Wang <HWang@npr.org>
Sent: Thursday, June 14, 2018 1:39 PM
To: Jewel Jordan (CENSUS/PIO FED)
Subject: RE: NPR re: citizenship requirement for census workers

P.S. Is the following statement attributable to a Census Bureau spokesperson?

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refugee or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.”
Thanks, Jewel.

Do you have a written response to Washington Post’s January 30 report that “in a meeting [on January 30], Census staff were told that non-citizens would not be hired, according to a person who works in the Department of Commerce and is familiar with Census Bureau matters”?


Hi Hansi,

Here is the answer to your question, on background:

While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refugee or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.

Jewel Jordan
Public Affairs Specialist,
Media Relations Branch,
Public Information Office
U.S. Census Bureau
Office: 301.763.7447
Cell: (b)(6)
jewel.jordan@census.gov
From: Hansi Wang <HWang@npr.org>
Sent: Thursday, June 14, 2018 1:26:59 PM
To: Jewel Jordan (CENSUS/PIO FED)
Subject: RE: NPR re: citizenship requirement for census workers

By 5pm today would be great. I think a NAC member just mentioned it? And I may have missed it in Viola Willis’s presentation?

From: Jewel Jordan (CENSUS/PIO FED) [mailto:jewel.jordan@census.gov]
Sent: Thursday, June 14, 2018 1:26 PM
To: Hansi Wang
Subject: Re: NPR re: citizenship requirement for census workers
Importance: High

Hi Hansi,

I’m working on getting this answer now. When do you need the answer?

Jewel Jordan
Public Affairs Specialist,
Media Relations Branch,
Public Information Office
U.S. Census Bureau
Office: 301.763.7447
Cell: [D(6)] jewel.jordan@census.gov

From: Hansi Wang <HWang@npr.org>
Sent: Thursday, June 14, 2018 1:23:02 PM
To: Jewel Jordan (CENSUS/PIO FED)
Subject: NPR re: citizenship requirement for census workers

Hi, Jewel,

Can you confirm that the Census Bureau does not plan to hire any non-
citizens for the 2020 census?

Hansi

Hansi Lo Wang
National Correspondent
NPR
hwang@npr.org
p: 212.880.3435
c: (6)(6)
twitter: @hansilowang
I haven't seen the question, but why aren't you using Joanne's language. It seems more positive, albeit only slightly.
Burton Reist
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
(b)(6) (cell)
burton.h.reist@census.gov

From: Stephen L Buckner (CENSUS/ADCOM FED)
Sent: Thursday, June 14, 2018 3:09 PM
To: Burton H Reist (CENSUS/ADDC FED); Jennifer Shopkorn (CENSUS/ADCOM FED)
Subject: Fw: NPR re: citizenship requirement for census workers

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586
census.gov

From: Joanne Crane (CENSUS/CFO FED)
Sent: Thursday, June 14, 2018 2:23 PM
To: Christa D Jones (CENSUS/DEPDIR FED); Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Melissa L Creech (CENSUS/PCO FED)
Subject: Re: NPR re: citizenship requirement for census workers

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to temporarily employ translators, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States.”

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
cell (b)(6)
joanne.crane@census.gov
From: Joanne Crane (CENSUS/CFO FED)
Sent: Thursday, June 14, 2018 2:03:34 PM
To: Christa D Jones (CENSUS/DEPDIR FED); Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Melissa L Creech (CENSUS/PCO FED)
Subject: Re: NPR re: citizenship requirement for census workers

I can update this. Give me one second and I'll forward the update and the legal opinion.

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell [b](6)
joanne.crane@census.gov

From: Christa D Jones (CENSUS/DEPDIR FED)
Sent: Thursday, June 14, 2018 2:02:07 PM
To: Stephen L Buckner (CENSUS/ADCOM FED)
Cc: Melissa L Creech (CENSUS/PCO FED); Joanne Crane (CENSUS/CFO FED)
Subject: Re: NPR re: citizenship requirement for census workers

Looking Joanne but I think this is correct.

On Jun 14, 2018, at 1:53 PM, Stephen L Buckner (CENSUS/ADCOM FED) <Stephen.L.Buckner@census.gov> wrote:

Is this still accurate? Want to make sure before giving to NPR.

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586
[b](6) (cell)
census.gov

From: Naomi C Evangelista (CENSUS/PIO FED)
Sent: Thursday, June 14, 2018 1:52 PM
Stephen,
Hansi wants an attributable response to the Post's claim that noncitizens won't be hired for 2020. Here is the response we previously cleared, which I recommend be our response attributable to the Census Bureau.

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refuge or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.”

Please let me know if you approve. His deadline is 5 pm today.

Naomi Evangelista
Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
301-763-1535 (desk)
(b)(6) (cell)
Naomi.C.Evangelista@census.gov

Contact the Public Information Office:
301-763-3030
pio@census.gov

census.gov
Connect with us on Social Media

---

From: Jewel Jordan (CENSUS/PIO FED)
Sent: Thursday, June 14, 2018 1:42 PM
To: Naomi C Evangelista (CENSUS/PIO FED); Moniqua Roberts (CENSUS/PIO FED)
Subject: Fw: NPR re: citizenship requirement for census workers
See below for his questions. One is just about if the statement I sent is attributable.

**Jewel Jordan**  
Public Affairs Specialist,  
Media Relations Branch,  
Public Information Office  
U.S. Census Bureau  
Office: 301.763.7447  
Cell: [b](8)  
jewel.jordan@census.gov

Connect with us on Social Media

From: Hansi Wang <HWang@npr.org>  
Sent: Thursday, June 14, 2018 1:39 PM  
To: Jewel Jordan (CENSUS/PIO FED)  
Subject: RE: NPR re: citizenship requirement for census workers

P.S. Is the following statement attributable to a Census Bureau spokesperson?

“While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refugee or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.”

From: Hansi Wang  
Sent: Thursday, June 14, 2018 1:38 PM  
To: ’Jewel Jordan (CENSUS/PIO FED)’  
Subject: RE: NPR re: citizenship requirement for census workers

Thanks, Jewel.

Do you have a written response to Washington Post’s January 30 report that “in a meeting [on January 30], Census staff were told that non-citizens would not be hired, according to a person who works in the Department of Commerce and is familiar with Census Bureau matters”?
Hi Hansi,

Here is the answer to your question, on background:

While there is an annual appropriations act restriction regarding the ability to hire and pay residents who are not U.S. citizens, there is not a ban and we will use all legal flexibilities provided by Congress to hire the workforce we need. These flexibilities, among other things, allow the Census Bureau to hire a permanent legal resident applying for U.S. citizenship, a person admitted as a refuge or granted asylum who has filed a declaration of intent to become a permanent resident and then a citizen when eligible, or a person who owes allegiance to the United States.

Jewel Jordan
Public Affairs Specialist,
Media Relations Branch,
Public Information Office
U.S. Census Bureau
Office: 301.763.7447
Cell: [D(6)]
jewel.jordan@census.gov

Connect with us on Social Media
Hi Hansi,

I'm working on getting this answer now. When do you need the answer?

Jewel Jordan
Public Affairs Specialist,
Media Relations Branch,
Public Information Office
U.S. Census Bureau
Office: 301.763.7447
Cell: 1(6)
jewel.jordan@census.gov

Hi, Jewel,

Can you confirm that the Census Bureau does not plan to hire any non-citizens for the 2020 census?

Hansi

Hans Lo Wang
National Correspondent
NPR
hwang@npr.org
p: 212.880.3435
c: 1(6)
twitter: @hansilowang
Tim - I'm not sure if you missed my prior response but with Clarice edits we are good. Thank you - M

---

From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)
Sent: Tuesday, April 9, 2019 4:40 PM
To: Timothy P Olson (CENSUS/ADFO FED)
Cc: Michael C Cook (CENSUS/PIO FED); Burton H Reist (CENSUS/ADCOM FED); Megan Mcneely (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Amber Lempke (CENSUS/HRD FED); James T Christy (CENSUS/LA FED)
Subject: Re: Quick Question re Waivers (sorry, need a quick response)

Thank you Tim.

On Apr 9, 2019, at 1:37 PM, Timothy P Olson (CENSUS/ADFO FED) wrote:

---

Tim Olson, Associate Director for Field Operations
U.S. Census Bureau - Washington DC
301-763-2072 Office
timothy.polson@census.gov

---

From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)
Sent: Tuesday, April 9, 2019 4:25 PM
To: Timothy P Olson (CENSUS/ADFO FED)
Cc: Michael C Cook (CENSUS/PIO FED); Burton H Reist (CENSUS/ADCOM FED); Megan Mcneely (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Amber Lempke (CENSUS/HRD FED); James T Christy (CENSUS/LA FED)
Subject: Re: Quick Question re Waivers (sorry, need a quick response)

Thank you Tim.
Subject: Re: Quick Question re Waivers (sorry, need a quick response)

On Apr 9, 2019, at 1:10 PM, Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov> wrote:

Are you folks good with this response to Jeri Green?

---

Tim Olson, Associate Director for Field Operations  
U.S. Census Bureau - Washington DC  
301-763-2072 Office  
301-763-2072 Cell  
timothy.polson@census.gov

census.gov Connect with us on Social Media

---

From: Timothy P Olson (CENSUS/ADFO FED)  
Sent: Tuesday, April 9, 2019 2:57 PM  
To: Megan Mcneely (CENSUS/HRD FED)  
Cc: Clarice A Floyd (CENSUS/HRD FED)  
Subject: Re: Quick Question re Waivers (sorry, need a quick response)

Megan, are you good with this response? I've edited slightly from what Clarice authored.

Jeri, here you go.
Hi Tim,

From: [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b](6) [b}(5)
Thank you,
Done.

---

Jennifer C. Shopkorn
Senior Advisor
Communications Directorate
U.S. Census Bureau
202.465.5982
Jennifer.Shopkorn@census.gov
census.gov Connect with us on Social Media

Burt Reist
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
burton.h.reist@census.gov

(b) (5)
I'll send it to her now.

---

Jennifer C. Shopkorn  
Senior Advisor  
Communications Directorate  
U.S. Census Bureau  
202.465.5982  
Jennifer.Shopkorn@census.gov  
census.gov  
Connect with us on Social Media

From: Stephen L Buckner (CENSUS/ADCOM FED)  
Sent: Tuesday, April 17, 2018 1:40 PM  
To: Jennifer Shopkorn (CENSUS/ADCOM FED)  
Cc: Burton H Reist (CENSUS/ADDC FED); Michael C Cook (CENSUS/PIO FED); Christine E Taylor (CENSUS/PIO FED)  
Subject: Re: RD/Jeff Questions

Looks good, but do agree we should run it by Melissa one more time.

On Apr 17, 2018, at 1:16 PM, Jennifer Shopkorn (CENSUS/ADCOM FED)  
<jennifer.shopkorn@census.gov> wrote:

Stephen and Burton,

Thanks,  
Jen
3. Should the respondent not respond to every question on the 2020 Census?
Jennifer C. Shopkorn
Senior Advisor
Communications Directorate
U.S. Census Bureau
202.465.5982
Jennifer.Shopkorn@census.gov
census.gov  Connect with us on Social Media

<Answers to RD questions.docx>
Thanks so much, Jen. We will look out for your feedback and appreciate your review.

Allison Zwegat  
VMLY&R | account supervisor  
607 14th St NW, Suite 300  
Washington, DC 20004  
office: 202.816.3278  
mobile: (b)(6)  

From: Jennifer Shopkorn (CENSUS/ADCOM FED) <jennifer.shopkorn@census.gov>  
Sent: Monday, August 19, 2019 10:37 AM  
To:  
Cc: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>; Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>; Stephen L Buckner (CENSUS/ADCOM FED) <Stephen.L.Buckner@census.gov>; Lisa Wolfisch (CENSUS/CNMP FED) <Lisa.Wolfisch@census.gov>; Burton H Reist (CENSUS/ADCOM FED) <burton.h.reist@census.gov>; James S Cole (CENSUS/ADCOM FED) <james.s.cole@census.gov>; Christine E Taylor (CENSUS/PIO FED) <christine.e.taylor@census.gov>; Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov>;  
Subject: Re: Rumor Control Site for Release 2  

I have some edits and hope to have the rest of the edits I need to collect by the end of the day. I will collate those and pass them along.

Thanks,  
Jen  

---  
Jennifer C. Shopkorn  
Senior Advisor  
Communications Directorate  
U.S. Census Bureau
On Aug 19, 2019, at 10:33, Jennifer.Shopkorn@census.gov wrote:

Hello,

I hope you enjoyed your weekend. After reviewing the below copy (including within the body of the email), did you have any additional comments? We’ve also attached the copy here. If possible, any feedback would need to be received as soon as possible in order to be included in Release 2 (for translation purposes).

Thank you,

VMLY&R | account supervisor
607 14th St NW, Suite 300
Washington, DC 20004
office: 202.816.3278
mobile:

--

From: Thursday, August 15, 2019 3:48 PM
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Cc: Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>; Stephen L Buckner (CENSUS/ADCOM FED) <Stephen.L.Buckner@census.gov>; Lisa Wolfisch (CENSUS/CNMP FED) <Lisa.Wolfisch@census.gov>; Burton H Reist (CENSUS/ADCOM FED) <burton.h.reist@census.gov>; James S Cole (CENSUS/ADCOM FED) <james.s.cole@census.gov>; Christine E Taylor (CENSUS/PIO FED) <christine.e.taylor@census.gov>; Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov>; Jennifer Shopkorn (CENSUS/ADCOM FED) <jennifer.shopkorn@census.gov>

Subject: RE: Rumor Control Site for Release 2

Ah so sorry, our emails crossed. If you do want to review the text in an email, it is below.

Thanks,
Text in email may be better at this time.

On Aug 15, 2019, at 2:42 PM, <b>(b)(6)</b> wrote:
Hi Ali – Sending ASAP. We’re making edits right now. I’ll make sure it’s in Word format.

Thanks,

VMLY&R | account supervisor
607 14th St NW, Suite 300
Washington, DC 20004
office: 202.816.3278
mobile: [b](6) [b](6)

From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Thursday, August 15, 2019 2:37 PM
To: [b](6) [b](6) [b](6)
Cc: Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>; Stephen L Buckner (CENSUS/ADCOM FED) <Stephen.L.Buckner@census.gov>; Lisa Wolfisch (CENSUS/CNMP FED) <Lisa.Wolfisch@census.gov>; Burton H Reist (CENSUS/ADCOM FED) <burton.h.reist@census.gov>; James S Cole (CENSUS/ADCOM FED) <james.s.cole@census.gov>; Christine E Taylor (CENSUS/PIO FED) <christine.e.taylor@census.gov>; Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov>; Jennifer Shopkorn (CENSUS/ADCOM FED) <jennifer.shopkorn@census.gov>

Subject: Re: Rumor Control Site for Release 2

Someone send me text copy that I can make line edits too.

On Aug 15, 2019, at 1:45 PM, [b](6) [b](6) [b](6) wrote:

Hi Ali –

Attached, please see the pages we reviewed today.Later today I will send:

- Updated landing page (with copy edits incorporated)
- Updated Hiring Processes page (with TYR copy incorporated)
- Updated Apportionment page (with link to census.gov video, assuming this is the correct one: https://www.census.gov/library/video/census_apportionment_machine.html)

As discussed at the end of the meeting, this would have to be translated for Release 2 (8/30/19). We might be able to expedite this, but would need to discuss that. The landing page is currently translated, but we'd need to incorporate edits from the past few days.

Thank you,

VMLY&R | account supervisor
607 14th St NW, Suite 300
Washington, DC 20004
office: 202.816.3278
mobile:

-----Original Appointment-----

From: Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>
Sent: Monday, August 12, 2019 3:49 PM
To: Zachary Henry Schwartz (CENSUS/CNMP FED); Ali Mohammad Ahmad (CENSUS/ADCOM FED); Stephen L Buckner (CENSUS/ADCOM FED); Lisa Wolfisch (CENSUS/CNMP FED); Burton H Reist (CENSUS/ADCOM FED); James S Cole (CENSUS/ADCOM FED); [b](6); Christine E Taylor (CENSUS/PIO FED); Michael C Cook (CENSUS/PIO FED)
Cc: Jennifer Shopkorn (CENSUS/ADCOM FED)
Subject: Rumor Control Site for Release 2
When: Thursday, August 15, 2019 12:00 PM-12:30 PM (UTC-05:00) Eastern Time (US & Canada).
Where: Ali’s Office

Ali, per the discussion this morning a meeting to review the look and feel with content.

Updated time per request
You can also dial in using your phone.
(For supported devices, tap a one-touch number below to join instantly.)
United States: [b] (5) 
- One-touch: [b] (5) 
Access Code: [b] (5)
The pop up is in the actual job application (part of C-SHaRPS) not our website. We’d need to loop with FLD on that.

Can someone confirm the popup exists? My source is Tim Olson.

I’ll check in with them, access to update is through comm.
On Oct 21, 2019, at 10:45 AM, Christopher J Stanley (CENSUS/OCIA FED) wrote:

Chris Stanley, Chief
Office of Congressional and Intergovernmental Affairs
U.S. Census Bureau
O: 301-763-4276 | M: [b](6) census.gov | @uscensusbureau

From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Monday, October 21, 2019 10:40 AM
To: Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>
Cc: ADCOM Issues Working Group List
Subject: Re: TP on noncitizen hiring

Talked to Ron- let's go ahead and get that updated!
From: Zachary Henry Schwartz (CENSUS/CNMP FED)  
<zachary.henry.schwartz@census.gov>  
Sent: Monday, October 21, 2019 9:42 AM  
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>  
Cc: ADCOM Issues Working Group List  
Subject: Re: TP on noncitizen hiring

(b) (5)

Regards,  
Zack Schwartz  
Deputy Division Chief  
301-763-6328

On Oct 21, 2019, at 8:34 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

(b) (5)
From: Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>
Sent: Monday, October 21, 2019 9:42 AM
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Cc: ADCOM Issues Working Group List (b)(6)>
Subject: Re: TP on noncitizen hiring

(b) (5)

Regards,
Zack Schwartz
Deputy Division Chief
301-763-6328

On Oct 21, 2019, at 8:34 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

(b) (5)
sent you our memo from my work email

Cell: (b)(6)
Work: (b)(6)
http://teamsubjectmatter.com/

From: Burton H Reist (CENSUS/ADCOM FED) <burton.h.reist@census.gov>
Sent: Monday, October 28, 2019 6:47 AM
To: (b)(6) 
Subject: Re: U.S. Census Bureau Kicks Off National Recruitment Campaign

I missed this when you sent it. I’d like to hear more about your proposal.

Sent from my iPhone

On Oct 9, 2019, at 9:00 AM, (b)(6) (b)(6) wrote:

Wow. Phoenix? Heavy lift to get press you want. Our proposal to do regional media tours would be perfect for this

Sent from my iPhone

Begin forwarded message:

From: "U.S. Census Bureau" <census@subscriptions.census.gov>
Date: October 8, 2019 at 4:57:38 PM EDT
To: (b)(6) (b)(6) (b)(6) 
Subject: U.S. Census Bureau Kicks Off National Recruitment Campaign
Reply-To: census@subscriptions.census.gov
U.S. Census Bureau Kicks Off National Recruitment Campaign

The U.S. Census Bureau is launching the nationwide 2020 Census recruitment campaign by hosting a news conference at its National Processing Center Paper Data Capture Center - West in Phoenix.

The Census Bureau is holding informational events all over the country to answer questions about jobs and the hiring process with the goal of recruiting temporary workers for positions beginning in the spring of 2020. These jobs are critical to ensure a complete and accurate census.

Learn More

When:

Tuesday, October 22, 2019

10-11 a.m. MST News conference and media Q&A

11 a.m. MST Tours of the National Processing Center Paper Data Capture Center - West

Where:

U.S. Census Bureau NPC Paper Data Capture Center - West
4417 W. Buckeye Road Phoenix, Ariz., 85043

Who:

- Timothy Olson, associate director of Field Operations, U.S. Census Bureau

- Michael C. Cook, Sr., chief of Public Information Office, U.S. Census
Bureau

- Debbie Johnson, chair, Arizona State Complete Count Committee; executive director, Arizona Office of Tourism
- Dana Marie Kennedy, state director of AARP, Arizona
- Brian Manderfield, national vice president of Government Relations, Boys & Girls Clubs of America
- Monica Villalobos, president and CEO, Arizona Hispanic Chamber of Commerce

How to RSVP:

Members of the media who want to attend the news conference and tour in person, please RSVP via Eventbrite. Non-U.S. citizens must contact the Public Information Office at 301-763-3030. This is required to enter the Paper Data...
Capture Center.

RSVP

About This Event

Accessing the National Processing Center: To access the building please RSVP. Please plan to arrive early in order to go through security clearance procedures. In addition, Wi-Fi is not available in the building; please bring your own air card or hot spot.

Online Press Kit: Event materials will be posted online shortly after the event begins and can be accessed by visiting the Census Bureau Newsroom. The event will also be webcast live.

Stay connected with us!
Join the conversation on social media.

facebook  twitter  linkedin  youtube  instagram

SUBSCRIBER SERVICES:
Subscriber Settings  |  Remove me from All Subscriptions  |  Help

This is an official email from the U.S. Census Bureau. If you have any questions or comments, please contact us (http://www.census.gov/about/contact-us.html).
We already have re-employed annuitant waiver (a few weeks ago), so that's off the list.

Amber can weigh in on any remaining waivers for 2020 that need a push.
Anything else?

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell (b)(6)
joanne.crane@census.gov

census.gov
Connect with us on Social Media

From: James T Christy (CENSUS/LA FED)
Sent: Monday, May 14, 2018 12:32 PM
To: Joanne Crane (CENSUS/CFO FED); Amber Lempke (CENSUS/HRD FED)
Subject: Re: Update on waivers

(b) (5)

James Christy, Regional Director
Los Angeles Region, U.S. Census Bureau
Office 818.267.1700  james.t.christy@census.gov
census.gov  Connect with us on Social Media

From: Joanne Crane (CENSUS/CFO FED)
Sent: Monday, May 14, 2018 8:37 AM
To: Amber Lempke (CENSUS/HRD FED); James T Christy (CENSUS/LA FED)
Subject: Fw: Update on waivers

(b) (5)

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell (b)(6)
From: Snyderman, Rachel B. EOP/OMB <Rachel_B_Snyderman@omb.eop.gov>
Sent: Monday, May 14, 2018 11:29 AM
To: Joanne Crane (CENSUS/CFO FED)
Subject: RE: Update on waivers

Hi Joanne, just circling back on these waivers and their associated deadlines. Let me know what I can do here to keep things moving.

Thanks,
Rachel

From: Joanne Crane (CENSUS/CFO FED) <joanne.crane@census.gov>
Sent: Wednesday, December 6, 2017 6:24 PM
To: Page, Ben J. EOP/OMB <Benjamin_J_Page@omb.eop.gov>; Snyderman, Rachel B. EOP/OMB <Rachel_B_Snyderman@omb.eop.gov>
Cc: Michael Phelps <mphelps@doc.gov>; Rachael Wilde <rwilde@doc.gov>; Amber Lempke (CENSUS/HRD FED) <amber.lempke@census.gov>; David R Ziaya (CENSUS/CAO FED) <david.r.ziaya@census.gov>; Albert E Fontenot (CENSUS/ADDC FED) <Albert.E.Fontenot@census.gov>; Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; James T Christy (CENSUS/FLD FED) <James.T.Christy@census.gov>; Casias, Lisa <lcasias@doc.gov>; Willard, Aaron (Federal) <AWillard@doc.gov>; Park-Su, Sahra <SPark-Su@doc.gov>; Enrique Lamas (CENSUS/ADDP FED) <Enrique.Lamas@census.gov>; Ron S Jarmin (CENSUS/ADEP FED) <Ron.S.Jarmin@census.gov>; kmahoney@doc.gov; Michelle Lipinski (CENSUS/HRD FED) <michelle.lipinski@census.gov>
Subject: Update on waivers
Excellent. This is later than the version I had, although I don’t believe it changed.

