

From: HR <hr@opm.gov>
Sent: Sunday, February 2, 2025 8:22 PM
Subject: Fork in the Road: Today's FAQs
Importance: High

Q: The current funding bill for the federal government expires on March 14. Will I still receive full pay and benefits if the money runs out?

A: Any government shutdown could potentially affect an employee's pay regardless of whether he or she has accepted the deferred resignation offer. Moreover, if you accept the deferred resignation offer, you would still be entitled to backpay under the Government Employee Fair Treatment Act of 2019. See 31 U.S.C. 1341(c)(2).

Q: Does my agency have VERA for employees who opt to take the deferred resignation offer?

A: Yes. Employees who are eligible for the deferred resignation offer and are at least age 50 with at least 20 years creditable Federal service, or any age with at least 25 years creditable Federal service are eligible for VERA along with the deferred resignation offer (unless your position is exempted from the deferred resignation program by your agency).

Q: I am scheduled to retire soon after September 30, 2025. Can I take advantage of the deferred resignation program?

A: If your retirement date is between October 1, 2025 and December 31, 2025, you are still eligible for deferred resignation (unless your position is exempted from the deferred resignation program by your agency). If your retirement date is within this window, your deferred resignation date will be extended to match your retirement date.

Q: How can I make it clear that I would like to resign AND retire (not just resign)?

A: You are welcome to type "resign and retire" into the reply email but it is not required. If you simply write "resign" and you are eligible for retirement on or before December

31, 2025, we will process your resignation with retirement as of September 30 OR your actual retirement date (if it is between September 30 and December 31, 2025).

Q: Is there a formal agreement I can sign with my agency reflecting the terms of this offer?

A: Yes. If you are eligible for the deferred resignation program and accept it, your agency can execute paperwork reflecting the terms.

Q: Does the deferred resignation program comply with all records and privacy laws?

A: Yes. The deferred resignation program uses only basic contact information about federal employees, like name and government email address, along with short, voluntary email responses. That information is stored on secure government systems. To the extent the Privacy Act applies, all information relevant to the program is covered by existing OPM System of Records Notices.

Reminder that the deferred resignation program is available until Thursday, February 6.

Additional FAQs and instructions on accepting deferred resignation can be found on the OPM website by navigating to "Fork" from the top menu.