

VERA/VSIP – Similarity and Differences

Voluntary Early Retirement Authority (VERA) And Voluntary Separation Incentive Payment (VSIP)	
An agency must obtain VERA and VSIP authority from OPM. Both VERA and VSIP are useful for reshaping, restructuring and reorganizing efforts. Employees must apply for VERA and VSIP. Both are voluntary. Coercion is prohibited.	
Voluntary Early Retirement Authority (VERA)	Voluntary Separation Incentive Payment (VSIP)
<u>Eligibility Requirements</u> Those at least age 50 with 20 or more years of creditable service, or any age with 25 or more years are VERA eligible.	<u>Eligibility Requirements</u> Those in a permanent position for at least three years may be eligible to separate and receive a payment under VSIP.
<u>Application Process</u> An employee may withdraw a VERA application up until the effective date.	<u>Application Process</u> An employee may withdraw a VERA application up until the effective date.
<u>Benefit to Employee</u> VERA temporarily lowers the age and service requirements for retirement.	<u>Benefit to Employee</u> Agency offers a lump sum payment of up to \$25,000 to separate under VSIP.
<u>Method of Calculation</u> Military time is included in a VERA calculation. Creditable Service for Annual Leave Accrual (CSALA) time is not included.	<u>Method of Calculation</u> Neither military time nor Creditable Service for Annual Leave Accrual (CSALA) time is included in a VSIP calculation.
<u>Employment Restrictions</u> There are no special employment restrictions resulting from VERA.	<u>Employment Restrictions</u> Employee must repay VSIP if accepting federal employment within five years.