Burton

Burton Reist
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
burton.h.reist@census.gov

From: J David Brown (CENSUS/CES FED)
Sent: Monday, August 27, 2018 12:42 PM
To: Burton H Reist (CENSUS/ADDC FED); Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED); Victoria Velkoff (CENSUS/ACSO FED)
Subject: Re: Urgent Question Re: Citizenship AR Document

(b) (5)

David

-------------------------------------------
J. David Brown, Ph.D.
From: Burton H Reist (CENSUS/ADDC FED)
Sent: Monday, August 27, 2018 12:28 PM
To: J David Brown (CENSUS/CES FED); Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED); Victoria Velkoff (CENSUS/ACSO FED)
Subject: Re: Urgent Question Re: Citizenship AR Dcoument

That's right, David. I've been able to reconstruct this. I'm attaching what I have as the final document.

Burton

---

Burton Reist
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
(b)(6) (cell)
burton.h.reist@census.gov

---

From: J David Brown (CENSUS/CES FED)
Sent: Monday, August 27, 2018 12:16 PM
To: Burton H Reist (CENSUS/ADDC FED); Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED)
Subject: Re: Urgent Question Re: Citizenship AR Dcoument

I have attached a series of emails in the administrative record about these questions. It looks like Burton took the lead in pulling the document together and sending it to Commerce.

David
From: Burton H Reist (CENSUS/ADDC FED)
Sent: Monday, August 27, 2018 12:04 PM
To: J David Brown (CENSUS/CES FED); Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED)
Subject: Re: Urgent Question Re: Citizenship AR Dcoument

(b) (5)
From: Burton H Reist (CENSUS/ADDC FED)
Sent: Monday, August 27, 2018 11:32 AM
To: Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED)
Cc: J David Brown (CENSUS/CES FED)
Subject: Re: Urgent Question Re: Citizenship AR Dcoument

---

**Burton Reist**
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
[b](6) (cell)
burton.h.reist@census.gov
---

From: Christa D Jones (CENSUS/DEPDIR FED)
Sent: Monday, August 27, 2018 11:25 AM
Burton, can you help with this?

Begin forwarded message:

From: "Miles F Ryan III (CENSUS/PCO FED)" <Miles.F.Ryan.III@census.gov>
Date: August 27, 2018 at 11:21:48 AM EDT
To: "J David Brown (CENSUS/CES FED)" <J.David.Brown@census.gov>, "Misty L Heggeness (CENSUS/ADRM FED)" <misty.l.heggeness@census.gov>, "John L Eltinge (CENSUS/ADRM FED)" <john.l.eltinge@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)" <Christa.D.Jones@census.gov>, "Burton H Reist (CENSUS/ADDC FED)" <burton.h.reist@census.gov>
Cc: "John Maron Abowd (CENSUS/ADRM FED)" <john.maron.abowd@census.gov>, "Melissa L Creech (CENSUS/PCO FED)" <Melissa.L.Creech@census.gov>, "Miles F Ryan III (CENSUS/PCO FED)" <Miles.F.Ryan.III@census.gov>
Subject: Urgent Question Re: Citizenship AR Document

Miles
Confidentiality Notice: This e-mail message is intended only for the named recipients. It contains information that may be confidential, privileged, attorney work product, or otherwise exempt from disclosure under applicable law. If you have received this message in error, are not a named recipient, or are not the employee or agent responsible for delivering this message to a named recipient, be advised that any review, disclosure, use, dissemination, distribution, or reproduction of this message or its contents is strictly prohibited. Please notify us immediately that you have received this message in error, and delete the message.
It turns out that the flyer in question was prepared by the Workforce Department in Sacramento (a state agency) and not by us. They pulled the language from our application site.

On Feb 1, 2019, at 5:09 AM, Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov> wrote:

Thanks Michael. Jamey, give us feedback on what CA thought was our stance.

Timothy P. Olson
Associate Director for Field Operations
US Census Bureau
Washington DC
Office: 301-763-2072
Mobile: (b)(5)

On Feb 1, 2019, at 6:49 AM, Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov> wrote:

All,

See the last Response to Query, that was used when NPR asked if we had a ban on hiring non-citizens back in 8/18, which Tim references in his message.

“The U.S. Census Bureau continues to follow annual appropriations act restrictions regarding the ability to hire and pay residents who are not U.S. citizens. There is not a ban, and we are still pursuing all legal flexibilities provided by Congress to hire the workforce we will need to conduct an accurate 2020 Census. These flexibilities, among other
things, would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens.”

Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
O: 301-763-4083 | M: [b](6) [census.gov | @uscensusbureau

On Feb 1, 2019, at 5:50 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Per Tim’s note below, can you send said Talking Points?

Sent from my iPhone

Begin forwarded message:

From: "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>
Date: January 31, 2019 at 9:28:03 PM EST
To: "James T Christy (CENSUS/LA FED)"
<James.T.Christy@census.gov>
Cc: "Albert E Fontenot (CENSUS/ADDC FED)" <Albert.E.Fontenot@census.gov>, "Ali Mohammad Ahmad (CENSUS/ADCOM FED)"
<ali.m.ahmad@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)"
<Christa.D.Jones@census.gov>
Subject: Re: USCB Job Fair Flier - Must
be citizen to be eligible

(b) (5)

(b)(6)

(b)(5)

On Jan 31, 2019, at 7:33 PM, James T Christy (CENSUS/LA FED)
<JAMES.T.CHRISTY@CENSUS.GOV> wrote:

James Christy
U.S. Census Bureau

LA 818.267.1700 HQ
301.763.6228 Cell (b)(6)

census.gov Connect with us on Social Media
Just received the attached flyer yesterday indicating that to be eligible to be hired by the USCB for Census 2020 one must be a U.S. citizen.

Have already received feedback from Members that the Citizenship Question language is still included on the flyer.

On Dec 3, you made a presentation to the CCC. In your PP, you addressed this issue specifically.

Based on that representation, it was everyone’s impression that this would be taken out.

Where do we go from here?
What should we tell folks?

Thanks.

Chris Wagaman
Assistant to Assembly Speaker
Anthony Rendon

chris.wagaman@asm.ca.gov

916-319-2407 direct

(b)(6) cell/text

<USCB Sacramento Job Fair Flier 1-30-19.pdf>
Hi Paul -

Regards
James

**************************************************************************
James Whitehorne  
Chief  
Census Redistricting & Voting Rights Data Office  
Associate Director for the Decennial Census  
U.S. Census Bureau  

Office: 301.763.4039 Room (b)(6)  
Fax: 301.763.4348  
james.whitehorne@census.gov  

census.gov  
Connect with us on Social Media
Morning James,

(b) (5)

Thanks

Paul Riley
Geography Division
U. S. Census Bureau
Washington, D.C.

Phone: 301.763.9172
Email: paul.l.riley@census.gov
Thanks, Chris. “Voices 4 Utah’s Children” was in our CCC meeting on Monday.

Sent from my iPhone

On May 7, 2019, at 6:55 PM, Christine E Taylor (CENSUS/PIO FED) <christine.e.taylor@census.gov> wrote:

And another update..

Salt Lake City’s NPR affiliate KUER published a story about Director Dr. Steven Dillingham’s remarks at the University of Utah’s Kem C. Gardner Institute. The story noted that both Director Dillingham and Regional Director Cathy Lacy each aimed to reassure that answers to the 2020 Census are confidential. Additionally, the story quoted Gardner Institute Director Natalie Gochnour, who was “heartened” that the Census Bureau is researching and planning for the possibility of including the citizenship question to achieve an accurate count in the 2020 Census. However, the end of the article featured a quote from former state representative Rebecca Chavez-Houck, who questioned the integrity of a dataset that could potentially exclude large numbers of people.

On social media, we found a tweet from an undocumented immigrant and DACA recipient who works for advocacy organization Voices 4 UT Children. She posted The Salt Lake Tribune article and made a sarcastic comment about Director Dillingham’s remark that “immigrants have no need to fear the citizenship question.” The tweet has not generated much traction, with two likes and one retweet.

Census Director Tries To Quell Fears About Citizenship Question In SLC Visit
KUER-NPR (UT)
By Nicole Nixon
May 7, 2019

https://www.kuer.org/post/census-director-tries-quell-fears-about-citizenship-question-slc-visit#stream/0

Immigrants shouldn’t be afraid of a controversial question about citizenship status that could be included on next year’s national headcount, U.S. Census Bureau Director Steven Dillingham said during a Salt Lake City visit Tuesday.

The Trump administration wants to include the citizenship question in next year’s census, but critics say it could discourage some groups from participating.

The question is currently before the U.S. Supreme Court, which is expected to make
Dillingham has not taken a position on the issue, but said the Census Bureau is prepared to carry out the nationwide survey in 2020 whether the question is on the form or not.

At a forum about the census hosted by the University of Utah’s Kem C. Gardner Institute, he emphasized that individual responses to the once-every-decade survey are confidential.

“We hope that when people really learn the protections we have in place, their fears may be unfounded,” he said. “If the question is in there, we encourage everyone to answer it. It’s a civic responsibility.”

Regional Census Director Cathy Lacy also tried to quell concerns about the question.

“We’re not asking, ‘are you here legally or illegally?’ We’re just asking, ‘are you a citizen?’” Lacy said.

Dillingham said the Census Bureau is conducting a study to determine if and how households will answer the citizenship question if it’s on the 2020 survey.

“This is for the purpose of informing us should the question be in there, how we might deploy our resources,” he said.

Still, some Utah researchers worry that if the citizenship question is included, minorities including refugees, immigrants, and those with undocumented family members won’t answer it—or any part of the census survey.

That could mean those groups are undercounted and underrepresented.

“It’s so important that we get an accurate count,” said Gardner Institute Director Natalie Gochnour. “Anything that takes away from someone’s motivation to fill out a form, to be included, to be part of the count, is always concerning.”

Census data is used to determine political representation and federal funding for the coming decade.

Gochnour said she was “heartened” that the Census Bureau is researching and planning for the possibility that the citizenship question is included.

But former state lawmaker Rebecca Chavez-Houck questioned the integrity of a dataset that could potentially exclude large numbers of people.

“If the citizenship question overlays a chilling effect on responsiveness and response rate, then we’ve got bad data for ten years,” Chavez-Houck said.

**Social Media**
On May 7, 2019, at 8:09 PM, Christine E Taylor (CENSUS/PIO FED) <christine.e.taylor@census.gov> wrote:

One more update

We have not seen any new social or traditional media coverage related to Director Dillingham’s remarks at the University of Utah’s Kem C. Gardner Policy Institute. The post on The Salt Lake Tribune’s Facebook page has seen a very slight uptick in engagement, with 43 reactions, 63 comments and six shares. The majority of the comments continue to focus on the citizenship question.

Facebook Page: @SaltLakeTribune
Date: May 7, 2019
Engagement: 43 reactions, 63 comments and six shares
Text: “Federal laws say that we will never in our lifetime reveal confidential information,” including how specific individuals answer that question, he told a morning newsmaker breakfast at the University of Utah’s Kem C. Gardner Policy Institute.
Link: https://www.facebook.com/saltlaketribune/posts/10157169431429399?__tn__=-R

On May 7, 2019, at 6:17 PM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Thank you

On May 7, 2019, at 6:15 PM, Christine E Taylor (CENSUS/PIO FED) <christine.e.taylor@census.gov> wrote:

More social media

The Salt Lake Tribune posted a link to their story on their Facebook page. So far, the post has received 37 reactions, 45 comments and five shares. The majority of the comments
focused on the citizenship question. *Deseret News* also recently posted its article on Twitter but the post has yet to garner any engagements.

We have not seen any additional traditional media coverage from Director Dillingham's remarks at the University of Utah's Kem C. Gardner Policy Institute.

Facebook Page: @SaltLakeTribune

Date: May 7, 2019

Engagement: 37 reactions, 45 comments and Five shares

Text: “Federal laws say that we will never in our lifetime reveal confidential information, including how specific individuals answer that question, he told a morning newsmaker breakfast at the University of Utah's Kem C. Gardner Policy Institute.

Link: https://www.facebook.com/saltlaketribune/posts/10157169431429399?__tn__=-R

The Salt Lake Tribune

www.facebook.com

“Federal laws say that we will never in our lifetime reveal confidential information,”

Twitter Handle: @DeseretNews
Date: May 7, 2019

Engagement: Zero likes, Zero retweets and Zero comments

Text: The head of the @uscensusbureau has touched down in Utah, urging Utahns to fill out the once-a-decade survey next year amid concerns about security for the online questionnaire and a possible citizenship ask. By @anniebknox

Link: https://twitter.com/DeseretNews/status/1125867903742554113

Deseret News on Twitter
twitter.com

“The head of the @uscensusbureau has touched down in Utah, urging Utahns to fill out the once-a-decade survey next year amid concerns about security for the online questionnaire and a possible citizenship ask. |

Christine Taylor, Assistant Division Chief
Public Information Office
U.S. Census Bureau
O: 301.763.5652 | M: 202.763.8916
census.gov | @uscensusbureau

From: Christine E Taylor (CENSUS/PIO FED)
Urging security, U.S. Census Bureau chief urges Utahns to fill out 2020 survey

KSL-NBC (UT)
By Annie Knox
May 7, 2019

The head of the U.S. Census Bureau has touched down in the Beehive State, urging
Utahns to fill out the once-a-decade survey next year amid concerns about security for the online questionnaire and a possible citizenship question.

"Everyone matters and everyone should be counted," Director Steven Dillingham told more than 100 community leaders, researchers and others in Salt Lake City on Tuesday.

He sidestepped a question about how a citizenship query could affect the once-a-decade count, saying it was part of an ongoing lawsuit in Washington. Dillingham instead emphasized the agency's duty to make sure a person's responses stay private as the survey moves largely online for the first time.

"The fear that this may not be confidential, we need to do something about that. So we need to educate, we need to make sure that our media campaign addresses that up front," he said.

His visit comes as the U.S. Supreme Court reviews the possible question about whether a person is an American citizen. President Donald Trump has said the report would be "meaningless" without it. But many, including Hispanic leaders in Utah and the state's top demographer Pamela Perlich, have expressed concern it could hurt response rates among undocumented Utahns and their family members and neighbors, along with other new immigrants and refugees.

The Supreme Court ruling is expected by the end of next month.

This story will be updated.
The head of the U.S. Census Bureau has touched down in the Beehive State, urging Utahns to fill out the once-a-decade survey next year amid concerns about security for the online questionnaire and a possible citizenship question.

Link: https://twitter.com/KSLcom/status/1125847662324883456

Immigrants should not fear that they could somehow be deported for answering a proposed census question next year about their citizenship status, Census Bureau.
Director Steven Dillingham told a Utah audience on Tuesday

Link: https://twitter.com/sltrib/status/1125850392921804800

---

Christine Taylor, Assistant Division Chief
Public Information Office
U.S. Census Bureau

O: 301.763.5652 | M: [b](6)
census.gov | @uscensusbureau

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From: Christine E Taylor (CENSUS/PIO FED)
Sent: Tuesday, May 7, 2019 3:30:43 PM
To: Burton H Reist (CENSUS/ADCOM FED); Ali Mohammad Ahmad (CENSUS/ADCOM FED)
Cc: Michael C Cook (CENSUS/PIO FED); Virginia Hyer (CENSUS/PIO FED)
Subject: Re: We’re monitoring clips for Utah
The head of the U.S. Census Bureau has touched down in the Beehive State, urging Utahns to fill out the once-a-decade survey next year amid concerns about security for the online questionnaire and a possible citizenship question.

"Everyone matters and everyone should be counted," Director Steven Dillingham told more than 100 community leaders,
researchers and others in Salt Lake City on Tuesday.

He sidestepped a question about how a citizenship query could affect the once-a-decade count, saying it was part of an ongoing lawsuit in Washington. Dillingham instead emphasized the agency’s duty to make sure a person’s responses stay private as the survey moves largely online for the first time.

"The fear that this may not be confidential, we need to do something about that. So we need to educate, we need to make sure that our media campaign addresses that up front," he said.

His visit comes as the U.S. Supreme Court reviews the possible question about whether a person is an American citizen. President Donald Trump has said the report would be "meaningless" without it. But many, including Hispanic leaders in Utah and the state's top demographer Pamela Perlich, have expressed concern it could hurt response rates among undocumented Utahns and their family members and neighbors, along with other new immigrants and refugees.

The Supreme Court ruling is expected by the end of next month.

This story will be updated.

Christine Taylor, Assistant Division Chief
Public Information Office
U.S. Census Bureau
O: 301.763.5652 | M: 202.763.8916
Immigrants have no need to fear citizenship question, Census Bureau director assures Utah audience University of Utah’s Kem C. Gardner Policy Institute zee

The Salt Lake Tribune

By Lee Davidson

May 7, 2019

https://www.sltrib.com/news/politics/2019/05/07/immigrants-have-no-need/

Immigrants should not fear that they could somehow be deported for answering a proposed census question next year about their citizenship status, Census Bureau Director Steven Dillingham told a Utah audience on Tuesday.

“Federal laws say that we will never in our lifetime reveal confidential information,” including how specific individuals answer that question, he told a morning newsmaker breakfast at the University of Utah’s Kem C. Gardner Policy Institute.
“If we do, we can well go to prison for an extended period of time as well as pay a $250,000 fine, and I’m not up to either one of those,” he said.

The U.S. Supreme Court is expected to decide by late next month whether the citizenship question is legally allowed. Critics sued contending it will lead many immigrants to avoid the census and create an inaccurate count. Commerce Secretary Wilbur Ross attempted to add it at the request of the Justice Department, which said it will help enforce civil rights and voting laws.

Latino leaders in Utah say many undocumented immigrants, refugees and even legal immigrants worry it could somehow lead to deportation in today’s polarized political climate on undocumented immigration. Some precedence for that concern exists because in World War II, Congress temporarily changed laws about census privacy to assist in the effort to put people of Japanese descent into concentration camps.

Utah Latino leaders have said some talk even exists of encouraging everyone in the local Latino community not to answer the citizenship question to show solidarity with marginalized groups.

“We hear some of those concerns,” Dillingham said. “But I will say that the Latino community is extremely supportive of getting a complete
He said the agency is working with immigrant and other hard-to-count groups, aiming to have them deliver the message to their members that responding to the census is safe and may bring more federal money that is based on population.

“We will be arm-in-arm with those organizations,” Dillingham said. “We hope that when people really learn of the protections we have in place, and that their fears may be unfounded, then we hope that we can get more full support from those communities.”

Cathy Lacy, regional director of the Census Bureau who appeared with Dillingham, listed some other reasons to help calm fears about the citizenship question.

“We are not asking, ‘Are you here legally or illegally?’ We’re just asking, ‘Are you a citizen?’” she said. Many non-citizens live in the country legally, including people working toward citizenship, international students here with a visa and refugees. The Constitution requires counting all long-term residents in the census, not just citizens.

Lacy said even though her Denver-based region covers 12 states including Utah, “I never see anyone’s entry at all... Neither does anyone else” because of privacy laws. “Our reputation for our service is based on our
ability to protect this information.”

Dillingham said that while the once-every-10-year census has not asked about citizenship since 1950, annual surveys that his bureau conducts have included such questions since 2005.

“We have more than 40 million households that have responded to that question” without leading to any problems with immigration enforcement by respondents, he said.

Dillingham said his agency will also conduct surveys this summer — some with the citizenship question, and some without — to see how it affects response rates. He said it will also help his agency figure what messages it needs to deliver and where to address any problems.

Dillingham also said the Census Bureau is working diligently to include all hard-to-count groups in Utah from the homeless to people living in remote parts of American Indian reservations. That includes working with tribal leaders about how best to identify and reach their members and identifying shelters and soup kitchens where the homeless could be reached.

“Everyone matters and everyone should be counted,” he said.
This is the first time that most people will be asked to respond to the census via internet, after receiving a postcard invitation with instructions. Lacy noted people will also be given the chance to respond by telephone, and eventually by paper if they do not respond to initial invitations.

Lacy said the Census Bureau is in the process of hiring about 1,000 temporary workers in Utah to help follow-up with people who do not respond to initial invitations — and that is challenging because of low unemployment rates where fewer people are looking for jobs. Dillingham said the bureau is hiring more than 500,000 helpers nationally.

“Our mission is to count every person living in the United State once, only once, and in the right place,” Dillingham said. “We are confident we can accomplish this with flying colors.”

Christine Taylor, Assistant Division Chief
Public Information Office
U.S. Census Bureau
O: 301.763.5652 | M: 202.763.8916
census.gov | @uscensusbureau

From: Burton H Reist (CENSUS/ADCOM FED)
Yes, local Fox News.

Sent from my iPhone

On May 7, 2019, at 11:52 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Local Fox News right?

On May 7, 2019, at 1:47 PM, Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov> wrote:

Hi Ali,

The following press attended The Newsmaker’s Breakfast in Salt Lake City, UT:

Salt Lake Tribune, Deseret News, and Fox News.

We’ll circle back with anything we see.

Michael C. Cook Sr., Division Chief
For the first time since 1950, the U.S. Census Bureau is planning to ask everyone living in the United States whether they are citizens when it conducts its next decennial census in 2020. Anticipating that some immigrants might avoid answering the question, the Trump administration wants to try using other government records to fill in missing responses.

The new question would be included at the Justice Department’s request, according to a memo by Wilbur Ross, secretary of the Commerce Department (which oversees the Census Bureau). It would supply block-level data on the citizen and noncitizen voting age population.

The Justice Department sought to include the question because it uses data about eligible voters – the citizen voting-age population – to help enforce protections for minority voters (including those who speak languages other than English) under the federal Voting Rights Act. The Justice Department now relies on data from the Census Bureau’s American Community Survey, a sample survey that covers 2.6% of the population each year. The department wants more “scope, detail and certainty” that only the full census can provide to enforce the Voting Rights Act, Ross said.

Ross said the census form would use the *same wording* as what is already used in the Census Bureau’s American Community Survey, which asks respondents to check one of five categories to describe their citizenship status. Three categories apply to people who are U.S. citizens at birth: born in the U.S., born in a U.S. territory, or born abroad with at least one U.S. citizen parent. People who say they are a naturalized U.S. citizen are asked for their naturalization year. The fifth category is “not a U.S. citizen.” The survey does not ask whether noncitizens are legally in the country.

**Lawsuit challenges new question**

The citizenship question is included in the list of census questions that the Census Bureau *sent to Congress this week*. But the new question’s inclusion has been challenged in court on the grounds that it could cause many immigrants to skip the 2020 census out of fear their information could be used against them, even though it is illegal to share a person’s census responses with law enforcement or immigration agencies.

A *lawsuit by California Attorney General* Xavier Becerra contends that if the census undercounted immigrants, it would be an incomplete population count that violates its constitutional purpose, which is to divide up seats in the U.S. House of Representatives based on the total U.S. population. (Census numbers also are used to allocate billions of dollars in federal funds.) The California lawsuit also says the Trump administration failed to follow government procedures for adding questions to the decennial census form.

If immigrants shun the census, it could reduce the number of congressional seats and the amount of federal funding in states with large numbers of foreign-born residents, such as California, which has *more than any other state*. Many of these states are dominated by Democratic leaders and elected officials, who have taken the lead in pressing the issue. But an undercount also could affect Republican-dominated states such as Florida and Texas. More broadly, social scientists say that if immigrants avoid the national headcount, the census results
will be flawed, hurting health and social science research.

