

IMPACT ON ENTITLEMENTS/BENEFITS

SITUATION	SEVERANCE PAY	DISCONTINUED SERVICE RETIREMENT*	PRIORITY PLACEMENT PROG (PPP)	ICTAP AND REEMPLOYMENT PRIORITY LIST (RPL)	VERA/VSIP
Employee approved for VSIP	No	No	No	No	No
Employee retires under VERA without VSIP	No	No	No	No	No
Employee approved for VSIP and VERA	No	No	No	No	No
Employee files for DSR*	No	If received formal RIF notification OR if received a specific RIF notice of separation, or declined an offer more than two grades lower, or a change in work schedule, e.g. FT to PT.	If received specific RIF notice of separation & registration is before effective date of retirement.	If retirement is on RIF separation date.	No
Employee resigns (not DSR)	If received notice of RIF separation, or declined an offer more than two grades lower, or declined change in work schedule e.g., full-time to part-time.	No	If received specific RIF notice of separation or change to lower grade & registration is before effective date of resignation.	If resignation is on RIF separation date.	No
Employee accepts job with contractor	If eligible. See "Employee resigns" above.	If eligible. See "Employee files for DSR" above.	If separated by RIF	If separated by RIF	No
Employee declines job offer from contractor	No impact	No impact	No impact	No impact	No impact
Employee accepts RIF offer	No	No	If job offer is to a lower graded position or is from a full-time to part-time schedule.	No	No
Employee declines RIF offer and is facing separation	If eligible & offer is more than two grades lower than present position or offer is change in work schedule, e.g., full-time to part-time.	If eligible & offer is more than two grades lower than present position or is offer is change in work schedule e.g., full-time to part-time.	If eligible for severance pay & offer is more than two grades lower than present position or is change in work schedule, full-time to part-time.	ICTAP: Yes RPL: If offer declined is to a lower graded position or is change in work schedule, e.g., full-time to part-time.	No
Employee is involuntarily separated by RIF	If eligible	If eligible	Yes	Yes	No
Employee is on temporary appointment (covered by FICA)	No	No	No	No	No

* Discontinued retirement eligibility:
 25 years of service at any age; or
 Age 50 with 20 years of service.
 Annuity reduced 2% for each year under
 age 55 for CSRS employees.
 Retirement is considered an involuntary
 separation, exempt from Voluntary
 Separation Incentive Pay (VSIP).