



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

MEMORANDUM

TO: Chief Human Capital Officers

FROM: Veronica E. Hinton, Associate Director, Workforce Policy and Innovation

DATE: July 30, 2025

RE: Changes to Selective Service Registration Requirements Included in the “Servicemember Quality of Life Improvement and National Defense Authorization Act for Fiscal Year 2025”

On December 23, 2024, the President signed into law, the “Servicemember Quality of Life Improvement and National Defense Authorization Act (NDAA) for Fiscal Year 2025” (Public Law 118-159). Section 1108 of the NDAA amended section 3328 of title 5, United States Code (U.S.C.), by adding newly designated paragraphs (b) and (d), to establish eligibility for Federal civilian employment for individuals who failed to register for the Selective Service but who served in the military. As a result of this amendment, agencies are no longer required to send requests for adjudication to OPM for an individual who did not register for the Selective Service if that individual—

- is a veteran
- provides evidence of active duty service to the executive agency in which the individual seeks an appointment; and
- is no longer eligible to register for the Selective Service due to age.

Agencies must continue to submit adjudication requests to OPM under subpart G of part 300, title 5, Code of Federal Regulations, for individuals who do not meet the conditions above.

For purposes of this amendment, the terms “veteran” and “active duty” have the meaning given those terms under section 101 of title 38, U.S.C.

We have attached a copy of section 3328 of title 5, U.S.C. to this memorandum. Inquiries pertaining to this amendment may be sent to employ@opm.gov.

Cc: Deputy Chief Human Capital Officers, and Human Resource Directors

§3328. Selective Service registration

(a) An individual-

(1) who was born after December 31, 1959, and is or was required to register under section 3 of the Military Selective Service Act (50 U.S.C. 3802) and

(2) who is not so registered or knowingly and willfully did not so register before the requirement terminated or became inapplicable to the individual, shall be ineligible for appointment to a position in an Executive agency.

(b) Subsection (a) shall not apply to an individual-

(1) who is a veteran;

(2) who provides evidence of active duty service to the Executive agency in which the individual seeks an appointment; and

(3) for whom the requirement to register under section 3 of the Military Selective Service Act (50 U.S.C. 3802) has terminated or is now inapplicable due to age.

(c) The Office of Personnel Management, in consultation with the Director of the Selective Service System, shall prescribe regulations to carry out this section. Such regulations shall include provisions prescribing procedures for the adjudication of determinations of whether a failure to register was knowing and willful. Such procedures shall require that such a determination may not be made if the individual concerned shows by a preponderance of the evidence that the failure to register was neither knowing nor willful. Such procedures may provide that determinations of eligibility under the requirements of this section shall be adjudicated by the Executive agency making the appointment for which the eligibility is determined.

(d) In this section, the terms "active duty" and "veteran" have the meaning given those terms in section 101 of title 38.

(Added Pub. L. 99-145, title XVI, §1622(a)(1), Nov. 8, 1985, 99 Stat. 777 ; amended Pub. L. 100-180, div. A, title XII, §1249, Dec. 4, 1987, 101 Stat. 1167 ; Pub. L. 118-159, div. A, title XI, §1108, Dec. 23, 2024, 138 Stat. 2089 .)