The California lawsuit quoted a 2017 Census Bureau memo that reported a recent rise in immigrants’ fears about the confidentiality of their personal information in surveys and focus groups, with some citing Trump administration actions intended to reduce unauthorized immigration. But the Ross memo says there is no “definitive, empirical support” for the claim that putting a citizenship question on the 2020 census would reduce response rates. The memo quoted data on the share of people who did not answer the question on the American Community Survey, including 11.6% to 12.3% of Hispanic respondents in 2013-2016, but it said there were “similar nonresponse rate ranges” for other questions on that survey.

However, the Ross memo acknowledged that many noncitizens do give incorrect answers to the citizenship question. Quoting a Census Bureau analysis, it said that among noncitizens whose responses to census questions about their citizenship status could be matched with other government records about them, about 30% erroneously said they were citizens.

Filling in missing answers

Ross said the citizenship question will be the last one on the form, in order to “minimize any impact on decennial census response rates.”

He also ordered the bureau to make it a priority to acquire other federal and state government records that it could use to fill in missing responses to the citizenship question. The bureau already fills in missing data about people in the census using a statistical technique called “imputation,” relying on information about neighboring households. In the 2010 census, imputation added more than a million people to the household population, and it filled in missing data about age, sex and race for even more people.

The bureau is already studying how to use government records, such as Social Security or Internal Revenue Service files, to fill in missing data from people
who do not turn in their 2020 census forms or answer specific questions on the form. There are some obstacles, though: Government records themselves can include errors and do not cover the entire population.

The Ross memo states that he would like the Census Bureau to compare individual census responses with individual government records to determine “the inaccurate response rate for citizens and non-citizens alike using the entire population.” That would enable the bureau to establish “the accurate ratio of citizen to non-citizen responses to impute for that small percentage of cases where it is necessary to do so.”

The Census Bureau’s acting director, Ron Jarmin, told an advisory committee this week that the agency would conduct a survey of 50,000 households, as well as 42 focus groups, examining attitudes about the privacy and confidentiality of census data.

**Citizenship asked in the past**

A citizenship question was asked in each decennial census of the total population from 1890 to 1950. (The 1820, 1830 and 1870 census questionnaires also included some form of a question about citizenship.) Until 1920, it was only asked of adult men; women and children automatically had the same citizenship status as their husbands or fathers. The question was not asked in the 1960 census. Since then, the citizenship question has been asked of only a sample of households, either on the census long form or the American Community Survey, which replaced it in 2010.

The government’s interest in asking about citizenship coincided with a rise in immigration to the U.S., ultimately peaking at nearly 15% of the population in the late 1800s and early 1900s. Immigration slowed sharply after restrictions were enacted in the 1920s, to less than 5% of the population in 1970. The removal of the citizenship question from census questions asked of all households came as the Census Bureau reduced the number of questions asked of all households and began asking more questions – including citizenship – of
a sample of the population. Beginning in 1970, most people filled out their own census forms, rather than having census-takers fill out the information about them.

Sent from my iPhone
Lizannette,

FLD reached out to Stephen with concerns over their recruitment numbers (currently behind by 750K) and asked if there was something available to them on the TYR contract that could help with recruitment. They need to recruit 100K per week in order to meet their goals. FLD has approx. $5-7M to place on this contract. This needs to happen ASAP.

Under Recruitment order, there appears to be an unpriced, optional CLIN for the Development of Media Plan and Placements for National Media. I do not see any requirements on our shared drive (even in draft form) which is not surprising since FLD stated multiple times they did not want to buy national media under this contract.

FLD did provide requirements for their media buys (See attached) which appear to be only local media buys. The requirements will need to be tailored to be only national buys.

Please advise.
Thanks

Stephen - Per your request, we reviewed the contract and found the following...

1- The social media pilot has launched so there is not an opportunity to add funds for Recruitment ads.

2- There is an optional (unpriced) CLIN under the Recruitment order for the Development of Media Plan and Placements for National Media. My understanding is that FLD communicated that they did not want to use this contract for National Media buys. The CLIN is still available.
It would be a matter of defining the requirements and having TYR price it out.

Please let me know if you want use to pursue #2 and who is the lead in FLD (Sara?). I can loop James as the order manager to get the ball rolling.

Thanks
Hi Kevin,

Washington Post reporter Tara Bahrampour has asked some questions about whether we plan to hire non-citizens during the 2020 Census. She published her story online but is giving us time to update it before the print deadline at 5 p.m.

We're pointing her to publicly available information: According the Consolidated Appropriations Act of 2016: https://www.congress.gov/bill/114th-congress/house-bill/2029/text (Section 704)
“unless otherwise specified in law during the current fiscal year, no part of any appropriation contained in this or any other Act shall be used to pay the compensation of any officer or employee of the Government of the United States (including any agency the majority of the stock of which is owned by the Government of the United States) whose post of duty is in the continental United States unless such person: (1) is a citizen of the United States; (2) is a person who is lawfully admitted for permanent residence and is seeking citizenship as outlined in 8 U.S.C. 1324b(a)(3)(B); (3) is a person who is admitted as a refugee under 8 U.S.C. 1157 or is granted asylum under 8 U.S.C. 1158 and has filed a declaration of intention to become a lawful permanent resident and then a citizen when eligible; or (4) is a person who owes allegiance to the United States....” (Pub. L. No. 114-113, Div. E, § 704, 129 Stat. 2242 at 2473)

Questions:
Is it true the Census Bureau won’t hire non-citizens for 2020 census operations?
Who made the decision? Did we make the request to OPM for 2020 and did they deny it?
Did we make a request in the 1990, 2000 and 2010 cycles? What was OPM’s response?
In the past how may noncitizens did we hire?

Thanks,
Stacy

**Stacy Gimbel Vidal**
Acting Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau

Direct 301.763.3052
Main 301.763.3030
stacy.gimbel.vidal@census.gov

census.gov
Connect with us on Social Media
Will do...just saw that Tim called my cell while I was in flight earlier today.

I’ll connect with him...and make sure our interests and messaging are clearly articulated to HLW, as needed.

Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
O: 301-763-4083 | M: (b) (6) [redacted] -census.gov | @uscensusbureau

On Oct 23, 2019, at 8:21 PM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Good. I see August 2018 when I pull it up on my phone.

(b) (5) [redacted]

On Oct 23, 2019, at 8:15 PM, Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov> wrote:

That was a previous tweet he used months ago—he was referencing it as our previous statement and now pointing to Tim’s comment at the PHX presser. The UPDATE in the tweet was part of the original tweet, so, I see how that may have confused you....

Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
O: 301-763-4083 | M: (b) (6) [redacted] -census.gov | @uscensusbureau

On Oct 23, 2019, at 5:16 PM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:
Welcome back. I'm hopeful he gets the scale in there, too.

13. UPDATE: @uscensusbureau spokesperson Michael Cook says in a written statement, “There is not a ban, and we are still pursuing all legal flexibilities provided by Congress to hire the workforce we will need to conduct an accurate 2020 Census.”

Ali Ahmad, Associate Director
Communications Directorate
U.S. Census Bureau
O: 301-763-8789 | M: (b) (6)
Ali.M.Ahmad@census.gov
census.gov | @uscensusbureau

From: Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov>
Sent: Wednesday, October 23, 2019 5:14 PM
To: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Cc: Virginia Hyer (CENSUS/PIO FED) <virginia.hyer@census.gov>; Christine E Taylor (CENSUS/PIO FED) <christine.e.taylor@census.gov>; Burton H Reist (CENSUS/ADCOM FED) <burton.h.reist@census.gov>; Briana D Kaya (CENSUS/PIO FED) <briana.d.kaya@census.gov>
Subject: Re: NPR re: noncitizen hiring (6p ET deadline)

I’m back on the East Coast and can tie-in with VA and see where things are at with HLW.

Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
On Oct 23, 2019, at 5:10 PM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

On Oct 23, 2019, at 5:06 PM, Virginia Hyer (CENSUS/PIO FED) <virginia.hyer@census.gov> wrote:

Hi All,

Sent the statement to Hansi. In addition, he said he's also filing a radio spot for the national newscast tomorrow specifically on this topic, and will probably mention this story in a radio interview for tomorrow's "Here & Now."

Thanks,
Virginia Hyer, Assistant Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
O: 301.763.5407 | M: <b>(6)</b> (6) (b) (6)
census.gov | @uscensusbureau

From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Wednesday, October 23, 2019 2:27 PM
To: Virginia Hyer (CENSUS/PIO FED) <virginia.hyer@census.gov>
Cc: Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov>; Christine E Taylor (CENSUS/PIO
Just send to me.

On Oct 23, 2019, at 2:20 PM, Virginia Hyer (CENSUS/PIO FED) wrote:

Hi Ali,

That all sounds great. Please let me know if you need me to send up to anyone.

Thanks,

Virginia Hyer, Assistant Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
O: 301.763.5407 | M: (b) (6) census.gov | @uscensusbureau

From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)

Sent: Wednesday,
October 23, 2019
2:19 PM
To: Virginia Hyer
(CENSUS/PIO FED)
<virginia.hyer@census.gov>
Cc: Michael C Cook
(CENSUS/PIO FED)
<Michael.C.Cook@census.gov>;
Christine E Taylor
(CENSUS/PIO FED)
<christine.e.taylor@census.gov>;
Burton H Reist
(CENSUS/ADCOM FED)
<burton.h.reist@census.gov>;
Briana D Kaya
(CENSUS/PIO FED)
<briana.d.kaya@census.gov>
Subject: Re: NPR re:
noncitizen hiring (6p ET deadline)

On Oct
Hi Ali,

Flagging request from Hansi. Deadline 6pm.

For what positions is the Census Bureau intending

(b) (5)
Thanks,

Virginia Hyer,
Assistant Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
O: 301.763.5407
M: (b) (6)
census.gov
@uscensusbureau

From:
CLMSO
CS PIO
(CENSUS/CLMSO)
<clmso.cs.pio@census.gov>

Sent:
Wednesday,
October 23, 2019
1:35 PM

To:
Virginia Hyer
(CENSUS/PIO FED)
<virginia.hyer@census.gov>
; Julie Iriondo
(CENSUS/PIO FED)
<julie.iriondo@census.gov>

Cc:
Michael C Cook
(CENSUS/PIO FED)
<Michael.C.Cook@census.gov>
; Christine E Taylor
(CENSUS/PIO FED)
<christine.e.taylor@census.gov>

Subject:
Fw: NPR re: noncitizen hiring
(6p ET deadline)

Afternoon All,

Request from
Hansi

Thanks,
Public Information Office
Hi,
PFO,

I’m working on a web article about Tim Olson’s
comments yesterday (Tuesday) in Phoenix about noncitizen hiring for the decennial.

For what positions is the Census Bureau intending to temporarily hire noncitizens who are legally eligible to work in the U.S. (e.g., just as translators or also enumerators)?

My deadline is 6 p.m. ET today (Wednesday).

Thank you,
From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)
Sent: Tuesday, April 9, 2019 4:25 PM
To: Timothy P Olson (CENSUS/ADFO FED)
Cc: Michael C Cook (CENSUS/PIO FED); Burton H Reist (CENSUS/ADCOM FED); Megan Mcneely (CENSUS/HRD FED); Clarice A Floyd (CENSUS/HRD FED); Amber Lempke (CENSUS/HRD FED)
Subject: Re: Quick Question re Waivers (sorry, need a quick response)

Thank you Tim.

On Apr 9, 2019, at 1:37 PM, Timothy P Olson (CENSUS/ADFO FED) wrote:

---
Tim Olson, Associate Director for Field Operations
U.S. Census Bureau - Washington DC
301-763-2072 Office
timothy.polson@census.gov

---
From: Ali Mohammad Ahmad (CENSUS/ADCOM FED)
Sent: Tuesday, April 9, 2019 4:56:48 PM
To: Megan Mcneely (CENSUS/HRD FED); Timothy P Olson (CENSUS/ADFO FED)
Cc: Michael C Cook (CENSUS/PIO FED); Burton H Reist (CENSUS/ADCOM FED); Clarice A Floyd (CENSUS/HRD FED); Amber Lempke (CENSUS/HRD FED); James T Christy (CENSUS/LA FED)
Subject: Re: Quick Question re Waivers (sorry, need a quick response)

Thank you Tim.
On Apr 9, 2019, at 1:10 PM, Timothy P Olson (CENSUS/ADFO FED) wrote:

From: Timothy P Olson (CENSUS/ADFO FED)
Sent: Tuesday, April 9, 2019 2:57 PM
To: Megan Mcneely (CENSUS/HRD FED)
Cc: Clarice A Floyd (CENSUS/HRD FED)
Subject: Re: Quick Question re Waivers (sorry, need a quick response)
Hi Tim,

Quick Question re Waivers (sorry, need a quick response)

Jeri
Thank you,
Jeri Green
The one we have been using.

See attached.

Victoria Velkoff, PhD
Associate Director for Demographic Programs
U.S. Census Bureau
o: 301-763-1372
census.gov | @uscensusbureau

You will need to go through dinwidie to see what the process is to give information to GAO. What one pager are you referring to?

Enrique Lamas
Senior Advisor
Director's Office
U.S. Census Bureau
Office: 301-763-3811

GAO is looking for information re the test. Can we share the one pager with them?
I’ll check in with them, access to update is through comm.

Regards,
Zack Schwartz
Deputy Division Chief
301-763-6328

On Oct 21, 2019, at 10:45 AM, Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov> wrote:
When this is approved for deployment on the website, we’ll plan to update the page below:
Regards,
Zack Schwartz
Deputy Division Chief
301-763-6328

On Oct 21, 2019, at 8:34 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

(b) (5)

[Redacted content]
FYI on something related to the topic of this email chain: we are about to have clearance for Everett to send this answer to the House Appropriations Committee staff:

From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Tuesday, October 22, 2019 5:36 AM
To: Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov>
Cc: Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>; Jennifer Shopkorn (CENSUS/ADCOM FED) <jennifer.shopkorn@census.gov>; ADCOM Issues Working Group List <bog>(bog)>(bog); Virginia Hyer (CENSUS/PIO FED) <virginia.hyer@census.gov>
Subject: Re: TP on noncitizen hiring

On Oct 22, 2019, at 2:21 AM, Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov> wrote:
Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
O: 301-763-4083 | M: (b) (6)
census.gov | @uscensusbureau

On Oct 21, 2019, at 4:15 PM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

(b) (5)

On Oct 21, 2019, at 7:06 PM, Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov> wrote:

(b) (5)

Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
O: 301-763-4083 | M: (b) (6)
census.gov | @uscensusbureau

On Oct 21, 2019, at 7:05 PM, Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov> wrote:

(b) (5)
From: Joanne Crane (CENSUS/CFO FED)
Sent: Monday, May 14, 2018 8:37 AM
To: Amber Lempke (CENSUS/HRD FED); James T Christy (CENSUS/LA FED)
Subject: Fw: Update on waivers

OMB is offering help on waivers. What do we need to ask for?

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell (b) (5) joanne.crane@census.gov
From: Snyderman, Rachel B. EOP/OMB <Rachel_B_Snyderman@omb.eop.gov>
Sent: Monday, May 14, 2018 11:29 AM
To: Joanne Crane (CENSUS/CFO FED)
Subject: RE: Update on waivers

Hi Joanne, just circling back on these waivers and their associated deadlines. Let me know what I can do here to keep things moving.

Thanks,
Rachel

---

From: Joanne Crane (CENSUS/CFO FED) <joanne.crane@census.gov>
Sent: Wednesday, December 6, 2017 6:24 PM
To: Page, Ben J. EOP/OMB <Benjamin_J._Page@omb.eop.gov>; Snyderman, Rachel B. EOP/OMB <Rachel_B_Snyderman@omb.eop.gov>
Cc: Michael Phelps <mphelps@doc.gov>; Rachael Wilde <rwilde@doc.gov>; Amber Lempke (CENSUS/HRD FED) <amber.lempke@census.gov>; David R Ziaya (CENSUS/CAO FED) <david.r.ziaya@census.gov>; Albert E Fontenot (CENSUS/ADDC FED) <Albert.E.Fontenot@census.gov>; Timothy P Olson (CENSUS/ADFO FED) <Timothy.P.Olson@census.gov>; James T Christy (CENSUS/FLD FED) <James.T.Christy@census.gov>; Casias, Lisa <lcasias@doc.gov>; Willard, Aaron (Federal) <AWillard@doc.gov>; Park-Su, Sahra <SPark-Su@doc.gov>; Enrique Lamas (CENSUS/ADDP FED) <Enrique.Lamas@census.gov>; Ron S Jarmin (CENSUS/ADEP FED) <Ron.S.Jarmin@census.gov>; kmahoney@doc.gov; Michelle Lipinski (CENSUS/HRD FED) <michelle.lipinski@census.gov>
Subject: Update on waivers

Please find below an updated status of the hiring and payroll waivers that the 2020 Census program has been pursuing along with the drop dead dates requested at the previous OMB Decennial Monthly.

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell (b) (6)
joanne.crane@census.gov

---
From: Kevin Smith (CENSUS/ADITCIO FED)  
To: Christopher J Stanley (CENSUS/OCIA FED); Ron S Jarmin (CENSUS/ADEP FED); Enrique Lamas (CENSUS/ADDP FED); Joanne Crane (CENSUS/CFO FED); Burton H Reist (CENSUS/ADDC FED)  
Subject: Re: updated Census Q&As  
Date: Friday, May 04, 2018 8:15:32 AM  
Attachments: [ ]

Chris,

I have one comment on #17. See attached.

Kevin Smith  
Associate Director for Information Technology & Chief Information Officer  
IT Directorate, U.S. Census Bureau  
Office 301-763-2117  
Kevin.B.Smith@Census.gov

Chris,

Attached is the latest secretary’s q&a with a few edits from DOC.

Begin forwarded message:

From: "O'Connor, Kasey (Federal)" <KO'Connor@doc.gov>  
Date: May 3, 2018 at 4:28:07 PM EDT  
To: "Jones, Christa D" <christa.d.jones@census.gov>, "Stanley, Christopher J" <christopher.j.stanley@census.gov>  
Subject: FW: updated Census Q&As

From: O'Connor, Kasey (Federal)  
Sent: Monday, April 30, 2018 12:59 PM  
To: Branson, Ross (Federal) <RBranson@doc.gov>  
Subject: RE: updated Census Q&As

From: Branson, Ross (Federal)  
Sent: Monday, April 30, 2018 9:07 AM  
To: O’Connor, Kasey (Federal) <KO’Connor@doc.gov>  
Subject: FW: updated Census Q&As
Thanks!

From: Christopher J Stanley (CENSUS/OCIA FED) [mailto:christopher.j.stanley@census.gov]
Sent: Friday, April 27, 2018 6:08 PM
To: Branson, Ross (Federal) <RBranson@doc.gov>
Subject: updated Census Q&As

(b) (5)
Chris Stanley
Chief, Office of Congressional and Intergovernmental Affairs
U.S. Department of Commerce, U.S. Census Bureau
Room 8H166
desk: (301) 763-4276
mobile: (5)
things, would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens.”

Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
O: 301-763-4083 | M: (9) (6) census.gov | @uscensusbureau

On Feb 1, 2019, at 5:50 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Per Tim’s note below, can you send said Talking Points?

Sent from my iPhone

Begin forwarded message:

From: "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>
Date: January 31, 2019 at 9:28:03 PM EST
To: "James T Christy (CENSUS/LA FED)"
James.T.Christy@census.gov
Cc: "Albert E Fontenot (CENSUS/ADDC FED)" <Albert.E.Fontenot@census.gov>, "Ali Mohammad Ahmad (CENSUS/ADCOM FED)" <ali.m.ahmad@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)"
Christa.D.Jones@census.gov
Subject: Re: USCB Job Fair Flier - Must
be citizen to be eligible

The flyer they reference is completely in line with the online recruiting site - “must be a US Citizen”. Until we get full concurrence from OPM on our plan to hire non-citizens for language needs if no citizen is available, this is our stance. Btw - the official request to OPM from DOC’s Kevin Mahoney was sent yesterday, January 30.

Timothy P. Olson
Associate Director for Field Operations
US Census Bureau
Washington DC
Office: 301-763-2072
Mobile: (b) (6)

On Jan 31, 2019, at 7:33 PM, James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov> wrote:

James Christy
U.S. Census Bureau
LA 818.267.1700 HQ 301.763.6228 Cell (b) (6)
census.gov Connect with us on Social Media
From: Wagaman, Chris  
<Chris.Wagaman@asm.ca.gov>
Sent: Thursday, January 31, 2019 4:17 PM  
To: James T Christy (CENSUS/LA FED)  
Cc: Wisley, Jim  
Subject: USCB Job Fair Flier - Must be citizen to be eligible

Just received the attached flyer yesterday indicating that to be eligible to be hired by the USCB for Census 2020 one must be a U.S. citizen.

Have already received feedback from Members that the Citizenship Question language is still included on the flyer.

On Dec 3, you made a presentation to the CCC. In your PP, you addressed this issue specifically.

Based on that representation, it was everyone’s impression that this would be taken out.

Where do we go from here?
What should we tell folks?

Thanks.

Chris Wagaman
Assistant to Assembly Speaker
Anthony Rendon

chris.wagaman@asm.ca.gov

916-319-2407 direct

<USCB Sacramento Job Fair Flier 1-30-19.pdf>
Kathy

Katherine J. Lotspeich, Deputy Chief
Office of Performance and Quality
Management Directorate, USCIS
202 272-9763 (desk) (b) (6) (cell)
**Dual Employment Waivers:**
- Agencies that approved Dual Employment in support of the 2020 Census. Applies to DAPPS employees only. List of agencies signed on are posted at: https://2020census.gov/en/jobs/faqs.html
- **Non-citizens Hiring:** DOC sent request for delegated authority to appoint individuals under Title 5, Code of Federal Regulation §213.3102 (bb), *Positions when filled by aliens in the absence of qualified citizens.* This authority will allow Census to fill positions that require language skills with non-citizens if no citizen has the required language skills in areas identified as requiring non-English speakers (1/30/2019). DOC followed-up with OPM (5/15/2019) and requested guidance for how policy will apply to excepted service (5/24/2019)

**Financial Waivers**
- **Tribal TANF (74 Tribal Governments/Entities)** – All tribes contacted. 6 Tribes will present to Tribal Government before giving response. 3 tribes opted-out.
- **State TANF, Medicaid & CHIP** – Director Signed Memo to Governors. Hard copy of letter will be mailed out Monday 8/9/2019. Memo will address all three programs requesting States’ support for excluding 2020 Census income for individuals receiving benefits so they can apply for Census Taker positions (7/31/2019).

**NOTE 1:** Outreach to Governors and Tribal Leaders/Entities has to follow formal processes and protocol because outreach for both initiatives coming from HQ.

**NOTE 2:** Director’s memo will address all assistance programs in the one memo e.g. TANF, Medicaid and Children’s Health Insurance Program (CHIP).
Don’t know if you already get this. Suggest we send this info to the regions...

James Christy
U.S. Census Bureau
LA 818.267.1700  HQ 301.763.6228  Cell [b] (6)
census.gov  Connect with us on Social Media
Begin forwarded message:

From: "Edwards, Alexandra" <EdwardsAE@gao.gov>
Date: September 12, 2019 at 2:15:21 PM PDT
To: "James T Christy (CENSUS/LA FED)" <James.T.Christy@census.gov>, "James L Dinwiddie (CENSUS/ADDC FED)" <James.L.Dinwiddie@census.gov>
Cc: "Pearson, Lisa M" <PearsonL@gao.gov>, "Hudon, Kerstin R" <HudonK@gao.gov>
Subject: Waiver for 2020 Non-Citizen Hiring

Jamie-

We’ve gotten questions about hiring of non-citizens for 2020. In February, the Bureau gave us this response to questions about hiring exemptions for certain non-U.S. citizens who met eligibility criteria:

Bureau officials stated that for the 2010 Census they did not need an exemption or a waiver hire non-US citizens because it was written into the rules that they could hire individuals from allied countries. According to Bureau officials, since then the rule has changed and currently they are not allowed to hire non-citizens at all. Census funding cannot be used to hire non-citizens but they’re working with their budget division to obtain a waiver for the 2020 Census. The criteria for hiring non-US citizens will be similar to the criteria for 2010 Census in that the Bureau can only hire in areas where they have exhausted all the US citizens (A/N: no qualified US citizen) and there is a language requirement. Bureau officials stated that they can provide us with data on non-citizens hired for the 2010 census and will check to see if data on the number of non-US citizens is available.

