

**Q1. What does the term “excepted” mean”?**

**A1.** Excepted is the term used to designate activities that must continue in the absence of appropriations and the personnel who must be retained on duty in support of these activities. The term "excepted" does not refer to employees exempt from Fair Labor Standards Act coverage or the employees who are serving on excepted appointments. The term "essential" in position descriptions does not apply when making the determination of "excepted" personnel.

**Q2. Who determines what activities are “excepted”?**

**A2.** In accordance with Department of the Army guidance, local commanders will identify what activities and personnel are "excepted" and "non-excepted."

**Q3. What are some examples of “excepted” personnel?**

**A3.** Some examples of "excepted" personnel are active duty military personnel, reserve component personnel performing Active Guard and Reserve (AGR) duty, Senate-confirmed officials appointed by the President, and foreign national employees paid with host country funds. In addition, commanders can designate as excepted the minimum number of personnel required to support excepted activities.

**Q4. What are some examples of “non-excepted” personnel?**

**A4.** Civilian personnel, including military technicians in their civilian positions, who are not required to carry out or support excepted activities.

**Q5. What are some examples of “excepted” activities?**

**A5.** Some examples of "excepted" activities include: permanent change of station moves funded with prior year funds for active duty, reserve, and civilian personnel; Operation Enduring Freedom (OEF) and Operation New Dawn (OND); operation of mortuary affairs activities and attendant other services necessary to properly care for the fallen and their families, and operations of child care activities.

**Q6. What are some examples of “non-excepted” activities?**

**A6.** Some examples of "non-excepted" activities include: preparation of budget submission data; elective surgery and other elective procedures in Department of Defense mental and dental facilities; activities in support of environmental requirements which are not necessary to prevent imminent threat to life or property; and DOD Education Activity summer school activities. Also of note, certain activities in medical/dental care; financial management; and training and education are non-excepted. Individuals should contact their home station organizations for further guidance.

**Q7. What happens to individuals who are identified by local commanders as “non-excepted”?**

**A7.** "Non-excepted" personnel are notified by their commanders that their positions are "non-excepted" and they will be furloughed. During the furlough period, civilian employees who are non-excepted will be in a non-pay, non-duty status. Non-excepted

employees will not be permitted to serve as unpaid volunteers. Non-excepted workers must remain away from the work place and may not perform any official duties, unless and until recalled. They may not telework or otherwise perform regularly assigned duties remotely, such as via Citrix, Blackberry, or phone. Paid leave of any kind approved for use during the furlough period is cancelled.

**Q8. What happens financially to the “non-excepted” personnel while they are furloughed?**

**A8.** The "non-excepted" personnel will be in a nonpay and nonduty status, until an appropriation or continuing resolution is enacted. "Non-excepted" personnel will not telework or otherwise perform work remotely. Any paid leave (annual, sick, court, etc.) approved for use during the furlough period is cancelled.

**Q9. How are contractors affected by an expiration of the CR?**

**A9.** Contractors performing under a contract that was fully obligated upon contract execution may continue to work. Heads of contracting activities may require return to work of the minimum number of civilian contracting and contract management oversight personnel necessary to oversee contractor operations in support of excepted activities. New contracts may not be executed unless the contractor is supporting an excepted activity.

**Q10. How will I know when to return to work?**

**A10.** Visit the OPM website: <http://www.opm.gov/> and regularly tune to local or national media.

**Q11. What if I PCS as a civilian?**

**A11.** Contact your gaining and losing organizations for guidance.

**Q12. What if I am TDY?**

**A12.** If supporting an excepted activity, duty continues. In every case, however, contact your home station organization immediately for further guidance.

**Q13. Will military retirement pay continue during a shutdown period?**

**A13.** Yes.

**Q14. Can personnel initially designated non-excepted be called back to work?**

**A14.** Yes, if the local commander determines they are needed to support an excepted activity. However, workers should contact their home station organization for guidance.