

## **Voluntary Early Retirement Authority (VERA)**

**Criteria for Eligibility for VERA** - To be eligible for VERA if offered by the employing agency, the employee must meet the following conditions:

1. Be serving on a permanent appointment
2. Have been continuously employed by the Department of Defense (DoD) for more than 30 days
3. Not be in receipt of a notice of involuntary separation for misconduct or unsatisfactory performance
4. Meet the age and service requirements for a VERA (any age with 25 years or more of creditable service or age 50 with 20 years or more of creditable service)
5. Not be retiring as a result of declining a transfer of function, directed reassignment, or other management-initiated relocation outside the commuting area

Employees approved for VERA and retiring under **the Civil Service Retirement System (CSRS)** are subject to an age reduction in their basic annuity benefit of 2 percent for every year they are under the age of 55. This is a permanent reduction. The annuity rate will not increase when the annuitant reaches age 55.

There is no age reduction for employees covered by the **Federal Employees Retirement System (FERS)**.

For additional information regarding VERA, employees may access information in the Office of Personnel Management URL:

<https://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-early-retirement-authority/>