We had the following questions in follow-up:

1. What is the status of the waiver to hire non-citizens for the 2020 Census?
2. If the waiver was approved, how many non-citizens have been hired?
3. Are Legal Permanent Residents able to apply for enumerator jobs?
4. Were non-citizen categories included in the request to OPM for a waiver for hiring translators?

If so, which categories?
2020 Census
A Complete and Accurate Count of the Population and Housing

Count everyone once, only once, and in the right place.
2020 Census
Goal and Key Innovation Areas

Goal: To count everyone once, only once, and in the right place.

Focus on Four Key Innovation Areas

- Reengineering Address Canvassing
- Optimizing Self-Response
- Utilizing Administrative Records and Third-Party Data
- Reengineering Field Operations
2020 Census
Reengineering Address Canvassing

Reduce the nationwide In-Field Address Canvassing by developing innovative methodologies for updating and maintaining the Census Bureau’s address list and spatial database throughout the decade.
2020 Census
Reengineering Field Operations

Reengineering field operations leads to a reduced “brick and mortar” footprint

- Automated and optimized work assignments
- Automated recruiting, training, payroll and expense reporting
- Data collection and management on handhelds and tablets for Nonresponse Followup
- Dramatic reduction of paper and manual processing
- Increase in productivity
2020 Census
Integrated Partnerships and Communications

The Integrated Partnership and Communications operation communicates the importance of participating in the 2020 Census to the entire population of the 50 states, the District of Columbia, Puerto Rico and the island areas to:

- Engage and motivate people to self-respond, preferably via the internet
- Raise and keep awareness high throughout the entire 2020 Census to encourage response
2020 Census
CBAMS Overview

Research Questions

1. Who intends to respond to the census?
2. Where do gaps in knowledge about the census exist?
3. What barriers would prevent people from completing the census?
4. What would motivate people to complete the census?

Methodology

- Quantitative Survey
- Qualitative Focus Groups
2020 Census
CBAMS Research Findings

Knowledge Gaps
- There is a general lack of knowledge about the census’ scope, purpose, and constitutional foundation

Barriers
- Apathy and lack of efficacy
- Privacy concerns
- Fear of repercussions
- Distrust of government
- Few Perceived Personal Benefits

Motivators
- Funding for community needs is the most influential motivator across audiences
- Services such as hospitals, fire departments, and schools are important to many respondents

✓ Connecting census participation to support for local communities may address apathy and lack of efficacy
✓ Informing the public on the census’ scope, purpose, and process may address privacy and confidentiality concerns and fear of repercussions
✓ Engaging trusted voices may address trust-based concerns, especially among the most skeptical and disaffected
2020 Census
Audience: Households with Young Children

Intent to respond (60%) was lower than average

Top misconceptions about the census the marketing campaign could address
- Used to determine how much money communities get from government (true, 19% incorrect)
- Used to determine number of representatives in congress (true, 15% incorrect)
- Used to count citizens and non-citizens (true, 14% incorrect)

Top attitudinal barriers
- Distrust in government (57%)
- Believe participating in the census will neither benefit nor harm them personally (43%)
- Fear of repercussions (24%)

United States Census
Economics and Statistics Administration
U.S. Census Bureau
2020 Census
Advertising
Why It Matters


HERE'S A CTA
2020 Census
Census in School: 2000 and 2010

Program in U.S. and Puerto Rico and the Island Areas (Guam, American Samoa, the Northern Mariana Islands, and the U.S. Virgin Islands)

- Printed maps
- Kits and lessons
- CIS Week materials
- Family take-home pages
2020 Census
Statistics in Schools

• A free program (www.census.gov/schools) offering real census data, tools, and standards based activities for K-12 classrooms.

• Incorporates statistics and data analysis in a variety of subjects.

• Designed to supplement, not replace, teachers’ lesson plans.

• Increase statistical literacy and establish a connection now with the next generation of census respondents.
2020 Census
Optimizing Self-Response

Generate the largest possible self-response, reducing the number of households
2020 Census
Self-Response Mail Strategy

**Self-Response**

- Two-panel design: Internet First (invitation letter on first contact) and Internet Choice (questionnaire on first contact)
- Internet First panel is divided into four cohorts to best distribute calls to Census Questionnaire Assistance
- Internet Choice panel is in a single cohort, mailed on the same schedule as Internet First, Cohort 2

<table>
<thead>
<tr>
<th>Panel</th>
<th>Cohort</th>
<th>Mailing 1 Letter (Internet First) or Letter + Questionnaire (Internet Choice)</th>
<th>Mailing 2 Letter</th>
<th>Mailing 3* Postcard</th>
<th>Mailing 4* Letter + Questionnaire</th>
<th>Mailing 5* “it’s not too late” Postcard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internet First</td>
<td>1</td>
<td>March 12, 2020</td>
<td>March 16, 2020</td>
<td>March 26, 2020</td>
<td>April 8, 2020</td>
<td>April 20, 2020</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>March 13, 2020</td>
<td>March 17, 2020</td>
<td>March 27, 2020</td>
<td>April 9, 2020</td>
<td>April 20, 2020</td>
</tr>
<tr>
<td>Internet Choice</td>
<td>N/A</td>
<td>March 13, 2020</td>
<td>March 17, 2020</td>
<td>March 27, 2020</td>
<td>April 9, 2020</td>
<td>April 20, 2020</td>
</tr>
</tbody>
</table>

Dates in the table below are in-home dates.

(*) Targeted only to nonresponding households
## 2020 Census Language Program

| Internet Self-Response (ISR) & Census Questionnaire Assistance (CQA) | • 12 Non-English Languages for ISR* and 13 Non-English Languages for CQA**:  
Spanish, Chinese, Vietnamese, Korean, Russian, Arabic, Tagalog, Polish, French, Haitian Creole, Portuguese, Japanese  
* Chinese (Simplified) for ISR;  
** Chinese (Mandarin and Cantonese) for CQA  
Language Selection Criteria: 60,000 or more housing units |
|---|---|
| Language Guides (Video and Print)  
Language Glossaries  
Language Identification Card | • 59 Non-English Languages  
• Language Guides include American Sign Language, braille, large print |
| Paper Questionnaire & Mailing Materials  
Field Enumeration Instrument & Materials | • Spanish |
| Communications and Partnership | • Advertising, Partnership and Promotional Materials in at least 12 Non-English Languages  
• Procedures and Materials to Support Partnership Specialists and Partners in multiple languages |
# 2020 Census Language Program

<table>
<thead>
<tr>
<th>Spanish</th>
<th>Italian</th>
<th>Khmer</th>
<th>Tamil</th>
<th>Croatian</th>
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</thead>
<tbody>
<tr>
<td>Chinese</td>
<td>Farsi</td>
<td>Nepali</td>
<td>Navajo</td>
<td>Bulgarian</td>
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<tr>
<td>Vietnamese</td>
<td>German</td>
<td>Urdu</td>
<td>Hungarian</td>
<td>Twi</td>
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<td>Korean</td>
<td>Armenian</td>
<td>Romanian</td>
<td>Hebrew</td>
<td>Lithuanian</td>
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<td>Russian</td>
<td>Hindi</td>
<td>Telugu</td>
<td>Malayalam</td>
<td>Yoruba</td>
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<td>Ukrainian</td>
<td>Burmese</td>
<td>Swahili</td>
<td>Czech</td>
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<td>Tagalog</td>
<td>Bengali</td>
<td>Punjabi</td>
<td>Yiddish</td>
<td>Igbo</td>
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<td>Greek</td>
<td>Lao</td>
<td>Indonesian</td>
<td>Marathi</td>
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<td>French</td>
<td>Amharic</td>
<td>Hmong</td>
<td>Serbian</td>
<td>Sinhala</td>
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<td>Haitian Creole</td>
<td>Somali</td>
<td>Albanian</td>
<td>Tigrinya</td>
<td>Slovak</td>
</tr>
<tr>
<td>Portuguese</td>
<td>Thai</td>
<td>Turkish</td>
<td>Ilocano</td>
<td>American Sign Language</td>
</tr>
<tr>
<td>Japanese</td>
<td>Gujarati</td>
<td>Bosnian</td>
<td>Dutch</td>
<td></td>
</tr>
</tbody>
</table>
2020 Census
Where are people counted?

• Count people at their usual residence, which is the place where they live and sleep most of the time.
• People in certain types of group facilities on Census Day are counted at the group facility.
• People who do not have a usual residence, or who cannot determine a usual residence, are counted where they are on Census Day.
2020 Census
Assuring kids get counted

**Common situations where young children aren’t counted**

- **The child splits time between two homes.**
  The child lives or stays with another family or with another relative such as a grandparent.

- **The child lives in a lower income household.**

- **The child lives in a household with young parents or a young, single mom.**

**How you can help?**

- Emphasize that the census counts everyone where they live and sleep most of the time, even if the living arrangement is temporary or the parents of the child do not live there.

- If the child truly spends equal amounts of time between two homes, count them where they stayed on Census Day, April 1. Coordinate with the other parent or caregiver, if possible, so the child is not counted at both homes.

- If it’s not clear where the child lives or sleeps most of the time, count them where they stayed on Census Day, April 1.

- Explain to service providers and families that responding to the census helps determine $675 billion in local funding for programs such as food stamps (also called the Supplemental Nutritional Assistance Program or SNAP), the National School Lunch Program, and the Children’s Health Insurance Program (CHIP). When children are missed in the census, these programs miss out on funding that is based on the number of children counted.

- Explain that filling out the census yourself, on your own schedule, is easier than having to respond when a census worker knocks on your door. Remind these households that the form should only take about 10 minutes to fill out and can be done online or over the phone, in addition to mailing it back.

- Encourage moms with young children to ask other household members to count them and their children on the form if others live in the household.

- Emphasize that parents should include babies on census forms, even if they are still in the hospital on April 1.

- Encourage facilities providing services to newborns to remind parents about the importance of counting their children on the census form.

- Highlight the fact that the census form only takes about 10 minutes to complete, and parents can fill it out online or over the phone in addition to paper at a time that works best for them.
<table>
<thead>
<tr>
<th>Situation</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Babies born after Census Day</td>
<td>Not counted in the census</td>
</tr>
<tr>
<td>Biological, step, and adopted children, as well as grandchildren</td>
<td>Counted at the residence where they live and sleep most of the time. If they cannot determine a place where they live most of the time, they are counted where they are staying on Census Day</td>
</tr>
<tr>
<td>Foster children</td>
<td>Counted at the residence where they live and sleep most of the time. If they cannot determine a place where they live most of the time, they are counted where they are staying on Census Day</td>
</tr>
<tr>
<td>Extended relatives, such as grandparents, nieces/nephews, aunts/uncles, cousins, or in-laws</td>
<td>Counted at the residence where they live and sleep most of the time. If they cannot determine a place where they live most of the time, they are counted where they are staying on Census Day</td>
</tr>
</tbody>
</table>
2020 Census
Internet Self Response Updates for Addressing the Count of Young Children

• Updated the language on the primary solicitation materials that most households will receive in 2020
  “...all adults, children, and babies living or staying at this address”
  instead of...
  “...everyone living or staying at this address”

• Updated the help text on the internet self-response instrument to provide additional guidance about counting children. Example:
  • Using those guidelines, be sure to INCLUDE the following types of people if they will be living or staying at 101 Main St. most of the time around April 1, 2020:
    • Babies and children of all ages (even newborns and infants), including biological, step, and adopted children, as well as grandchildren, foster children, and children in joint custody arrangements.
    • Any other close or extended family members living there, even partners, grandparents, cousins, in-laws, etc.
    • People who are not related to you, such as roommates, boarders, friends, or live-in employees.
    • People who will be staying at 101 Main St. on April 1, 2020 for a short or indefinite period of time, without a permanent place to live.
2020 Census
Different approaches for different parts of the county

- **Update Leave**
  - Update the address frame and deliver questionnaires in geographic areas where the majority of housing units do not have mail delivered to the physical location of the address
  - Areas that have experienced recent and significant changes to the housing stock — for example natural disasters such as a hurricane or forest fire

- **Update Enumerate**
  - Update the address frame and enumerate respondents in geographically remote areas with low housing unit density, are sparsely populated, or have challenges with accessibility, including:
    - Remote Areas of Maine and Alaska
    - Select Tribal Areas

- **Remote Alaska**
  - Sub-operation of Update Enumerate and largely follows the listing and enumeration process of Update Enumerate
  - Work in partnership with Village Leaders to identify and hire enumerators who speak the local language and can translate and facilitate the collection of census response data
2020 Census
Special Populations – group quarters and service-based enumerations

• Group Quarters (GQs) Enumeration
  • Places where people live or stay, in a group living arrangement, that are owned or managed by an entity or organization providing housing and/or services for the residents (e.g., college/university student housing, residential treatment centers, nursing/skilled nursing facilities, group homes, correctional facilities, workers’ dormitories, and domestic violence shelters).

• Service-Based Enumeration
  • Provides an opportunity for people without conventional housing or people experiencing homelessness to be included in the census by enumerating them at places where they receive services or at pre-identified outdoor locations.

• Enumeration at Transitory Locations
  • Highly mobile populations that do not have a usual home elsewhere (e.g. campgrounds, recreational vehicle parks, marinas, hotels and motels, racetracks, circuses, or carnivals).

• Federally Affiliated Count Overseas
  • Obtain counts by home state of U.S. military and federal civilian employees stationed overseas and their dependents living with them.
  • Receive administrative records from Defense Manpower, as well as from Federal agencies who have staff stationed overseas.

• Military Enumeration
  • Involves enumeration of people living in GQs (or barracks) on military installations or military vessels.
Collect data from all households, including group and unique living arrangements

- Leverage automation to efficiently manage and route on-the-ground field staff, as well as manage case assignment and the number of contact attempts
- Field workers will use handheld devices for collecting the data
- Operations such as recruiting, training, and payroll will be automated – reducing the time and staff required for these activities
- Phased approach will ensure accurate and complete count
2020 Census
Improved Training

• Updated training for Nonresponse Followup Census Takers
• Specific mentions of counting children and knowledge check questions for on-line training
• Case study for in-class training involving respondent who is confused about whether to count grandchild
• Updated training for Census Questionnaire Assistance (telephone) operators and Coverage Improvement interviewers
• Included content and topics related to the undercount of young children in the Frequently Asked Questions available for Census Workers
2020 Census
Data Release Schedule

Legally required products

• Apportionment
  • NLT 12/31/2020
  • Federally Affiliated Count Overseas + Resident Population

• P.L. 94-171 Redistricting Data
  • Geography – 12/1/2020 through 2/1/2021
  • Tabulation Data – 2/18/2021 through 3/31/2021
  • Resident Population only

• Additional Products
  • Defined this summer
Connect with Us

Sign up for and manage alerts at https://public.govdelivery.com/accounts/USCENSUS/subscriber/new


More information on the 2020 Census: http://www.census.gov/2020Census

More information on the American Community Survey: http://www.census.gov/programs-surveys/acs/

facebook.com/uscensusbureau

twitter.com/uscensusbureau

youtube.com/user/uscensusbureau

instagram.com/uscensusbureau

pinterest.com/uscensusbureau
FYI

Begin forwarded message:

From: "Kaile H Bower (CENSUS/ADDC FED)" <Kaile.H.Bower@census.gov>
To: "Karen D Deaver (CENSUS/ADDC FED)" <karen.d.deaver@census.gov>
Subject: Webinar presentation

Hi Karen,

I've attached my presentation for the webinar next week. I don't have all my talking points complete yet but I'll share those too at some point.

Kaile

---

Kaile Bower
Chief, Integrated Partnership and Communications Branch
Decennial Communications Coordination Office
Office: (301) 763-9148
Cell: (b) (5) 763-9148
kaile.h.bower@census.gov

census.gov
Connect with us on Social Media
This is version that I had, which I think either John or Burton sent me at some point. It has the same answer for 31 but a different, corrected answer for 35.

Excellent. This is later than the version I had, although I don’t believe it changed.

Burton

-------------------------------------------
J. David Brown, Ph.D.
From: Burton H Reist (CENSUS/ADDC FED)
Sent: Monday, August 27, 2018 12:28 PM
To: J David Brown (CENSUS/CES FED); Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED); Victoria Velkoff (CENSUS/ACSO FED)
Subject: Re: Urgent Question Re: Citizenship AR Document

That's right, David. I've been able to reconstruct this. I'm attaching what I have as the final document.

Burton

---

Burton Reist
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
[Redacted] (cell)
burton.h.reist@census.gov

---

From: J David Brown (CENSUS/CES FED)
Sent: Monday, August 27, 2018 12:16 PM
To: Burton H Reist (CENSUS/ADDC FED); Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED)
Subject: Re: Urgent Question Re: Citizenship AR Document

I have attached a series of emails in the administrative record about these questions. It looks like Burton took the lead in pulling the document together and sending it to Commerce.

David
From: Burton H Reist (CENSUS/ADDC FED)
Sent: Monday, August 27, 2018 12:04 PM
To: J David Brown (CENSUS/CES FED); Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED)
Subject: Re: Urgent Question Re: Citizenship AR Dcoument

Burton

-----------------------------------------------
Burton Reist
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
burton.h.reist@census.gov

From: J David Brown (CENSUS/CES FED)
Sent: Monday, August 27, 2018 11:58 AM
To: Burton H Reist (CENSUS/ADDC FED); Christa D Jones (CENSUS/DEPDIR FED); Enrique Lamas (CENSUS/ADDP FED)
Subject: Re: Urgent Question Re: Citizenship AR Dcoument
Just discussed this with Enrique.
Begin forwarded message:

From: "Miles F Ryan III (CENSUS/PCO FED)" <Miles.F.Ryan.III@census.gov>
Date: August 27, 2018 at 11:21:48 AM EDT
To: "J David Brown (CENSUS/CES FED)" <J.David.Brown@census.gov>, "Misty L Heggeness (CENSUS/ADRM FED)" <misty.l.heggeness@census.gov>, "John L Eltinge (CENSUS/ADRM FED)" <john.l.eltinge@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)" <Christa.D.Jones@census.gov>, "Burton H Reist (CENSUS/ADDC FED)" <burton.h.reist@census.gov>
Cc: "John Maron Abowd (CENSUS/ADRM FED)"
    <john.maron.abowd@census.gov>, "Melissa L Creech (CENSUS/PCO FED)"
    <Melissa.L.Creech@census.gov>, "Miles F Ryan III (CENSUS/PCO FED)"
    <Miles.F.Ryan.III@census.gov>
Subject: Urgent Question Re: Citizenship AR Document

(b) (5)

(b) (5)

(b) (5)

Thanks very much in advance for your help!!

Miles
Confidentiality Notice: This e-mail message is intended only for the named recipients. It contains information that may be confidential, privileged, attorney work product, or otherwise exempt from disclosure under applicable law. If you have received this message in error, are not a named recipient, or are not the employee or agent responsible for delivering this message to a named recipient, be advised that any review, disclosure, use, dissemination, distribution, or reproduction of this message or its contents is strictly prohibited. Please notify us immediately that you have received this message in error, and delete the message.
Rich and his staff are in the middle of updating the manuals. This chapter may not have been updated yet.

Rich, please make sure this section gets updated in the 520....

---

Sneha Desai, Assistant Division Chief for Administration, Field Division, U.S. Census Bureau
Office 301.763.2011 Room sneha.thakor.desai@census.gov

---

Sari S. Jolly, Chief, Decennial Recruiting Branch, Field Division, U.S. Census Bureau
Office 301.763.7919 Room Cell Fax 301-763-4066
Sari.Sue.Jolly@census.gov

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---

Cathy Lynn Lacy, Chief, Field Division, Census Bureau
Office 301.763.2011 Room [D] (6) sneha.thakor.desai@census.gov

---

From: Cathy Lynn Lacy (CENSUS/DN FED)
Sent: Tuesday, August 14, 2018 6:26 PM
To: Viola L Lewis Willis (CENSUS/DCEO FED); Sari Sue Jolly (CENSUS/FLD FED)
Cc: James T Christy (CENSUS/LA FED); Sneha Thakor Desai (CENSUS/FLD FED)
Subject: Re: urgent request for assistance with 30(b) 6 deposition prep

Here is the 2020 520. The list is on page 30. This is the note below the chart for allied countries.
Note:
The complete and accurate conducting of the Decennial Census requires the successful recruitment, hiring and retention of a very sizeable workforce. The Census Bureau’s primary goal is to ensure a complete census for all communities and access to residents is integral to that goal. While priority is given to US citizens, if there is an absence of US citizens in a local area who possess a needed language skill, the Census Bureau may hire noncitizens. Any noncitizen hired for Census work must possess a visa that permits employment of this type. Hiring needs will vary from area to area depending on the characteristics of the local labor market and the population to be enumerated; however, the Regional Census Center and Area Census Office shall make every effort to hire within communities and select candidates by census tract, zip code and block.

Cathy L. Lacy
Regional Director
Denver Regional Office and the Dallas Regional Census Center
U.S. Census Bureau

Office 720.962.3702
Cell [b](6)
Fax 303.969.6777
Cathy.lynn.lacy@census.gov

census.gov
Connect with us on Social Media

From: Viola L Lewis Willis (CENSUS/DCEO FED)
Sent: Tuesday, August 14, 2018 3:35 PM
To: Sari Sue Jolly (CENSUS/FLD FED)
Cc: James T Christy (CENSUS/LA FED); Sneha Thakor Desai (CENSUS/FLD FED); Cathy Lynn Lacy (CENSUS/DN FED)
Subject: Re: urgent request for assistance with 30(b) 6 deposition prep

It’s called the Appropriated Funds Country List. Mexico was on in 2000, but not in 2010. If we had sought the non-citizen waiver in 2010, we would not have been able to hire applicants from Mexico. The waiver was in for 2000 and out for 2010.

On Aug 14, 2018, at 2:32 PM, Sari Sue Jolly (CENSUS/FLD FED) <sari.sue.jolly@census.gov> wrote:
Help? Looking for anything you have on this. Very short turnaround. We can work on the write up, but if you have supporting docs from previous censuses, that would be great. Thanks.

Begin forwarded message:

From: "J David Brown (CENSUS/CES FED)"
<J.David.Brown@census.gov>
Date: August 14, 2018 at 4:44:11 PM EDT
To: "James T Christy (CENSUS/LA FED)"
<James.T.Christy@census.gov>, "Sneha Thakor Desai (CENSUS/FLD FED)"
<Sneha.Thakor.Desai@census.gov> , "Viola L Lewis Willis (CENSUS/DCEO FED)"
<Viola.Lewis.Willis@census.gov>, "Cathy Lynn Lacy (CENSUS/DN FED)"
<Cathy.Lynn.Lacy@census.gov>
Cc: "Misty L Heggeness (CENSUS/ADRM FED)"
<misty.l.heggeness@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)"
<Christa.D.Jones@census.gov>
Subject: urgent request for assistance with 30(b) 6 deposition prep

Hi Jamie and Sneha,

Christa, Misty, and I are coordinating the 30(b)6 deposition prep for the court cases on adding a question to the 2020 Census. Could you help with the following question that the plaintiffs sent?

