

FREQUENTLY ASKED QUESTIONS

Voluntary Early Retirement Authority (VERA)

Q. What is VERA?

- A. VERA is used to avoid involuntary separations or downgrades when OPM determines that an agency is undergoing a major reduction in force, major reorganization, or major transfer of function, and a significant percentage of the employees serving in the agency will be involuntarily separated or subject to a downgrade

Q. Who can approve a VERA?

- A. If (at the request of an agency) OPM determines that an organization is undergoing a major reduction in force, major reorganization, or major transfer of function, OPM can provide the agency the authority to offer VERA

Q. What are the basic age and service requirements for VERA?

- A. To be eligible for VERA, an employee must be either age 50 with 20 years of service or have 25 years of total creditable service at any age. It is important to note that if an employee who is covered by the Civil Service Retirement System takes a VERA, he or she will face a two percent reduction in annuity per each year he or she is under the age of 55.

Q. If an employee meets the age and service requirements for VERA, are there any other restrictions that would prevent offering VERA?

- A. Yes. Temporary and term employees are precluded from receipt of VERA; the individual must have been employed with the agency for 31 days prior to the date the agency requested authority; and the individual may not be in receipt of an involuntary separation notice for misconduct or performance.

Q. Can management offer VERA to an employee who has been issued a RIF separation notice?

- A. Within DoD, once an employee is issued a RIF separation notice, that employee is no longer eligible for VERA. VERA is a voluntary action; receipt of a separation notice makes any following action involuntary.