(b) (6), (b) (5)
Thanks very much for your help.

David

J. David Brown, Ph.D.
Senior Economist
Center for Economic Studies
U.S. Census Bureau

Office 301.763.8769
Cell (b) (6) j.david.brown@census.gov

census.gov
Connect with us on Social Media
Additional questions:

Thanks

Alessandro Rebaudengo
Assistant Division Chief, Administrative Systems
Application Development & Services Division (ADSD)
U.S. Census Bureau

Office: 301.763.1242  Room [D] [6]
Cell: [D] [6]
alessandro.rebaudengo@census.gov

census.gov
Connect with us on Social Media

From: Ruchir Joshi (CENSUS/ADSD FED) <Ruchir.Joshi@census.gov>
Sent: Tuesday, October 29, 2019 3:25 PM
To: Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>; Shawna Bush (CENSUS/DCMD FED) <Shawna.Bush@census.gov>; Bryn Johnson (CENSUS/DCMD FED) <Bryn.Johnson@census.gov>; Christopher Stephenson (CENSUS/DCMD FED) <Christopher.Stephenson@census.gov>; Viola L Lewis Willis (CENSUS/FLD FED) <Viola.Lewis.Willis@census.gov>; Alessandro Rebaudengo (CENSUS/ADSD FED) <Alessandro.Rebaudengo@census.gov>; Amy E Jackson (CENSUS/DCEO FED) <Amy.E.Jackson@census.gov>
Sneha,

Few questions for clarification, assuming there is a new PD number...

Thanks.

Ruchir Joshi
Branch Chief
Decennial Administrative Management Systems Branch
Application Development & Services Division
U.S. Census Bureau

Office: 301-763-1248
Cell: (b) (5)
Email: ruchir.joshi@census.gov
census.gov

From: Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>
Subject: Fw: URGENT: Non-citizens and FEHB

Official response regarding Health Benefits for non-citizens in DAPPS.

---

Sneha Desai, Assistant Division Chief for Administration, Field Division, U.S. Census Bureau
Office 301.763.2011 Room 219.6 sneha.thakor.desai@census.gov
census.gov Connect with us on Social Media

From: Lashonda Simmons (CENSUS/FLD FED) <Lashonda.Simmons@census.gov>
Sent: Tuesday, October 29, 2019 11:06 AM
To: Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>
Subject: Re: URGENT: Non-citizens and FEHB

Sneha,
Challie confirmed that yes we can offer Non-Citizens benefits.

Thanks,

--------------------------------------------

LaShonda Simmons, Chief
Field Decennial Benefits Clearinghouse Office, Field Division
U.S. Census Bureau
Office 301.763.0900
lashonda.simmons@census.gov
census.gov Connect with us on Social Media

------------------------

From: Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>
Sent: Monday, October 28, 2019 10:34 AM
To: Lashonda Simmons (CENSUS/FLD FED) <Lashonda.Simmons@census.gov>
Subject: URGENT: Non-citizens and FEHB

Now that we are allowed to hire non-citizens in DAPPS, we need to know whether non-citizens are eligible for health benefits? Please find out for us ASAP. Thanks, Sneha

------------------------

Sneha Desai, Assistant Division Chief for Administration, Field Division, U.S. Census Bureau
Office 301.763.2011 Room (301) 763-2011 sneha.thakor.desai@census.gov
census.gov Connect with us on Social Media
Thanks Sylvia!

Thanks,

On Oct 30, 2019, at 8:57 AM, Sylvia A Martinez (CENSUS/HRD FED) <sylvia.a.martinez@census.gov> wrote:

I confirmed with OPM that non-citizens are eligible for FEHB only if the duty station is within the US and its territories, and if the position entitles FEHB coverage. This applies to both Permanent Resident (Green Card) and Visa status.

Sylvia A. Martinez, Branch Chief
Benefits and Retirement Counseling Branch, Human Resources Division
U.S. Census Bureau
O: 301.763.8720 | F: 301.763.2959
census.gov | Sylvia.A.Martinez@census.gov

Connect with us on Social Media

From: Challie Dunn Clemons (CENSUS/ADSD CTR) <challie.dunn.clemons@census.gov>
Sent: Wednesday, October 30, 2019 6:29 AM
To: Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>; Sylvia A Martinez (CENSUS/HRD FED) <sylvia.a.martinez@census.gov>; Alvin C Tucker (CENSUS/HRD FED) <alvin.c.tucker@census.gov>; Elizabeth M Peifer (CENSUS/HRD FED) <Elizabeth.M.Peifer@census.gov>
Cc: Lashonda Simmons (CENSUS/FLD FED) <Lashonda.Simmons@census.gov>
Subject: Fw: URGENT: Non-citizens and FEHB

Challie Dunn Clemons SPHR, CCP, GRP, Sr. Business Analyst (SME)(Contractor), DAMSB/ADSD, Application Development & Services Branch, U.S. Census Bureau
Office 301.763.5730  Cell (b) (6), (b) (5) challie.dunn.clemons@census.gov
census.gov  Connect with us on Social Media

From: Challie Dunn Clemons (CENSUS/ADSD CTR) <challie.dunn.clemons@census.gov>
Sent: Wednesday, October 30, 2019 6:24 AM
To: Alessandro Rebaudengo (CENSUS/ADSD FED) <Alessandro.Rebaudengo@census.gov>; Ruchir Joshi (CENSUS/ADSD FED) <Ruchir.Joshi@census.gov>; Sheha Thakor Desai (CENSUS/FLD FED) <Sheha.Thakor.Desai@census.gov>; Shawna Bush (CENSUS/DCMD FED) <Shawna.Bush@census.gov>; Bryn Johnson (CENSUS/DCMD FED) <Bryn.Johnson@census.gov>; Christopher Stephenson (CENSUS/DCMD FED) <Christopher.Stephenson@census.gov>; Viola L Lewis Willis (CENSUS/FLD FED) <Viola.L.Lewis.Willis@census.gov>; Amy E Jackson (CENSUS/DCEO FED) <Amy.E.Jackson@census.gov>; Scott Mitchell Fischthal (CENSUS/DCEO CTR) <scott.m.fischthal@census.gov>; Nishaben Patel (CENSUS/ADSD FED) <Nishaben.Patel@census.gov>; Padma Siva Devi Kommari (CENSUS/ADSD CTR) <Padma.Siva.Devi.Kommari@census.gov>; Curtis D Allen (CENSUS/ACSD FED) <Curtis.D.Allen@census.gov>; Timothy James Moy (CENSUS/DCEO CTR) <timothy.j.moy@census.gov>; Rajanikanth Chekuru (CENSUS/ADSD CTR) <Rajanikanth.Chekuru@census.gov>
Eligibility for FEHB Needs to be Validated

The eligibility for FEHB for non-US citizens needs to be escalated to HRD and/or OPM for validation and clarification. The OPM website mentions exclusions for non-citizens:

"Noncitizens
You are excluded from FEHB coverage if you are not a citizen or national of the United States and your permanent duty station is located outside the United States and its territories and possessions."


Eligibility for Health Benefits - opm.gov

Eligibility for Health Benefits Federal Employees. As a Federal employee, you are eligible to elect FEHB coverage, unless your position is excluded by law or regulation. Your agency applies these rules and determines your eligibility.

www.opm.gov
Re: URGENT: Non-citizens and FEHB

Thanks

Alessandro Rebaudengo
Assistant Division Chief, Administrative Systems
Application Development & Services Division (ADSD)
U.S. Census Bureau
Office: 301.763.1242 Room 7D03
Cell: alessandro.rebaudengo@census.gov

From: Ruchir Joshi (CENSUS/ADSD FED) <Ruchir.Joshi@census.gov>
Sent: Tuesday, October 29, 2019 3:25 PM
To: Sneha Thakor Desai (CENSUS/DCMD FED) <Sneha.Thakor.Desai@census.gov>; Shawna Bush (CENSUS/DCMD FED) <Shawna.Bush@census.gov>; Bryn Johnson (CENSUS/DCMD FED) <Bryn.Johnson@census.gov>; Christopher Stephenson (CENSUS/DCMD FED) <Christopher.Stephenson@census.gov>; Viola L Lewis Willis (CENSUS/FLED FED) <Viola.L.Willis@census.gov>; Alessandro Rebaudengo (CENSUS/ADSD FED) <Alessandro.Rebaudengo@census.gov>; Amy E Jackson (CENSUS/DCEO CTR) <Amy.E.Jackson@census.gov>; Scott Mitchell Fischthal (CENSUS/DCEO CTR) <scott.m.fischthal@census.gov>; Nishaben Patel (CENSUS/ADSD FED) <Nishaben.Patel@census.gov>; Padma Siva Devi Kommari (CENSUS/ADSD CTR) <Padma.S.Devi.Kommari@census.gov>; Curtis D Allen (CENSUS/ASDS FED) <Curtis.D.Allen@census.gov>; Timothy James Moy (CENSUS/DCEO CTR) <timothy.j.moy@census.gov>; Richard T Liquorie (CENSUS/FLED FED) <Richard.T.Liquorie@census.gov>; Rajanikanth Chekuru (CENSUS/ADSD CTR) <Rajanikanth.Chekuru@census.gov>; Venkata Ramana Mellacheruvu (CENSUS/ADSD FED) <Venkata.Ramana.Mellacheruvu@census.gov>; Keisha D Jackson (CENSUS/ADSD CTR) <Keisha.D.Jackson@census.gov>; Sumant Kumar Sahay (CENSUS/DCEO CTR) <sumant.k.sahay@census.gov>; Sari Sue Jolly (CENSUS/FLED FED) <sari.sue.jolly@census.gov>; Jay M Occhiogrosso (CENSUS/FLED FED) <jay.m.occhiogrosso@census.gov>; Tonja Alicia Zekee (CENSUS/FLED FED) <Tonja.Alicia.Zeeke@census.gov>; Siva Satyasyamasundara Vamaraju (CENSUS/ADSD CTR) <Siva.Satyasyamasundara.Vamaraju@census.gov>; Theresa Maroudas Lewis (CENSUS/ADSD CTR) <Theresa.Maroudas.Lewis@census.gov>; Sudheer Kumar Sagar (CENSUS/ADSD CTR) <Sudheer.Kumar.Sagar@census.gov>; Mary Catherine Potter (CENSUS/DCEO CTR) <Mary.Catherine.Potter@census.gov>; Melissa Scopilliti (CENSUS/ADDP FED) <Melissa.Scopilliti@census.gov>; Maria Lourdes Contreras (CENSUS/DCMD FED) <Maria.L.Contreras@census.gov>; Cc: Fischthal, Scott <Scott.M.Fischthal@leidos.com>; Dale C Kelly (CENSUS/FLED FED) <Dale.C.Kelly@census.gov>; John R Magruder (CENSUS/FLED FED) <John.R.Magruder@census.gov>; Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>

Subject: Re: URGENT: Non-citizens and FEHB

Sneha,
From: Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>
Sent: Tuesday, October 29, 2019 2:21 PM
To: Shawna Bush (CENSUS/DCMD FED) <Shawna.Bush@census.gov>; Bryn Johnson (CENSUS/DCMD FED) <Bryn.johnson@census.gov>; Christopher Stephenson (CENSUS/DCMD FED) <Christopher.Stephenson@census.gov>; Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>; Viola L Lewis Willis (CENSUS/FLD FED) <Viola_L.Lewis.Willis@census.gov>; Alessandro Rebaudengo (CENSUS/ADSD FED) <Alessandro.Rebaudengo@census.gov>; Amy E Jackson (CENSUS/DCEO FED) <Amy.E.Jackson@census.gov>; Scott Mitchell Fischthal (CENSUS/DCEO CTR) <scott.m.fischthal@census.gov>; Ruchir Joshi (CENSUS/ADSD FED) <Ruchir.Joshi@census.gov>; Nishaben Patel (CENSUS/ADSD FED) <Nishaben.A.Patel@census.gov>; Padma Siva Devi Kommari (CENSUS/ADSD CTR) <Padma.Siva.Devi.Kommari@census.gov>; Curtis D Allen (CENSUS/ACSD FED) <Curtis.D.Allen@census.gov>; Timothy James Moy (CENSUS/DCEO CTR) <timothy.j.moy@census.gov>; Richard T Liquorie (CENSUS/FLD FED) <Richard.T.Liquorie@census.gov>; Rajanikanth Chekuru (CENSUS/ADSD CTR) <rajanikanth.chekuru@census.gov>; Venkata Ramana Melchacheru (CENSUS/ADSD FED) <Venkata.Ramana.Melchacheru@census.gov>; Keisha D Jackson (CENSUS/ADSD CTR) <keisha.d.jackson@census.gov>; Sumant Kumar Sahay (CENSUS/DCEO CTR) <sumant.k.sahay@census.gov>; Sai Sue Jolly (CENSUS/FLD FED) <sai.sue.jolly@census.gov>; Jay M Occhiogrosso (CENSUS/FLD FED) <j.m.occhiogrosso@census.gov>; Tonja Alicia Zekee (CENSUS/FLD FED) <Tonja.Alicia.Zekee@census.gov>; Siva Satyasyamasundera Vamaraju (CENSUS/ADSD CTR) <Siva.Satyasyamasundera.Vamaraju@census.gov>; Theresa Maroudas Lewis (CENSUS/ADSD FED) <theresa.maroudas.lewis@census.gov>; Sudheer Kumar Sagar (CENSUS/ADSD CTR) <sudheer.kumar.sagar@census.gov>; Mary Catherine Potter (CENSUS/ACSD FED) <Mary.Catherine.Potter@census.gov>; Melissa Scopilliti (CENSUS/ADDP FED) <Melissa.Scopilliti@census.gov>; Maria Lourdes Contreras (CENSUS/DCMD FED) <maria.lcontreras@census.gov>; Dale C Kelly (CENSUS/FLD FED) <Dale.C.Kelly@census.gov>; John R Magruder (CENSUS/FLD FED) <John.R.Magruder@census.gov>; Clarice A Floyd (CENSUS/HRD FED) <Clarice.A.Floyd@census.gov>
Subject: Fw: URGENT: Non-citizens and FEHB

Official response regarding Health Benefits for non-citizens in DAPPS.

From: Lashonda Simmons (CENSUS/FLD FED) <Lashonda.Simmons@census.gov>
Sent: Tuesday, October 29, 2019 11:06 AM
To: Sneha Thakor Desai (CENSUS/FLD FED) <Sneha.Thakor.Desai@census.gov>
Subject: Re: URGENT: Non-citizens and FEHB

Sneha,

Challie confirmed that yes we can offer Non-Citizens benefits.

Thanks,

--------------------------------------------
LaShonda Simmons, Chief
Field Decennial Benefits Clearinghouse Office, Field Division
U.S. Census Bureau
Office 301.763.0900
lashonda.simmons@census.gov
connect with us on Social Media
I have a spreadsheet from the emails where I captured the major comment from organizations and topic of comment. I can provide this or the original documents. There are additional comments in FDMS that we are still going through, but we have identified when it is from an organization and the topic(s) of the comments.

We could start with specific groups or individuals. I am attaching comments from Joe Salvo, CNSTAT, and ASA.

Robin A. Pennington, Deputy Chief
Decennial Census Management Division Program Management Office
U.S. Census Bureau
O: 301-763-8132, Room M: (b) (5) | @uscensusbureau

Thanks,

John M. Abowd, PhD, Associate Director and Chief Scientist
Research and Methodology
U.S. Census Bureau
O: 301-763-5880 (simulring on cell)

From: Robin A Pennington (CENSUS/DCMD FED)
Sent: Monday, September 24, 2018 8:49:11 AM
Thank you for your question.

We received comments through a variety of means - ~79,000 through FDMS and 69,000 through email, mainly. For the emails, we worked with IT and others to determine the best way to handle. The guidance was to handle these like we handle FOIAs, which is to say we created folders of the emails and uploaded those to FDMS. FDMS had a limit to what equated to about 2,000 emails for a comment. At this point I should mention that most of the comments received through email were template documents, where people filled in their name and maybe some personal comments, but mostly stuck with the template comment. We sorted all these email comments into folders containing a maximum of 2,000 messages. For many of these, we have multiple folders, which we have numbered.

If people remember what organization they commented with and the gist of the comment, they can search those folders and find their comment. I invite you to do a search on regulations.gov for Action Network to see what this looks like. There are about 30 folders in all.

Robin A. Pennington, Deputy Chief  
Decennial Census Management Division Program Management Office  
U.S. Census Bureau  
O: 301-763-8132, Room [D] (6) | M: [D] (6)  
census.gov | @uscensusbureau

---

From: Burton H Reist (CENSUS/ADDC FED)  
Sent: Monday, September 24, 2018 8:42 AM  
To: John Maron Abowd (CENSUS/ADRM FED); Robin A Pennington (CENSUS/DCMD FED)  
Subject: Re: USBC-2018-0005

Robin -- Do you know the answer to this?

Burton

---

Burton Reist  
Chief, Decennial Communications and Stakeholder Relations  
Decennial Programs Directorate, U.S. Census Bureau  
301.763.4155 (office)
From: John Maron Abowd (CENSUS/ADRM FED)  
Sent: Sunday, September 23, 2018 8:00 PM  
To: Burton H Reist (CENSUS/ADDC FED)  
Subject: USBC-2018-0005

regulations.gov shows 78,963 responses. Where are the rest? Thanks,

Regulations.gov

John M. Abowd, PhD, Associate Director and Chief Scientist  
U.S. Census Bureau  
Research and Methodology  
O: 301-763-5880 (simulring on cell)  
census.gov | @uscensusbureau
Thanks Michael. Jamey, give us feedback on what CA thought was our stance.

Timothy P. Olson  
Associate Director for Field Operations  
US Census Bureau  
Washington DC  
Office: 301-763-2072  
Mobile: (b)(6)

On Feb 1, 2019, at 6:49 AM, Michael C Cook (CENSUS/PIO FED) <Michael.C.Cook@census.gov> wrote:

All,

See the last Response to Query, that was used when NPR asked if we had a ban on hiring non-citizens back in 8/18, which Tim references in his message.

“The U.S. Census Bureau continues to follow annual appropriations act restrictions regarding the ability to hire and pay residents who are not U.S. citizens. There is not a ban, and we are still pursuing all legal flexibilities provided by Congress to hire the workforce we will need to conduct an accurate 2020 Census. These flexibilities, among other things, would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens.”

Michael C. Cook Sr., Division Chief  
Public Information Office  
U.S. Census Bureau
On Feb 1, 2019, at 5:50 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Per Tim’s note below, can you send said Talking Points?

Sent from my iPhone

Begin forwarded message:

From: "Timothy P Olson (CENSUS/ADFO FED)" <Timothy.P.Olson@census.gov>
Date: January 31, 2019 at 9:28:03 PM EST
To: "James T Christy (CENSUS/LA FED)"
<Timothy.P.Olson@census.gov>
Cc: "Albert E Fontenot (CENSUS/ADDC FED)"
<Albert.E.Fontenot@census.gov>, "Ali Mohammad Ahmad (CENSUS/ADCOM FED)"
<ali.m.ahmad@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)"
<Christa.D.Jones@census.gov>
Subject: Re: USCB Job Fair Flier - Must be citizen to be eligible

The flyer they reference is completely in line with the online recruiting site - “must be a US Citizen”. Until we get full concurrence from OPM on our plan to hire non-citizens for language needs if no citizen is available, this is our stance. Btw - the official request to OPM from DOC’s Kevin Mahoney was sent yesterday, January 30.

I know PIO issued talking points on this topic some months back, which says in short that federal law permits the hiring of non-citizens in specific situations. And that we were working on approval to implement in specific circumstances as provided in law. But it intentionally was a bit vague since we are not yet there with approval.

Timothy P. Olson
Associate Director for Field Operations
US Census Bureau
Washington DC
From California. I'm digging into this, but I don't believe we've gotten any clarity from HR on this, correct?

James Christy  
U.S. Census Bureau

LA 818.267.1700  HQ 301.763.6228  Cell  

Just received the attached flyer yesterday indicating that to be eligible to be hired by the USCB for Census 2020 one must be a U.S. citizen.

Have already received feedback from Members that the Citizenship Question language is still included on the flyer.
On Dec 3, you made a presentation to the CCC. In your PP, you addressed this issue specifically.

Based on that representation, it was everyone’s impression that this would be taken out.

Where do we go from here? What should we tell folks?

Thanks.

Chris Wagaman
Assistant to Assembly Speaker Anthony Rendon

chris.wagaman@asm.ca.gov

916-319-2407 direct

<USCB Sacramento Job Fair Flier 1-30-19.pdf>
I gave them these exact talking points.

It turns out that the flyer in question was prepared by the Workforce Department in Sacramento (a state agency) and not by us. They pulled the language from our application site.

On Feb 1, 2019, at 5:09 AM, Timothy P Olson (CENSUS/ADFO FED)
<Timothy.P.Olson@census.gov> wrote:

Thanks Michael. Jamey, give us feedback on what CA thought was our stance.

Timothy P. Olson
Associate Director for Field Operations
US Census Bureau
Washington DC
Office: 301-763-2072
Mobile: (5) 

On Feb 1, 2019, at 6:49 AM, Michael C Cook (CENSUS/PIO FED)
<Michael.C.Cook@census.gov> wrote:

All,

See the last Response to Query, that was used when NPR asked if we had a ban on hiring non-citizens back in 8/18, which Tim references in his message.

"The U.S. Census Bureau continues to follow annual appropriations act restrictions regarding the ability to hire and pay residents who are not U.S. citizens. There is not a ban, and we are still pursuing all legal flexibilities provided by Congress to hire the workforce we will need to conduct an accurate 2020 Census. These flexibilities, among other
things, would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens.”

Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
census.gov | @uscensusbureau

On Feb 1, 2019, at 5:50 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Per Tim’s note below, can you send said Talking Points?

Sent from my iPhone

Begin forwarded message:

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Date: January 31, 2019 at 9:28:03 PM EST
To: "James T Christy (CENSUS/LA FED)"
James.T.Christy@census.gov
Cc: "Albert E Fontenot (CENSUS/ADDC FED)" <Albert.E.Fontenot@census.gov>, "Ali Mohammad Ahmad (CENSUS/ADCOM FED)"
<ali.m.ahmad@census.gov>, "Christa D Jones (CENSUS/DEPDIR FED)"
Christa.D.Jones@census.gov
Subject: Re: USCB Job Fair Flier - Must
The flyer they reference is completely in line with the online recruiting site - “must be a US Citizen”. Until we get full concurrence from OPM on our plan to hire non-citizens for language needs if no citizen is available, this is our stance. Btw - the official request to OPM from DOC’s Kevin Mahoney was sent yesterday, January 30.

I know PIO issued talking points on this topic some months back, which says in short that federal law permits the hiring of non-citizens in specific situations. And that we were working on approval to implement in specific circumstances as provided in law. But it intentionally was a bit vague since we are not yet there with approval.

Timothy P. Olson
Associate Director for Field Operations
US Census Bureau
Washington DC
Office: 301-763-2072
Mobile: (b) (6)

On Jan 31, 2019, at 7:33 PM, James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov> wrote:

James Christy
U.S. Census Bureau
LA 818.267.1700  HQ 301.763.6228  Cell (b) (6)
census.gov  Connect with us on Social Media
Just received the attached flyer yesterday indicating that to be eligible to be hired by the USCB for Census 2020 one must be a U.S. citizen.

Have already received feedback from Members that the Citizenship Question language is still included on the flyer.

On Dec 3, you made a presentation to the CCC. In your PP, you addressed this issue specifically.

Based on that representation, it was everyone’s impression that this would be taken out.

Where do we go from here?
What should we tell folks?

Thanks.

*Chris Wagaman*

*Assistant to Assembly Speaker Anthony Rendon*

*chris.wagaman@asm.ca.gov*

*916-319-2407 direct*

*916-213-5145 cell/text*

<USCB Sacramento Job Fair Flier 1-30-19.pdf>
Jamie,

We actually just got the pays rates information from another source.

We still have the below questions about recruiting assistants and the hiring of non-citizens. I’ve re-pasted these questions here for your convenience.

Cheers,
Kerstin

From: Hudon, Kerstin R
Sent: Monday, September 16, 2019 10:39 AM
To: Edwards, Alexandra; 'James T Christy (CENSUS/LA FED)'; James L Dinwiddie (CENSUS/ADDC FED)
Cc: Pearson, Lisa M
Subject: RE: Waiver for 2020 Non-Citizen Hiring

Jamie,

We have a few additional questions that have come up since our last email:

Thank you,
Kerstin
Jamie-
We’ve gotten questions about hiring of non-citizens for 2020. In February, the Bureau gave us this response to questions about hiring exemptions for certain non-U.S. citizens who met eligibility criteria:

_Bureau officials stated that for the 2010 Census they did not need an exemption or a waiver hire non-US citizens because it was written into the rules that they could hire individuals from allied countries. According to Bureau officials, since then the rule has changed and currently they are not allowed to hire non-citizens at all. Census funding cannot be used to hire non-citizens but they’re working with their budget division to obtain a waiver for the 2020 Census. The criteria for hiring non-US citizens will be similar to the criteria for 2010 Census in that the Bureau can only hire in areas where they have exhausted all the US citizens (A/N: no qualified US citizen) and there is a language requirement. Bureau officials stated that they can provide us with data on non-citizens hired for the 2010 census and will check to see if data on the number of non-US citizens is available._

We had the following questions in follow-up:

Alix Edwards
Senior Analyst, Strategic Issues
U.S. Government Accountability Office
202-512-5591
www.gao.gov
Connect with GAO: Facebook, Twitter, Flickr, YouTube, Podcasts
We want to make sure we give you the best info on our hiring process as it relates to non-citizens.[D][5]

Second, anyone can apply for a Census job.

James Christy
U.S. Census Bureau
LA 818.267.1700  HQ 301.763.6228 Cell [D][6]
census.gov  Connect with us on Social Media

OK. Answers on the recruiting assistant questions below. (I just did a cut and paste - hope that's OK...)

1. How many recruiting assistants has the Bureau hired? How does this compare the Bureau’s goal for hiring recruiting assistants?
As of 9/15, there were 1,261 Recruiting Assistants on board. A total of 8,231 Recruiting Assistant candidates have been selected (meaning a tentative job offer was accepted). The target number for selection is 7,732. The key goal is to have 4,741 Recruiting Assistants on board by October 31.

2. Has any specific part of the hiring process prevented the Bureau from hiring recruiting assistants?
Because of the duration of their employment and the necessity of system access, Recruiting Assistants need a full background check. This requires the completion of eQIP and a full adjudication by the clearance staff. As has been noted, the process of clearing these positions is delayed.

3. What are the pay rates for listers across the country? How are they determined?
I think you already have these.

I'm still working on the response to the Noncitizen questions and the response on the 2010 Bias in Temporary Hiring lawsuit will come in a few minutes...

Let me know if you have questions or need additional info...

James Christy  
U.S. Census Bureau  
LA 818.267.1700  HQ 301.763.6228  Cell  
census.gov  Connect with us on Social Media

From: Hudon, Kerstin R <HudonK@gao.gov>  
Sent: Monday, September 16, 2019 1:49 PM  
To: Edwards, Alexandra <EdwardsAE@gao.gov>; James T Christy (CENSUS/LA FED); <James.T.Christy@census.gov>; James L Dinwiddie (CENSUS/ADDC FED); <James.L.Dinwiddie@census.gov>  
Cc: Pearson, Lisa M <PearsonL@gao.gov>  
Subject: RE: Waiver for 2020 Non-Citizen Hiring

Jamie,

We actually just got the pays rates information from another source.

We still have the below questions about recruiting assistants and the hiring of non-citizens. I’ve re-pasted these questions here for your convenience.

Cheers,  
Kerstin

From: Hudon, Kerstin R  
Sent: Monday, September 16, 2019 10:39 AM  
To: Edwards, Alexandra; James T Christy (CENSUS/LA FED); James L Dinwiddie (CENSUS/ADDC FED)  
Cc: Pearson, Lisa M
Subject: RE: Waiver for 2020 Non-Citizen Hiring

Jamie,

We have a few additional questions that have come up since our last email:

Thank you,
Kerstin

From: Edwards, Alexandra
Sent: Thursday, September 12, 2019 5:15 PM
To: James T Christy (CENSUS/LA FED); James L Dinwiddie (CENSUS/ADDC FED)
Cc: Pearson, Lisa M; Hudon, Kerstin R
Subject: Waiver for 2020 Non-Citizen Hiring

Jamie-
We've gotten questions about hiring of non-citizens for 2020. In February, the Bureau gave us this response to questions about hiring exemptions for certain non-U.S. citizens who met eligibility criteria:

Bureau officials stated that for the 2010 Census they did not need an exemption or a waiver hire non-US citizens because it was written into the rules that they could hire individuals from allied countries. According to Bureau officials, since then the rule has changed and currently they are not allowed to hire non-citizens at all. Census funding cannot be used to hire non-citizens but they’re working with their budget division to obtain a waiver for the 2020 Census. The criteria for hiring non-US citizens will be similar to the criteria for 2010 Census in that the Bureau can only hire in areas where they have exhausted all the US citizens (A/N: no qualified US citizen) and there is a language requirement. Bureau officials stated that they can provide us with data on non-citizens hired for the 2010 census and will check to see if data on the number of non-US citizens is available.

We had the following questions in follow-up:

Alix Edwards
Senior Analyst, Strategic Issues
Hey Maria,

Reply to your questions:

• On 01/30/2019, the Bureau of Indian Affairs (BIA) at the Department of Interior approved the memo and we are now waiting for follow-up on this approval.

Yes, as noted:

**BIA Waivers**
General Assistance Program - Bureau of Indian Affairs (BIA)  The BIA program office will follow-up on their Approval memo they initialed (1/30/2019)

Did the Non-citizen waiver come about due to the shortage of translators? Did we use this in 2010?

Not shortage of translators but lack of citizens who can speak the languages we need in certain communities. Yes we used in 2010.

Helena Carapellatti
Field and Decennial Branch
Human Resources Division
U.S. Census Bureau
Phone: 301-763-6265
Email: Helena.carapellatti@census.gov
Maria L. Contreras  
Program Analyst, Special Assistant  
Field Infrastructure  
Decennial Census Management Division  
U.S. Census Bureau  
2H274C  

Office Telephone: (301) 763-0791  
E-mail: Maria.L.Contreras@census.gov

From: Maria Lourdes Contreras (CENSUS/DCMD FED)  
Sent: Monday, February 4, 2019 10:48 AM  
To: Helena Carapellatti (CENSUS/HRD FED)  
Subject: Questions

Helena,

Since I am new I have a few questions:

. Thanks

Maria
3) Snap & FDPIR letter of support for excluding temporary Census income is still pending and USDA has as a priority to address very soon correct?

Maria

Maria L. Contreras  
Program Analyst, Special Assistant  
Field Infrastructure  
Decennial Census Management Division  
U.S. Census Bureau  
2H274C

Office Telephone: (301) 763-0791  
E-mail: Maria.L.Contreras@census.gov
From: Helena Carapellatti (CENSUS/HRD FED) <Helena.Carapellatti@census.gov>
Sent: Thursday, September 12, 2019 7:24 PM
To: HRDdecennialwaiversGROUP <hrddecennialwaiversgroup@uscensus.onmicrosoft.com>
Subject: weekly report

Helena Carapellatti
Field and Decennial Branch
Human Resources Division
U.S. Census Bureau
Phone: 301-763-6265
Email: Helena.carapellatti@census.gov
Decennial Employment Waivers (Floyd/Crapellatti) - 9/13/2019

Updates

**Description:**
The objective of this effort is to obtain exclusions for temporary census income for public assistance recipients, which will remove barriers and assist with successful 2020 recruiting efforts. Additionally, Census will pursue federal waivers to properly staff operational positions.

**Scope:**
The scope of this project includes:

1. Waivers for temporary exclusions for Census income for public assistance recipients.
2. Waiver for Performance Appraisal Requirements for Temporary Employees Hired Under Schedule A Authority 213.3114 (d)(1).
3. Waivers for Dual Employment during the 2020 Census.

**Stakeholders**
Sponsor: Chris Stephenson
ADC over project: TBD
Branch Chief over project: Clarice Floyd
Schedule Lead: Helena Carapellatti

**Schedule**

**Project Risk**

- **Non-citizens Hiring:** DOC sent request for delegated authority to appoint individuals under Title 5, Code of Federal Regulation §213.3102 (bb), Positions when filled by aliens in the absence of qualified citizens. This authority will allow Census to fill positions that require language skills with non-citizens if no citizen has the required language skills in areas identified as requiring non-English speakers (1/30/2019). DOC followed-up with OPM (5/15/2019) and requested guidance for how policy will apply to excepted service (5/24/2019)

**Financial Waivers**

- **State TANF, Medicaid & CHIP:** Memo from Director to Governors mailed 8/13/2019. HRD sent emails to Governors’ Liaisons. Calls placed to those without emails or undeliverable emails. For some states updated contact information and sent information. Responding States asked for additional information and/or doing their research to determine feasibility.

  - **TANF:** MD, NM, NY, SD, CO, LA
  - **Medicaid:** NY, SD
  - **CHIP:**

**NOTE:** A few more states may opt-in for SNAP. States will be added to spreadsheet and HRDdecennialwaiver team will be notified. After consulting with us USDA decided to give states until December 2019 to opt-in for SNAP because they wanted to conclude this project. The original deadline for states was March 2019 but due to our collaboration they continued beyond the original due date.

- **Tribal TANF (74 Tribal Governments/Entities)—** Will follow-up later as needed when time permits. 12 Tribes exploring options or will need to present to Leadership before giving response. 4 tribes opted-out.

From: Helena Carapellatti (CENSUS/HRD FED) <Helena.Carapellatti@census.gov>
Sent: Friday, September 6, 2019 10:57 AM
To: HRDdecennialwaiversGROUP <hrddecennialwaiversgroup@uscensus.onmicrosoft.com>
Subject: weekly report

Helena Carapellatti
Field and Decennial Branch
Human Resources Division
U.S. Census Bureau
Phone: 301-763-6265
Email: Helena.carapellatti@census.gov
**Description:**
The objective of this effort is to obtain exclusions for temporary census income for public assistance recipients, which will remove barriers and assist with successful 2020 recruiting efforts. Additionally, Census will pursue federal waivers to properly staff operational positions.

**Scope:**
The scope of this project includes:

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**Stakeholders**
- **Sponsor:** Chris Stephenson
- **ADC over project:** TBD
- **Branch Chief over project:** Clarice Floyd
- **Schedule Lead:** Helena Carapellati

**Updates**

- **Non-citizens Hiring:** DOC sent request for delegated authority to appoint individuals under Title 5, Code of Federal Regulation §213.3102 (bb), *Positions when filled by aliens in the absence of qualified citizens.* This authority will allow Census to fill positions that require language skills with non-citizens if no citizen has the required language skills in areas identified as requiring non-English speakers (1/30/2019). DOC followed-up with OPM (5/15/2019) and requested guidance for how policy will apply to excepted service (5/24/2019)

**Financial Waivers**

- **State TANF, Medicaid & CHIP**—Memo from Director to Governors mailed 8/13/2019. HRD sent emails to Governors’ Liaisons. Calls placed to those without emails or undeliverable emails (will hold off for coastal states impacted by Dorian). Some contact information have changed so updating those. So far responding States asked for additional information and/or doing their research to determine feasibility.

- **TANF:** MD, NM, NY, SD, CO, LA
- **Medicaid:** NY, SD
- **CHIP:**

  **NOTE:** A few more states may opt-in for SNAP. States will be added to spreadsheet and HRDdecennialwaiver team will be notified.

- **Tribal TANF (74 Tribal Governments/Entities)**—Will follow-up later as needed when time permits. 12 Tribes exploring options or will need to present to Leadership before giving response. 4 tribes opted-out.

  **Tribes that approved income exclusion for temporary census employment:** Eastern Band of Cherokee Indians, Eastern Shoshone Tribe of the Wind River Reservation, San Carlos Apache Tribe, White Mountain Apache Tribe, Karuk Tribe, North Fork Rancheria, Klamath Tribes, Nooksack Indian Tribe, Spokane Tribe of Indians, Bristol Bay Native Association, Navajo Nation, Morongo Band, Menominee Indian Tribe, Osage Nation of Oklahoma, Nez Perce, Quinault Indian Nation, Pueblo of Zuni, Sisseton - Wahpeton Oyate, Round Valley Indian Tribes, Kodiak Area Native Association, Tohoe Haile Band of Me-Wuk Indians, Shoshone-Bannock, Winnemem Tribe, Northern Arapaho Tribe of the Wind River Indian Reservation, Lummi Nation, Red Cliff Band of Lake Superior Chipewa Indians, Lac Courte Oreilles Band of Lake Superior Ojibwe, Salt River Pima Maricopa Indian Community, Stockbridge-Munsee Community, Quileute Indian Tribe, Confederated Tribes of the Siletz Reservation, Confederated Tribes of the Colville Reservation, Scotts Valley Tribe, Central Council of the Tlingit and Haida Indian Tribes of Alaska, Forest County Potawatomi Community, Bad River Band of Lake Superior Tribe of Chippewa (Tribes will update their TANF plan to allow income exclusion), Hoopa Valley, Tulalip Tribes, Manilag Association, Coeur d'Alene, Red Lake Band of Chippewa Indians, Cook Inlet Tribal Council, Inc.
Thanks,

There should be talking points on ADCom's site to address the status. If not, please work with them to include.

Dale Kelly  
Chief, Field Division  
U.S. Census Bureau  
Office: 301-763-6937  
Cell:  
dale.c.kelly@census.gov

Willette Allen  
Assistant Division Chief for Partnership, Field Division  
U.S. Census Bureau  
o: 301-763-2875  

Thanks Clarice,

Dale,

See the response below regarding your question earlier this week on non-citizen hiring. A request was sent to DOC in January 2019. We are still awaiting their response.

• *Non-citizens Hiring:* DOC sent request for delegated authority to appoint individuals under Title 5, Code of Federal Regulation §213.3102 (bb), *Positions when filled by aliens in the absence of qualified citizens.* This authority will allow Census to fill positions that require language skills with non-citizens if no citizen has the required language skills in areas identified as requiring non-English speakers (1/30/2019).

Willette Allen  
Assistant Division Chief for Partnership, Field Division  
U.S. Census Bureau  
o: 301-763-2875  

No update as of yet. We will follow up with DOC.

Thanks.

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: [b](6)
Cell: [b](6)
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov
From: Willette Allen (CENSUS/FLD FED)
Sent: Friday, May 10, 2019 10:36 AM
To: Helena Carapellatti (CENSUS/HRD FED)
Subject: Re: Waiver Report

Hi Helena,

Thank you for joining the Partnership call yesterday.

Willette Allen
Assistant Division Chief for Partnership, Field Division
U.S. Census Bureau
o: 301-763-2875  |  m: 301-763-2875
@uscensusbureau

census.gov  |  @uscensusbureau

From: Helena Carapellatti (CENSUS/HRD FED)
Sent: Friday, May 10, 2019 10:17 AM
To: HRDdecennialwaiversGROUP
Subject: Wiaver Report
Jamie-

We’ve gotten questions about hiring of non-citizens for 2020. In February, the Bureau gave us this response to questions about hiring exemptions for certain non-U.S. citizens who met eligibility criteria:

Bureau officials stated that for the 2010 Census they did not need an exemption or a waiver hire non-US citizens because it was written into the rules that they could hire individuals from allied countries. According to Bureau officials, since then the rule has changed and currently they are not allowed to hire non-citizens at all. Census funding cannot be used to hire non-citizens but they’re working with their budget division to obtain a waiver for the 2020 Census. The criteria for hiring non-US citizens will be similar to the criteria for 2010 Census in that the Bureau can only hire in areas where they have exhausted all the US citizens (A/N: no qualified US citizen) and there is a language requirement. Bureau officials stated that they can provide us with data on non-citizens hired for the 2010 census and will check to see if data on the number of non-US citizens is available.

We had the following questions in follow-up:

Alix Edwards
Senior Analyst, Strategic Issues
U.S. Government Accountability Office
202-512-5591
www.gao.gov
Connect with GAO: Facebook, Twitter, Flickr, YouTube, Podcasts
**Decennial Employment Waivers (Floyd/Carapellatti)**

**Last update: 2.22.2019**

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<th><strong>Dual Employment Waivers:</strong></th>
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<td>As of February 22, 2019. The Census Bureau has been granted approval for the dual employment of employees for the 2020 Census. This is for DAPPS employees only. Below is a list of approved agencies.</td>
</tr>
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**PENDING Approvals:** Small Business Administration (SBA), and Tennessee Valley Authority (TVA). |

**Agency Reviewing Request:** U.S. Environmental Protection Agency (EPA), National Transportation Safety Board (NTSB), Department of Housing and Urban Development (HUD). |

**NOTE:** We cannot recruit from some federal agencies due to rules related to 5 USC 5533(c) *Dual pay from more than one position; limitations; exceptions.* Examples include Department of Commerce and some legislative branch agencies. Other are excluded due to their regulatory nature such as Department of Homeland Security, Department of Treasury and Department of Justice. Agencies that are international in nature are excluded and active-duty military have traditionally been excluded. |

- **Reemployed Annuity:** Reference: The revised reemployed annuitant occupations, grade levels, locations and numbers list. The list was updated and it had to be sent back for approval. DOC sent revised list to OPM electronically (1/31/2019). |
- **Non-citizens Hiring:** DOC sent request for delegated authority to appoint individuals under Title 5, Code of Federal Regulation §213.3102 (bb), *Positions when filled by aliens in the absence of qualified citizens.* This authority will allow Census to fill positions that require language skills in areas identified as requiring non-English speakers (1/30/2019). |

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<tr>
<td><strong>- General Assistance Program - Bureau of Indian Affairs (BIA).</strong> Awaiting final signature (2/1/2019).</td>
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<tr>
<td><strong>- Supplemental Nutrition Assistance Program (SNAP) and Food Distribution Program on Indian Reservations (FDPIR) – U.S. Department of Agriculture (USDA). Informed by OMB that USDA will reconsider approval (2/12/2019).</strong></td>
</tr>
<tr>
<td><strong>- Temporary Assistance for Needy Families (TANF) – Approved (2/11/2019)</strong></td>
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**NOTE:** We may still need to call state and tribal governments that manage TANF. |
Hi Jeff,

Per our conversation, attached is the report we send to DMD bi-weekly. Is this something you would be interested in seeing?

Clarice A. Floyd
Chief, Field & Decennial Branch
Human Resources Division
U.S. Census Bureau
Office: (301) 763-2974, Room: [b] [6]
Cell: [b] [6]
Fax: (301)-735-8304
Email: clarice.a.floyd@census.gov

census.gov
Connect with us on Social Media
Decennial Employment Waivers (Floyd/Carapellatti) - 5/31/2019

**Description:**
The objective of this effort is to obtain exemptions for temporary census income for public assistance recipients, which will remove barriers and assist with successful 2020 recruiting efforts. Additionally, Census will pursue federal waivers to properly staff operational positions.

**Scope:**
The scope of this project includes:

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2. Waiver for Performance Appraisal Requirements for Temporary Employees Hired Under Schedule A Authority 213.3102 (i)(3).
3. Waivers for Dual Employment during the 2020 Census.

**Stakeholders**
- Sponsor: Chris Stephenson
- ADC over project: TBD
- Branch Chief over project: Clarice Floyd
- Schedule Lead: Helena Carapellatti

**Updates**

**Dual Employment Waivers:**
- Dual Employment was approved for the 2020 Census. This applies to DAPPS employees only. List of agencies that signed on:

**Pending Approvals:**
- **Agency Reviewing Request:** Federal Communication Commission (FCC).

**NOTE:** We do not recruit from federal agencies that have a regulatory or international mission, or due to rules related to 5 USC 5533(c). Military members have been traditionally excluded.

- **Non-citizens Hiring:** DOC sent request for delegated authority to appoint individuals under Title 5, Code of Federal Regulation §213.3102 (bb). Positions when filled by aliens in the absence of qualified citizens. This authority will allow Census to fill positions that require language skills with non-citizens if no citizen has the required language skills in areas identified as requiring non-English speakers (1/30/2019). DOC followed-up with OPM (5/15/2019) and requested guidance for how policy will apply to excepted service (5/24/2019)

- **Medicare/Medicaid:** OMB: DHHS/CMS to release informational bulletin to States: no date for release yet. Some States already have a process in place and others want to put a process in place for TANF income exemption but nothing will be formal until bulletin is released (5/7/2019). CMS met with states to discuss with them ways to exempt temporary 2020 Census income (5/15/2019). CMS working on guidance for states (5/24/2019)

**Financial Waivers**
- **General Assistance Program - Bureau of Indian Affairs (BIA).** Approved (5/30/2019).
- **TANF – FLD/DAB released Ops Log memo (5/17/2019) to start having regional partnership staff collect (opt in/opt out) decision from Governors and Tribal Leaders for TANF income exemption in support of 2020 Census. Reporting from regions to begin (5/24/2019)**
The GA approval memo uploaded in files.
Updates

- **Non-citizens Hiring**: DOC sent request for delegated authority to appoint individuals under Title 5, Code of Federal Regulation §213.3102 (bb). *Positions when filled by aliens in the absence of qualified citizens*. This authority will allow Census to fill positions that require language skills with non-citizens if no citizen has the required language skills in areas identified as requiring non-English speakers (1/30/2019). DOC followed-up with OPM (5/15/2019) and requested guidance for how policy will apply to excepted service (5/24/2019)

**Financial Waivers**

- **State TANF, Medicaid & CHIP**: Director’s memo to Governors mailed 8/13/2019. HRD sent emails to Governors’ Liaisons with email. Calls placed to those without emails or undeliverable emails. Running down new contacts and sending information. Following up with non-responding states and other States exploring feasibility and options for implementing waivers.

  - **TANF**: MD, NM, NY, SD, CO, LA, AL, AK, CA, ND, DE, ID, PA, GA, ME
  - **Medicaid**: NY, SD, AL, ND, ID, PA, WI, GA, MD
  - **CHIP**: AL, ID, MD
  - **SNAP**: ID

**NOTE**: Refer to 2020 Waiver Participation spreadsheet notes about income variables on waivers applied for Medicaid which may impact CHIP participation. **NOTE**: Medicaid: Refer to 2020 Waiver Participation spreadsheet to see Medicaid group waived for each state (if applicable). **NOTE**: SNAP: USDA will continue to take SNAP opt-in from states until December, 2019. Only new state opt-ins will be posted here. Refer to 2020 Waiver Participation spreadsheet for complete list.

- **Tribal TANF (74 Tribal Governments/Entities)** – Will follow-up later as needed when time permits.
  - 43 Tribes disregarding census income for Tribal TANF
  - 12 Tribes exploring options or will need to present to Leadership before giving response
  - 15 Tribes have not responded
  - 4 Tribes opted-out

---

**Description:**
The objective of this effort is to obtain exclusions for temporary census income for public assistance recipients, which will remove barriers and assist with successful 2020 recruiting efforts. Additionally, Census will pursue federal waivers to properly staff operational positions.

**Scope:**
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3. Waivers for Dual Employment during the 2020 Census.

**Stakeholders**
Sponsor: Chris Stephenson  
ADC over project: TBD  
Branch Chief over project: Clarice Floyd  
Schedule Lead: Helena Carapellatti
Sorry for delay. Addressing questions from states. Updated Spreadsheet uploaded. Make sure you download and save so others can also access the spreadsheet.

Helena Carapellatti  
Field and Decennial Branch  
Human Resources Division  
U.S. Census Bureau  
Phone: 301-763-6265  
Email: Helena.carapellatti@census.gov
Decennial Employment Waivers (Floyd/Carapellatti) - 3/29/2019

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<table>
<thead>
<tr>
<th>Updates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dual Employment Waivers:</td>
</tr>
</tbody>
</table>

| NOTE: We cannot recruit from some federal agencies due to rules related to 5 USC 5533(c) Dual pay from more than one position: Limitations; exceptions. Examples include Department of Commerce and some legislative branch agencies. Other are excluded due to their regulatory nature such as Department of Homeland Security, Department of Treasury and Department of Justice. Agencies that are international in nature are excluded and active-duty military have traditionally been excluded. |
| • Reemployed Annuitant: Reference: Revised reemployed annuitant occupations, grade levels, locations and numbers list has to be reapproved. At the request of OPM the previously submitted revised occupational list had to be updated to reflect only the changes made and requested. This list was resubmitted to DOC. (2/28/19). |
| • Non-citizens Hiring: DOC sent request for delegated authority to appoint individuals under Title 5, Code of Federal Regulations 213.3102 (bb), Positions filled by aliens in the absence of qualified citizens. This authority will allow Census to fill positions that require language skills with non-citizens if no citizen has the required language skills in areas identified as requiring non-English speakers (1/30/2019). |

<table>
<thead>
<tr>
<th>Financial Waivers</th>
</tr>
</thead>
<tbody>
<tr>
<td>• General Assistance Program - Bureau of Indian Affairs (BIA). Awaiting final signature (2/28/19).</td>
</tr>
<tr>
<td>• TANF – FLD/HRD coordinated memo will go out requesting assistance from regional (Partnership) staff who interact with local governments and tribes to gather status on whether a state or tribal entity will opt-in or opt-out of income disregard for TANF recipients who take temporary census jobs. Draft memo submitted for review/release (3/28/2019).</td>
</tr>
</tbody>
</table>
Amber,

The Secretary's prep materials include the following regarding the hiring of non-citizens:

[Redacted]

Burton

Burton Reist
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
[Redacted] (cell)
burton.h.reist@census.gov
Deborah Stempowski, PMP
Chief, Decennial Census Management Division

Begin forwarded message:

From: "Bryn Johnson (CENSUS/DCMD FED)" <Bryn.Johnson@census.gov>
Date: January 24, 2019 at 8:09:24 AM EST
To: "Deborah Stempowski (CENSUS/DCMD FED)" <Deborah.M.Stempowski@census.gov>, "Maryann M Chapin (CENSUS/ADDC FED)" <Maryann.M.Chapin@census.gov>, "Suzanne Fratino (CENSUS/DCMD FED)" <Suzanne.Fratino@census.gov>, "Christopher Stephenson (CENSUS/DCMD FED)" <Christopher.Stephenson@census.gov>
Cc: "Suzanne Fratino (CENSUS/DCMD FED)" <Suzanne.Fratino@census.gov>, "Christopher Stephenson (CENSUS/DCMD FED)" <Christopher.Stephenson@census.gov>
Subject: Re: Hiring during the shutdown inquiry

Deb,

If we only use the DAPPS and R&A information and numbers, the answers would look like this (I'm waiting for the number in bold blue from Sari):

1. What is the latest count of 2020 census job applicants and workers hired?

As of 1/23/19, over 90,000 applicants have applied through our 2020 Census jobs website, and 682 workers have been hired.

2. How many of those applications were received, and workers hired, on or after Dec. 22, 2018?

Over ##,### applicants have applied through our 2020 Census jobs website since 12/22/18, and 682 workers have been hired as of 1/23/19.

If we use both the DAPPS and NFC numbers, getting the number that have been hired shouldn't be extremely difficult. Rich Liquorie said that he'd get that number this morning, but we'll need to make sure that this number is double checked and doesn't conflict with anything that we're reporting. However, the number of applicants that have applied will probably be a different story because those go through USAJobs. Sneha and Rich will be able to let us know how they could possibly get that information.

I have an email out to FLD about this whole thing (my proposal of using just the DAPPS numbers, and that AI may want more information) so that if AI does want to provide a different answer, FLD is prepared to dig deeper.

Thanks.

Bryn Johnson,
Assistant Division Chief, Field Infrastructure, Decennial Census Management Division, U.S. Census Bureau
Office 301.763.3850
Connect with us on Social Media

From: Bryn Johnson (CENSUS/DCMD FED)
Sent: Thursday, January 24, 2019 7:07 AM
To: Deborah Stempowski (CENSUS/DCMD FED); Maryann M Chapin (CENSUS/ADDC FED)
Cc: Suzanne Fratino (CENSUS/DCMD FED); Christopher Stephenson (CENSUS/DCMD FED)
Subject: Re: Hiring during the shutdown inquiry

Yes, I'll do that now.

Bryn Johnson, Assistant Division Chief, Field Infrastructure, Decennial Census Management Division, U.S. Census Bureau
From: Deborah Stempowski (CENSUS/DCMD FED)
Sent: Thursday, January 24, 2019 6:22:36 AM
To: Maryann M Chapin (CENSUS/ADDC FED)
Cc: Bryn Johnson (CENSUS/DCMD FED); Suzanne Fratino (CENSUS/DCMD FED); Christopher Stephenson (CENSUS/DCMD FED)
Subject: Re: Hiring during the shutdown inquiry

Bryn - can you calculate the answers and word it as you suggest? I can quickly run it by Al this morning.

Deborah Stempowski, PMP
Chief, Decennial Census Management Division

On Jan 23, 2019, at 7:33 PM, Maryann M Chapin (CENSUS/ADDC FED) <Maryann.M.Chapin@census.gov> wrote:

Just wanted to let you know that I was able to talk with Jim. Yes...sadly we are both still at work. Although I believe it may now be a moot point, he is o.k. with using the performance management reports for this.

Thanks,

Maryann M. Chapin
Decennial Census Programs Directorate
U.S. Census Bureau
Office 301.763.3933
Cell (b) (6)
maryann.m.chapin@census.gov

census.gov
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From: Bryn Johnson (CENSUS/DCMD FED)
Sent: Wednesday, January 23, 2019 4:50 PM
To: Deborah Stempowski (CENSUS/DCMD FED); Suzanne Fratino (CENSUS/DCMD FED)
Cc: Christopher Stephenson (CENSUS/DCMD FED); Maryann M Chapin (CENSUS/ADDC FED)
Subject: Re: Hiring during the shutdown inquiry

FLD just responded using DAPPS info, nothing about NFC staff. Perhaps we can word the response to only focus on the field staff? Otherwise it gets very tricky.

Bryn Johnson, Assistant Division Chief, Field Infrastructure, Decennial Census Management Division, U.S. Census Bureau
Office 301.763.3850 Room (b) (6) Cell [b] (6) brynjohnson@census.gov

census.gov Connect with us on Social Media

From: Deborah Stempowski (CENSUS/DCMD FED)
Sent: Wednesday, January 23, 2019 4:47:32 PM
To: Bryn Johnson (CENSUS/DCMD FED); Suzanne Fratino (CENSUS/DCMD FED)
Cc: Christopher Stephenson (CENSUS/DCMD FED); Maryann M Chapin (CENSUS/ADDC FED)
Subject: Re: Hiring during the shutdown inquiry

(b) (6)
(b) (6)
that's tricky. does Viola track it by date (I think we could of some math to figure it out)?

Maryann - can you track down Jim to see if he is comfortable using the performance management report info for this?

Deborah Stempowski, PMP
Chief, Decennial Census Management Division
U.S. Census Bureau

Office 301.763.1417
deborah.m.stempowski@census.gov

census.gov
Connect with us on Social Media

From: Bryn Johnson (CENSUS/DCMD FED)
Sent: Wednesday, January 23, 2019 4:28:59 PM
To: Deborah Stempowski (CENSUS/DCMD FED); Suzanne Fratino (CENSUS/DCMD FED)
Cc: Christopher Stephenson (CENSUS/DCMD FED)
Subject: Fw: Hiring during the shutdown inquiry

Deb and Suzanne:

(b) (5)

Thanks.

Bryn Johnson, Assistant Division Chief, Field Infrastructure, Decennial Census Management Division, U.S. Census Bureau
Office 301.763.3850 Room 500-B Cell (b) (6) bryn.johnson@census.gov
census.gov Connect with us on Social Media

From: Bryn Johnson (CENSUS/DCMD FED)
Sent: Wednesday, January 23, 2019 4:23 PM
To: Robert Bernstein (CENSUS/ADDC FED); Alfred Saindon (CENSUS/FLD FED); Sari Sue Jolly (CENSUS/FLD FED)
Cc: Aubrey Harris Jr Jr (CENSUS/ADDC FED); Christopher Stephenson (CENSUS/DCMD FED)
Subject: Re: Hiring during the shutdown inquiry

Hi Robert,

I'd like to run these questions by DCMD management first and make sure that we are providing consistent responses.

Thanks.

Bryn Johnson, Assistant Division Chief, Field Infrastructure, Decennial Census Management Division, U.S. Census Bureau
Office 301.763.3850 Room 500-B Cell (b) (6) bryn.johnson@census.gov
census.gov Connect with us on Social Media

From: Robert Bernstein (CENSUS/ADDC FED)
Sent: Wednesday, January 23, 2019 3:51 PM
Hi all,

Per the media query we've received below, would you be able to provide a response to #1 and #2, and verify the responses to #3 and #4.

Thanks,

Robert

---

From: Daniel D Velez (CENSUS/PIO FED)
Sent: Wednesday, January 23, 2019 3:30 PM
To: Robert Bernstein (CENSUS/ADDC FED)
Cc: Ceci Adriana Villa Ross (CENSUS/ACSO FED); Erika H Becker Medina (CENSUS/ADDC FED); DCCO Stakeholder Relations Staff (CENSUS/OTHER); Virginia Hyer (CENSUS/PIO FED)
Subject: Hiring during the shutdown inquiry

Hi Robert - Hansi Lo Wang of NPR reached out to us and is looking for answers to the following questions below. His deadline in Noon on Friday. Can you please help us find these numbers?

- 1. What is the latest count of 2020 census job applicants and workers hired?

- 2. How many of those applications were received, and workers hired, on or after Dec.
3. Are current federal employees or contractors eligible to apply for any 2020 census jobs? Yes

4. What is the current status of the Census Bureau efforts to pursue legal flexibilities that would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens? Has the bureau receive approval for any of those requests?

The U.S. Census Bureau continues to follow annual appropriations act restrictions regarding the ability to hire and pay residents who are not U.S. citizens. There is not a ban, and we are still pursuing all legal flexibilities provided by Congress to hire the workforce we will need to conduct an accurate 2020 Census. These flexibilities, among other things, would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens.

Thanks,
Dan

Daniel D. Velez, Public Affairs Specialist
Public Information Office
U.S. Census Bureau
D: 301-763-3923 | M: @uscensusbureau
E: census.gov | @uscensusbureau
Thought you were on this.

Sent from my iPhone

Begin forwarded message:

From: "Burton H Reist (CENSUS/ADDC FED)" <burton.h.reist@census.gov>
Date: November 2, 2018 at 9:50:21 AM EDT
To: "Albert E Fontenot (CENSUS/ADDC FED)"
<Albert.E.Fontenot@census.gov>
Cc: "Deborah Stempowski (CENSUS/DCMD FED)"
<Deborah.M.Stempowski@census.gov>, "James T Christy (CENSUS/LA FED)"
<James.T.Christy@census.gov>
Subject: Re: Non-citizens in 2010

Here's more information from the 2010 assessment. The number was actually 3,487.

Noncitizens - Noncitizens with appropriate work visas were considered for census jobs if the Census Bureau needed to hire an applicant with translation skills and no qualified citizens were available. Federal appropriations law generally prohibits hiring noncitizens to work for the Federal government. Specific exemptions exist for some countries and blanket exemptions exist where translation skills are required or in certain emergency situations. Department of Commerce policy is to hire only U.S. citizens except in rare circumstances (see Department of Commerce Administrative Order 202-300 section 6.07). The Census Bureau did not seek any waiver from this policy -- if a waiver from the DOC's restriction on the hire of noncitizens had been sought and approved, a two-tiered
approach to recruiting and hiring would be necessary due to the exemption of some nations (but not others) from the Congressional appropriations ban. In initial recruiting and selection for census takers, citizens and noncitizens from exempted countries could be hired, but noncitizens from non-exempted countries could not be hired unless a LCO needed a census taker/translator and the pool of qualified citizens and noncitizens from exempted countries was exhausted. In particular, the fact that Mexico was removed in 2004 from the list of exempted countries makes the two-tiered approach much more difficult, since that nation is the one with the most foreign nationals that would likely have been hired by the Census Bureau. The Census Bureau hired 3,487 non-citizens to work on the 2010 Census.

---

**Burton Reist**
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
burton.h.reist@census.gov

---

From: Albert E Fontenot (CENSUS/ADDC FED)
Sent: Friday, November 2, 2018 9:42 AM
To: Burton H Reist (CENSUS/ADDC FED)
Cc: Deborah Stempowski (CENSUS/DCMD FED); James T Christy (CENSUS/LA FED)
Subject: Re: Non-citizens in 2010

Thanks -
Office [b] [b] [b]
Office 301-763-4668
Cell [b] [b] [b]

albert.e.fontenot@census.gov

Sent from my iPhone
Please log in CQAS

Sent from my iPhone

Begin forwarded message:

From: "Guillermo Mena" <policy@nhcsl.org>
Date: August 2, 2018 at 8:17:03 AM EDT
To: "Ron Jarmin" <ron.s.jarmin@census.gov>
Subject: Official Hispanic State Legislators comments on Census 2020
Reply-To: Guillermo Mena <policy@nhcsl.org>

Dear Director Jarmin,

Please find attached a copy of the official comments, submitted today and unanimously approved, of the National Hispanic Caucus of State Legislators (NHCSL), on behalf of the over 400 bipartisan Hispanic state legislators across the nation, regarding the 2020 Decennial Census questionnaire and process.

If you have any questions please feel free to contact me or have your staff do so. If you needs us to submit further testimony or comments, you or your staff may also contact us through our Executive Director, Kenneth Romero, at (202) 434-8070 or kromero@nhcsl.org.

If we should send this to a particular member of your team, please let us know.

Best,

Guillermo

Guillermo L. Mena-Irizarry, Esq.
Policy Lead

NHCSL - The National Hispanic Caucus of State Legislators
444 N. Capitol St NW, Suite 404
Washington, DC 20001
Office Phone: (202) 434-8070

This email may be protected by attorney-client privilege or other confidentiality laws. If you are not the intended recipient, I would appreciate that you inform me of the mistake and then please delete.
the email. An attorney-client relationship should not be presumed between us unless there is a signed contract to that effect, even in circumstances where the privilege may still apply.
We need to meet and discuss this subject - see Post article -
Kevin Mahoney has asked me if KDK has been briefed on our pursuit of hiring non-citizens. Do any of you have any updates on this to share? I know she gets regular updates on Decennial but I wasn’t sure if this had been socialized.

Thanks,
Amber
This is in response to an additional question by NPR about if we would request a waiver for 2020:

The law around hiring noncitizens is more restrictive than in past decennial counts, when the Census Bureau was able to request a waiver to an OPM regulation (but within the law) to allow for hiring non-citizens in certain circumstances. There is no legal standing to request a waiver to a regulation that must comply under the law in place today.

Stephen L. Buckner
Acting Associate Director for Communications
U.S. Census Bureau
(301) 763-3586
(c) (6) (cell)
census.gov
Thanks! Will await Amber's response but have this in the draft responses for Jeff right now.

---

Jennifer C. Shopkorn
Senior Advisor
Communications Directorate
U.S. Census Bureau
Jennifer.Shopkorn@census.gov
census.gov
Connect with us on Social Media

---

Amber,

The Secretary's prep materials include the following regarding the hiring of non-citizens:

Burton
From: Cannon, Michael (Federal) <MCannon@doc.gov>
Sent: Thursday, July 12, 2018 4:40 PM
To: Burton H Reist (CENSUS/ADDC FED)
Subject: RE: Census hiring limited to citizens

Burton, did you ever get an answer to this? Thanks!
Mike

From: Burton H Reist (CENSUS/ADDC FED) <mailto:burton.h.reist@census.gov>
Sent: Thursday, July 12, 2018 6:47 AM
To: Cannon, Michael (Federal) <MCannon@doc.gov>
Subject: Re: Census hiring limited to citizens

Mike -- We have a standard answer for this.

Jen -- Can you please pull it for us? I'd dig it up, but I'm crashing on several other deliverables this morning.

Thanks,

Burton

From: Cannon, Michael (Federal) <MCannon@doc.gov>
Sent: Wednesday, July 11, 2018 3:10 PM
To: Burton H Reist (CENSUS/ADDC FED)
Subject: Fwd: Census hiring limited to citizens

(b) (5)

Mike

Sent from my iPhone

Begin forwarded message:

From: "Federighi, Carol (CIV)" <Carol.Federighi@usdoj.gov>
Date: July 11, 2018 at 3:07:34 PM EDT
To: "Cannon, Michael (Federal)" <MCannon@doc.gov>, "Heller, Megan (Federal)" <MHeller@doc.gov>
Subject: Census hiring limited to citizens

(b) (5)
Burton Reist
Chief, Decennial Communications and Stakeholder Relations
Decennial Programs Directorate, U.S. Census Bureau
301.763.4155 (office)
(b) (6) (cell)
burton.h.reist@census.gov

From: Cannon, Michael (Federal) <MCannon@doc.gov>
Sent: Wednesday, July 11, 2018 3:10 PM
To: Burton H Reist (CENSUS/ADDC FED)
Subject: Fwd: Census hiring limited to citizens

(b) (5)

Mike

Sent from my iPhone

Begin forwarded message:

From: "Federighi, Carol (CIV)" <Carol.Federighi@usdoj.gov>
Date: July 11, 2018 at 3:07:34 PM EDT
To: "Cannon, Michael (Federal)" <MCannon@doc.gov>, "Heller, Megan (Federal)"
<MHeller@doc.gov>
Subject: Census hiring limited to citizens
Thank you, Bryn.

Robert Bernstein
Section Chief
Stakeholder Relations Staff
Decennial Communications Coordination Office
Room 301.763.2603
U.S. Census Bureau

robert.b.bernstein@census.gov

---

From: Bryn Johnson (CENSUS/DCMD FED)
Sent: Thursday, January 24, 2019 7:19 PM
To: Robert Bernstein (CENSUS/ADDC FED)
Cc: Burton H Reist (CENSUS/ADDC FED); Deborah Stempowski (CENSUS/DCMD FED); Suzanne Fratino (CENSUS/DCMD FED)
Subject: Re: Hiring during the shutdown inquiry

Robert: I’m adding Burton onto this email. I’ve sent him the suggested wording in a separate email (the wording below with the recruiting information Sari provided). Once he blesses it, you can respond to PIO and hopefully meet the NPR reporter’s noon deadline.

Thanks.

Bryn Johnson, Assistant Division Chief, Field Infrastructure, Decennial Census Management Division, U.S. Census Bureau

---

On Jan 24, 2019, at 4:09 PM, Robert Bernstein (CENSUS/ADDC FED) <Robert.B.Bernstein@census.gov> wrote:

Thanks, Bryn and Sari.
The missing number is over 20,000.

On Jan 24, 2019, at 2:52 PM, Bryn Johnson (CENSUS/DCMD FED) <Bryn.Johnson@census.gov> wrote:

Robert and Sari:

After talking with Deb, I’ve sent an email and an IM to Burton regarding the proposed responses to questions #1 and 2 below, including the proposed response of using the DAPPS numbers and the R&A applicants. I’m awaiting his response and will let you know asap.

Sari: Could you please respond to all on this email with the missing number that’s in **bold blue** below? Assuming that Burton blesses this approach, the answer will be final after providing that number.

Here’s the final wording:

1. What is the latest count of 2020 census job applicants and workers hired?

   ![Bold blue text]

2. How many of those applications were received, and workers hired, on or after Dec. 22, 2018?

   ![Bold blue text]

Thanks.

---

From: Sneha Thakor Desai (CENSUS/FLD FED)  
Sent: Thursday, January 24, 2019 11:11 AM  
To: Robert Bernstein (CENSUS/ADDC FED); Richard T Liquorie (CENSUS/FLD FED)  
Cc: Richard T Liquorie (CENSUS/FLD FED); Jay M Occhiogrosso (CENSUS/FLD FED); Aubrey Harris Jr Jr (CENSUS/ADDC FED); Christopher Stephenson (CENSUS/DCMD FED)  
Subject: Re: Hiring during the shutdown inquiry

I would update the second message. I made changes in green.
Sari, Sneha, and Rich:

[b] (5)

[b] (6), (b) (5)

Sari: Could you please add the number in bold blue?

1. What is the latest count of 2020 census job applicants and workers hired?

[b] (6), (b) (5)

2. How many of those applications were received, and workers hired, on or after Dec. 22, 2018?

[b] (5)

Thanks.

Bryn Johnson, Assistant Division Chief, Field Infrastructure, Decennial Census Management Division, U.S. Census Bureau
Office 301.763.3850 Room [b] (6) Cell [b] (6) bryn.johnson@census.gov

From: Robert Bernstein (CENSUS/ADDC FED)
Sent: Wednesday, January 23, 2019 5:00 PM
To: Richard T Liquorie (CENSUS/FLD FED)
Cc: Sari Sue Jolly (CENSUS/FLD FED); Bryn Johnson (CENSUS/DCMD FED); Alfred Saindon (CENSUS/FLD FED); Sneha Thakor Desai (CENSUS/FLD FED); Jay M Occhiogrosso (CENSUS/FLD FED); Aubrey Harris Jr Jr (CENSUS/ADDC FED)
Subject: Re: Hiring during the shutdown inquiry

Thanks, Rich. That sounds good. Also, how many of the RCC hires came after December 22?

On Jan 23, 2019, at 4:55 PM, Richard T Liquorie (CENSUS/FLD FED) <Richard.T.Liquorie@census.gov> wrote:

I left for the day but we can get those additional numbers for you in the morning if that’s ok?

Sent from my iPhone

On Jan 23, 2019, at 4:54 PM, Robert Bernstein (CENSUS/ADDC FED) <Robert.B.Bernstein@census.gov> wrote:

Thank you, Rich. If you have them, that would be great.

Robert Bernstein
Section Chief
Stakeholder Relations Staff
Decennial Communications Coordination Office
Room 3030
U.S. Census Bureau

Office 301.763.2003
Cell [b] (6)
robert.b.bernstein@census.gov

[census.gov]
Hi Robert -

These numbers are our hires for Recruiting Assistants. Also Clerks and Office Operation Supervisors that work in ACO’s. These people were hired starting 1/2/19. I didn’t include hires in Regional Census Centers. Do you need these numbers also?

Thanks

Sent from my iPhone

On Jan 23, 2019, at 4:41 PM, Robert Bernstein (CENSUS/ADDC FED) <Robert.B.Bernstein@census.gov> wrote:

Thank, Rich. Would you know how many of those 682 have been hired since Dec. 22? (Also, Sari -- would you know how many of the more than 90,000 applied since that date?)

Robert Bernstein
Section Chief
Stakeholder Relations Staff
Decennial Communications Coordination Office
Room 301 (b) (6)
U.S. Census Bureau

Office 301.763.2603
Cell (b) (6)
robert.b.bernstein@census.gov

census.gov
Connect with us on Social Media
Thanks

Rich

---

Richard Liquorie
Supervisory Program Analyst
Decennial Administrative Branch
Field Division
U.S. Census Bureau

Office 301.763.4899
Richard.T.Liquorie@census.gov

census.gov
Connect with us on Social Media

From: Robert Bernstein (CENSUS/ADDC FED)
Sent: Wednesday, January 23, 2019 4:28 PM
To: Sari Sue Jolly (CENSUS/FLD FED); Bryn Johnson (CENSUS/DCMD FED); Alfred Saindon (CENSUS/FLD FED); Richard T Liquorie (CENSUS/FLD FED); Sneha Thakor Desai (CENSUS/FLD FED); Jay M Occhiogrosso (CENSUS/FLD FED)
Cc: Aubrey Harris Jr Jr (CENSUS/ADDC FED)
Subject: Re: Hiring during the shutdown inquiry

Thank you, Sari.

---

Robert Bernstein
Section Chief
Stakeholder Relations Staff
Decennial Communications Coordination Office
Room 10D-17
U.S. Census Bureau

Office 301.763.2603
Cell 301.777.8744
robert.b.bernstein@census.gov

census.gov
Connect with us on Social Media

From: Sari Sue Jolly (CENSUS/FLD FED)
Sent: Wednesday, January 23, 2019 4:25 PM
To: Robert Bernstein (CENSUS/ADDC FED); Bryn Johnson (CENSUS/DCMD FED); Alfred Saindon (CENSUS/FLD FED); Richard T Liquorie (CENSUS/FLD FED); Sneha Thakor Desai (CENSUS/FLD FED); Jay M Occhiogrosso (CENSUS/FLD FED)
Cc: Aubrey Harris Jr Jr (CENSUS/ADDC FED)
Subject: Re: Hiring during the shutdown inquiry

I am including Rich Liquorie and Sneha Desai. They would have the actual hiring numbers. I also corrected one of the answers below.

---

Sari S. Jolly, Chief, Decennial Recruiting Branch, Field Division, U.S. Census Bureau
Office 301.763.7919 Room 10D-17 Cell 301.777.8744 Fax 301-763-4066
Sari.S.Jolly@census.gov
Hi all,

Per the media query we've received below, would you be able to provide a response to #1 and #2, and verify the responses to #3 and #4.

Thanks,

Robert

---

**Robert Bernstein**  
Section Chief  
Stakeholder Relations Staff  
Decennial Communications Coordination Office  
Room 301C  
U.S. Census Bureau  
Office 301.763.2603  
Cell 301.755.7171  
robert.b.bernstein@census.gov

---

Hi Robert - Hansi Lo Wang of NPR reached out to us and is looking for answers to the following questions below. His deadline in Noon on Friday. Can you please help us find these numbers?

- **1. What is the latest count of 2020 census job applicants and workers hired?** Over 90,000 applicants

- **2. How many of those applications were received, and workers hired, on or after Dec. 22, 2018?** 682 as of today (1/23)

- **3. Are current federal employees or contractors eligible to apply for any 2020 census jobs?** Anyone can apply for a job, however, only Federal employees whose agencies have a dual employment agreement with the Census Bureau can be hired. The list of agencies is updated periodically, as new agreements come in and can be found at
4. What is the current status of the Census Bureau efforts to pursue legal flexibilities that would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens? Has the bureau receive approval for any of those requests?

The U.S. Census Bureau continues to follow annual appropriations act restrictions regarding the ability to hire and pay residents who are not U.S. citizens. There is not a ban, and we are still pursuing all legal flexibilities provided by Congress to hire the workforce we will need to conduct an accurate 2020 Census. These flexibilities, among other things, would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens.

Thanks,
Dan

Daniel D. Velez, Public Affairs Specialist
Public Information Office
U.S. Census Bureau
O: 301-763-3923 | M: 301-763-9573
@uscensusbureau
Can we talk today? I’m at NPC and can break away.

---

Tim Olson, Associate Director for Field Operations
U.S. Census Bureau - Washington DC
301-763-2072  Office
timothy.p.olson@census.gov

---

On Jan 31, 2018, at 3:35 PM, Albert E Fontenot (CENSUS/ADDC FED) <Albert.E.Fontenot@census.gov> wrote:

I know about yesterday’s meetings - it is interesting that the Post had the information yesterday that Census met on it yesterday - and knew the direction of the discussion. Enrique asked me to intervene and discuss our going forward plan and communication on the plan.

---

Albert E. Fontenot, Jr.
Associate Director for Decennial Census Programs
United States Department of Commerce
Bureau of the Census
Office 301-763-4668
albert.e.fontenot@census.gov
Re: Hiring Non-Citizens for the Census

Al, let’s talk. This blew yesterday and there were many discussions.

---

Tim Olson, Associate Director for Field Operations
U.S. Census Bureau - Washington DC
301-763-2072 Office
Cell
timothy.p.olson@census.gov

census.gov Connect with us on Social Media

On Jan 31, 2018, at 11:52 AM, Albert E Fontenot (CENSUS/ADDC FED) <Albert.E.Fontenot@census.gov> wrote:

We need to meet and discuss this subject - see Post article -

Al

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Albert E. Fontenot, Jr.
Associate Director for Decennial Census Programs
United States Department of Commerce
Bureau of the Census
Office 301-763-4668
Cell 301-763-4668
albert.e.fontenot@census.gov
I'm available as well.

Stephen L. Buckner  
Acting Associate Director for Communications  
U.S. Census Bureau  
(301) 763-3586  
census.gov

Al's on his way back from Greenbelt.

Looping Stephen. . .

Burton

Burton Reist  
Chief, Decennial Communications and Stakeholder Relations  
Decennial Programs Directorate, U.S. Census Bureau  
301.763.4155 (office)  
census.gov

Re: Hiring Non-Citizens for the Census
Can we talk today?  I’m at NPC and can break away.

Tim Olson, Associate Director for Field Operations
U.S. Census Bureau - Washington DC
301-763-2072 Office
Cell
timothy.p.olson@census.gov

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Associate Director for Decennial Census Programs
United States Department of Commerce
Bureau of the Census
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Cell 301-763-4668
albert.e.fontenot@census.gov

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Associate Director for Decennial Census Programs
United States Department of Commerce
Bureau of the Census
Office 301-763-4668
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albert.e.fontenot@census.gov

CENSUS/ADDC FED
<Post article.docx>
Al’s on his way back from Greenbelt.

Looping Stephen. . .

Burton

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Burton Reist  
Chief, Decennial Communications and Stakeholder Relations  
Decennial Programs Directorate, U.S. Census Bureau  
301.763.4155 (office)  
burton.h.reist@census.gov

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From: Timothy P Olson (CENSUS/ADFO FED)  
Sent: Wednesday, January 31, 2018 4:19 PM  
To: Albert E Fontenot (CENSUS/ADDC FED)  
Cc: Burton H Reist (CENSUS/ADDC FED)  
Subject: Re: Hiring Non-Citizens for the Census

Can we talk today? I’m at NPC and can break away.

---

Tim Olson, Associate Director for Field Operations  
U.S. Census Bureau - Washington DC  
301-763-2072 Office  
timothy.polson@census.gov

census.gov Connect with us on Social Media

On Jan 31, 2018, at 3:35 PM, Albert E Fontenot (CENSUS/ADDC FED) <Albert.E.Fontenot@census.gov> wrote:

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information yesterday that Census met on it yesterday - and knew the direction of the discussion. Enrique asked me to intervene and discuss our going forward plan and communication on the plan.

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Albert E. Fontenot, Jr.
Associate Director for Decennial Census Programs
United States Department of Commerce
Bureau of the Census
Office
Office 301-763-4668
Cell

albert.e.fontenot@census.gov

census.gov
Connect with us on Social Media

From: Timothy P Olson (CENSUS/ADFO FED)
Sent: Wednesday, January 31, 2018 3:32 PM
To: Albert E Fontenot (CENSUS/ADDC FED)
Cc: Deborah Stempowski (CENSUS/DCMD FED); Michael T Thieme (CENSUS/CAD FED); Burton H Reist (CENSUS/ADDC FED); James B Treat (CENSUS/ADDC FED)
Subject: Re: Hiring Non-Citizens for the Census

Al, let’s talk. This blew yesterday and there were many discussions.

Tim Olson, Associate Director for Field Operations
U.S. Census Bureau - Washington DC
301-763-2072 Office
On Jan 31, 2018, at 11:52 AM, Albert E Fontenot (CENSUS/ADDC FED) <Albert.E.Fontenot@census.gov> wrote:

We need to meet and discuss this subject - see Post article -

Albert E. Fontenot, Jr.
Associate Director for Decennial Census Programs
United States Department of Commerce
Bureau of the Census
Office [b] (6)
Office 301-763-4668
Cell [b] (6)
albert.e.fontenot@census.gov
From: Amber Lempke (CENSUS/HRD FED)
Sent: Tuesday, December 11, 2018 11:57:57 AM
To: Joanne Crane (CENSUS/CFO FED); Albert E Fontenot (CENSUS/ADDC FED); Timothy P Olson (CENSUS/ADFO FED); Christa D Jones (CENSUS/DEPDIR FED); Burton H Reist (CENSUS/ADDC FED)
Cc: David R Ziaya (CENSUS/CAO FED)
Subject: Hiring non-citizens initiative

Kevin Mahoney has asked me if KDK has been briefed on our pursuit of hiring non-citizens. Do any of you have any updates on this to share? I know she gets regular updates on Decennial but I wasn’t sure if this had been socialized.

Thanks,
Amber
Jim says it was about 1,400, and they were only those with specific language skills. Jim’s getting more information.

Sent from my iPhone

On Nov 2, 2018, at 9:34 AM, Albert E Fontenot (CENSUS/ADDC FED) <Albert.E.Fontenot@census.gov> wrote:

Do you remember the answer to this?

Al

Albert E. Fontenot Jr.
Associate Director
Decennial Census Programs
United States Department of Commerce
Bureau of the Census
4600 Silver Hill Rd
Suitland Maryland 20233
Office 301-763-4668
Cell albert.e.fontenot@census.gov

Sent from my iPhone

Begin forwarded message:

From: Albert.E.Fontenot@census.gov
Date: November 2, 2018 at 9:33:47 AM EDT
To: James Christy <james.t.christy@census.gov>, Deborah.M.Stempowski@census.gov, Timothy.P.Olson@census.gov
Subject: Non-citizens in 2010

I recall someone had numbers on the total number of non-citizen hires in 2010 versus our total hires. Does someone recall the numbers.

Al
On Oct 23, 2019, at 1:58 PM, Virginia Hyer (CENSUS/PIO FED) wrote:

Hi Ali,

Flagging request from Hansi. Deadline 6pm. I recommend sending the statement and potentially tweaking (bold in red) to address his comments. We will need to confirm with field that this change is accurate.

For what positions is the Census Bureau intending to temporarily hire noncitizens who are legally eligible to work in the U.S. (e.g., just as translators or also enumerators)?

Thanks,

Virginia Hyer, Assistant Chief, Media Relations Branch
Public Information Office
U.S. Census Bureau
O: 301.763.5407 | M: (b) (6)
census.gov | @uscensusbureau
Afternoon All,

Request from Hansi

Thanks,
Public Information Office
U.S. Census Bureau | U.S. Department of Commerce
Direct: 301-763-3030
pio@census.gov

Hi, PIO,

I’m working on a web article about Tim Olson’s comments yesterday (Tuesday) in Phoenix about noncitizen hiring for the decennial.

For what positions is the Census Bureau intending to temporarily hire noncitizens who are legally eligible to work in the U.S. (e.g., just as translators or also enumerators)?

My deadline is 6 p.m. ET today (Wednesday).

Thank you,

Hansi

Hansi Lo Wang (he/him)
National Correspondent
NPR
hwang@npr.org
p: 212.880.3435
Can someone confirm the popup exists? My source is Tim Olson.

I don't want the text of the talking point changing- I mean barely changing is OK- but generally it should not change.

Alison Ahmad, Associate Director  
Communications Directorate  
U.S. Census Bureau  
O: 301-763-8789 | M: (D) (S)  
Ali.M.Ahmad@census.gov  
census.gov | @uscensusbureau

From: Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>  
Sent: Monday, October 21, 2019 10:46 AM  
To: Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov>  
Cc: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>; ADCOM Issues Working Group List <adcom.issues.working.group.list@census.gov>  
Subject: Re: TP on noncitizen hiring

I’ll check in with them, access to update is through comm.

Regards,  
Zack Schwartz  
Deputy Division Chief  
301-763-6328

On Oct 21, 2019, at 10:45 AM, Christopher J Stanley (CENSUS/OCIA FED) <christopher.j.stanley@census.gov> wrote:

Here is a related update. I just met with a few people in Decennial on correspondence, and we discussed this issue as well. They are already working on updating the FAQ part of the website to make it very similar to these talking point, so whoever is working this on our end should check with Kathleen and Erika to make sure everything is coordinated.

I also mentioned the application popup, and they did not know where the popup during hiring resides.
From: Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov>
Sent: Monday, October 21, 2019 9:42 AM
To: Zachary Henry Schwartz (CENSUS/CNMP FED) <zachary.henry.schwartz@census.gov>
Cc: ADCOM Issues Working Group List <adcom.issues.working.group.list@census.gov>
Subject: Re: TP on noncitizen hiring

When this is approved for deployment on the website, we'll plan to update the page below: https://2020census.gov/en/jobs/faqs.html
Q: What is the status of seeking an exemption from Congress to hire non-citizens for 2020?

Appropriations law requires that federal employees must be U.S. Citizens. The appropriations law also permits the hiring of non-citizen translators if there are no available citizens who can be hired with the necessary non-English language skills. Consistent with law, the Census Bureau will hire non-citizen translators who are legally entitled to work in the U.S. on an as-needed-basis during 2020 peak field operations. As a point of reference, during the 2010 Census more than 700,000 people were hired to conduct the census during peak operations. Less than 4,000 non-citizen translators were hired.
Just got off the phone with OMB if we talk to OMB about ACA in our next meeting with them (maybe early July.) It will need to be all the personnel issue that is everything we need from OPM/OMB/Other agencies for personnel matters and flexibilities. OMB will invite to OPM examiner and the FEHB examiner. The relevant questions I know of are below (both tactical and strategic.)

Did we get the reemployed annuitant waiver back yet?
Do we have other outstanding waivers?

What is the way forward on ACA and dental and vision insurance for seasonal (aka Decennial enumerators)?
What is the way forward for hiring translator/enumerators?

Anything else?

Joanne Buenzli Crane
Chief Financial Officer
U.S. Census Bureau
Office 301.763.3652
Cell  [D] (8)
joanne.crane@census.gov

census.gov
Connect with us on Social Media
Hi Joanne, just circling back on these waivers and their associated deadlines. Let me know what I can do here to keep things moving.

Thanks,
Rachel

From: Snyderman, Rachel B. EOP/OMB <Rachel_B_Snyderman@omb.eop.gov>
Sent: Monday, May 14, 2018 11:29 AM
To: Joanne Crane (CENSUS/CFO FED)
Subject: RE: Update on waivers
Please find below an updated status of the hiring and payroll waivers that the 2020 Census program has been pursuing along with the drop dead dates requested at the previous OMB Decennial Monthly.

**Hiring Waiver Status**

**Reemployed Annuitant (OPM)** - The reemployed annuitant waiver (to waive the offset in compensation or retirement pay for reemployed federal annuitants) was conveyed to DOC in September and turned in a week from DOC to OPM. After DOC’s intervention, OPM recently asked the Census Bureau for additional data related to the request. The Census Bureau is working to answer that request.

**Dual Employment Waivers** - agreements with the heads of federal agencies under Title 13, United States Code (U.S.C.), Section 23(b) [13, U.S.C. §23(b)] to hire employees of these federal agencies to work temporary, short-term second jobs for the 2020 Census. Under Title 13, U.S.C. §23(b), the Census Bureau may hire employees of these departments upon the approval of each agency head. The Census Bureau will collaborate with DOC to send letters to Departmental Secretaries (head of agencies) in 1st quarter of CY2018, to request approval to hire employees within their agencies to work during the 2020 Census.

**Six-Year Term Appointment Waiver (OPM)** - The U.S. Census Bureau requested and received approval from OPM in December 2016 to make initial term appointments up to six years for positions listed in the approval memo filled during years 16 and 17 that are directly related to the 2020 Decennial Census. **(COMPLETE)**

**VSIP Waivers (OPM)** – March 2017, OPM decided the VSIP waivers will have to be submitted to OPM on a case by case basis to meet the staffing needs for the 2020 Census. **(COMPLETE)**

**Payroll Waiver Status**

**Bureau of Indian Affairs General Assistance** – In September, Census has sent a written request to BIA to exclude temporary Census income for recipients who receive BIA general assistance. On August 11, 2017, HRD Census had a teleconference with the Bureau of Indian Affairs (BIA) to discuss the Census Bureau’s request to exclude temporary Census income for recipients who receive BIA general assistance.

**Supplemental Nutrition Assistance Program** - On October 6, 2017, Census received a response from Casey McConnell at FNS (Program Chief) in regards to our waiver request for the 2018 test in Rhode Island. FNS states they are unable to grant our request, due to FNS not being confident that RI would successfully implement the income exclusion waiver through its Integrated Eligibility System. Regarding the 2020 Census, FNS has prepared the cost estimate and will be in communication with Census once they have a decision from leadership regarding next steps. On August 11, 2017, HRD Census submitted a written request for income exclusion to FNS for both SNAP and Food Distribution Program on Indian Reservations (FDPIR). On July 19, 2017, HRD Census had a meeting with the U.S. Department of Agriculture, Food and Nutrition Service (FNS) to discuss income exclusion for SNAP recipients who are temporary employed with the Census Bureau during the 2018 End-to-End and 2020 Census.

**Food Distribution Program on Indian Reservations (FDPIR)** - On October 6, 2017, Census received a response from Casey McConnell at FNS (Program Chief) in regards to our waiver request for the 2018 test in Rhode Island. FNS
states they are unable to grant our request, due to FNS not being confident that RI would successfully implement the income exclusion waiver through its Integrated Eligibility System. Regarding the 2020 Census, FNS has prepared the cost estimate and will be in communication with Census once they have a decision from leadership regarding next steps. On August 11, 2017, HRD Census submitted a written request for income exclusion to FNS for both SNAP and FDPIR. On July 19, 2017, HRD Census had a meeting with the U.S. Department of Agriculture, FDPIR to discuss income exclusion for FDPIR recipients who are temporary employed with the Census Bureau during the 2018 End-to-End and 2020 Census.

Public and Indian Housing Income Exclusion (HUD) - The U.S. Department of Housing and Urban Development (HUD) Notice PIH 2017-05 (HA) issued on March 7, 2017 states: Pursuant to Section 24 CFR 5.609(c)(9), temporary, nonrecurring and sporadic income is not included when determining a family’s annual income. Under this exclusion, Public Housing Agencies (PHAs) exclude temporary income payments from the U.S. Census Bureau, defined as employment lasting no longer than 180 days per year and not culminating in permanent employment. Other HUD grantees that are subject to the definition of annual income in 24 CFR 5.609 should also exclude these temporary income payments from the U.S. Census Bureau when calculating a family’s annual income. (COMPLETE)

Deadlines

For **hiring waivers**, the end of June 2018, which is the drop-dead for recruiting materials and procedures. It would be helpful to have the reemployed annuitant waiver earlier because it is helpful to staffing in the Regional Census Centers. To maximize effectiveness for the RCC hiring, the reemployed annuitant waiver deadline would be February of 2018.

For **payroll waivers**, the Census Bureau starts hiring rising numbers of employees through the Decennial Applicant Personnel and Payroll System (DAPPS) in September, 2018, so likely the Bureau would need a decision by August.

If waiver decisions resolved after those dates, the Bureau likely will go through a series of revisions and adjustments, which would inflate cost and complexity.
All,

See the last Response to Query, that was used when NPR asked if we had a ban on hiring non-citizens back in 8/18, which Tim references in his message.

“The U.S. Census Bureau continues to follow annual appropriations act restrictions regarding the ability to hire and pay residents who are not U.S. citizens. There is not a ban, and we are still pursuing all legal flexibilities provided by Congress to hire the workforce we will need to conduct an accurate 2020 Census. These flexibilities, among other things, would allow the Census Bureau to temporarily employ translators under the excepted service provisions, and to hire permanent legal residents applying for U.S. citizenship, persons admitted as refugees or granted asylum who have filed a declaration of intent to become a permanent resident and then a citizen when eligible, or persons who owes allegiance to the United States when it is determined that positions cannot be filled by U.S. citizens.”

Michael C. Cook Sr., Division Chief
Public Information Office
U.S. Census Bureau
O: 301-763-4083 | M: (b) (6)
census.gov | @uscensusbureau

On Feb 1, 2019, at 5:50 AM, Ali Mohammad Ahmad (CENSUS/ADCOM FED) <ali.m.ahmad@census.gov> wrote:

Per Tim’s note below, can you send said Talking Points?

Sent from my iPhone

Begin forwarded message:

From: "Timothy P Olson (CENSUS/ADFO FED)"
<Timothy.P.Olson@census.gov>
Date: January 31, 2019 at 9:28:03 PM EST
To: "James T Christy (CENSUS/LA FED)"
<James.T.Christy@census.gov>
Cc: "Albert E Fontenot (CENSUS/ADDC FED)"
<Albert.E.Fontenot@census.gov>, "Ali Mohammad Ahmad
(CENSUS/ADCOM FED)" <ali.m.ahmad@census.gov>, "Christa D
Jones (CENSUS/DEPDIR FED)" <Christa.D.Jones@census.gov>
Subject: Re: USCB Job Fair Flier - Must be citizen to be eligible

The flyer they reference is completely in line with the online recruiting site - “must be a US Citizen”. Until we get full concurrence from OPM on our plan to hire non-citizens for language needs if no citizen is available, this is our stance. Btw - the official request to OPM from DOC’s Kevin Mahoney was sent yesterday, January 30.

I know PIO issued talking points on this topic some months back, which says in short that federal law permits the hiring of non-citizens in specific situations. And that we were working on approval to implement in specific circumstances as provided in law. But it intentionally was a bit vague since we are not yet there with approval.

Timothy P. Olson
Associate Director for Field Operations
US Census Bureau
Washington DC
Office: 301-763-2072
Mobile: [b] (6) [b]

On Jan 31, 2019, at 7:33 PM, James T Christy (CENSUS/LA FED) <James.T.Christy@census.gov> wrote:

From California. I'm digging into this, but I don't believe we've gotten any clarity from HR on this, correct?

James Christy
U.S. Census Bureau
LA 818.267.1700  HQ 301.763.6228  Cell [b] (6) [b]
census.gov  Connect with us on Social Media
From: Wagaman, Chris <Chris.Wagaman@asm.ca.gov>
Sent: Thursday, January 31, 2019 4:17 PM
To: James T Christy (CENSUS/LA FED)
Cc: Wisley, Jim
Subject: USCB Job Fair Flier - Must be citizen to be eligible

Just received the attached flyer yesterday indicating that to be eligible to be hired by the USCB for Census 2020 one must be a U.S. citizen.

Have already received feedback from Members that the Citizenship Question language is still included on the flyer..

On Dec 3, you made a presentation to the CCC. In your PP, you addressed this issue specifically.

Based on that representation, it was everyone’s impression that this would be taken out.

Where do we go from here? What should we tell folks?

Thanks.

Chris Wagaman

Assistant to Assembly Speaker Anthony Rendon

chris.wagaman@asm.ca.gov

916-319-2407 direct