

## DEFERRED RESIGNATION PROGRAM ADDENDUM (REVISED 02/07/2025)

### INTRODUCTION

**In compliance with an order issued February 6, 2025, by the District Court of Massachusetts granting a request to stay the deadline for the Deferred Resignation program, the deadline for employees to accept the deferred resignation offer is Monday, February 10, 2025, 11:59 p.m. EST.**

**All regular telework and remote work arrangements have been terminated pursuant to reference a., and employees awaiting a decision on their Deferred Resignation Program application are expected to return to in-person work at the agency worksite consistent with the phased approach in reference b., unless an exemption to policy has been certified by the Secretary of Defense or an employee falls into one of the exemption categories in reference b.**

**Decisions on Deferred Resignation Program applications will be made and communicated to employees within the next few weeks, in advance of February 28, 2025. Should employees be approved for deferred resignation, they will be exempt from the return to office requirements. While DRP requests are pending approval, supervisors may authorize unscheduled leave and situational telework that meets a compelling agency need.**

### REFERENCES

**a. Acting Secretary of Defense Memorandum, “Implementation of Presidential Memorandum, “Return to In-Person Work,” January 24, 2025,**

**[https://www.dcpas.osd.mil/sites/default/files/2025-02/implementation\\_of\\_presidential\\_memorandum- return\\_to\\_in-person\\_work\\_osd000440-25\\_res\\_final.pdf](https://www.dcpas.osd.mil/sites/default/files/2025-02/implementation_of_presidential_memorandum- return_to_in-person_work_osd000440-25_res_final.pdf)**

**b. Secretary of Defense Memorandum, “Initial Department of Defense Implementation Guidance, Return to In-Person Work,” January 31, 2025,**

**<https://www.dcpas.osd.mil/sites/default/files/2025-02/Initial%20Department%20of%20Defense%20Implementation%20Guidance%20Return%20to%20In-Person%20Work%20OSD000516-25%20RES%20FINAL%20%282%29.pdf>**

### FREQUENTLY ASKED QUESTIONS

***Eligibility and Participation***

**Q1. Are all DoD employees (e.g., NAF and probationary employees) eligible to request to participate in the DRP?**

A1. All DoD employees may request to participate in the DRP.

**Q2. Will requests to participate in the DRP automatically be approved?**

A2. No. The Secretary of Defense, in coordination with Component Heads, will identify critical functions and roles that will be exempted from the Deferred Resignation Program. Employees occupying exempted functions and roles will not be eligible to participate and their deferred resignation request will be disapproved. Decisions will be made and communicated to employees within the next few weeks but not later than February 28, 2025.

**Q3. When will employees who request to participate in the DRP be placed on administrative leave?**

A3. Employees will not be placed on administrative leave while a request is pending approval. Employees **approved** for deferred resignation will be placed on paid Administrative Leave beginning on February 28, 2025, or later should the employee choose. It is expected that once Administrative Leave commences, employees will not return to work.

**Q4. Are employees who request to participate in the DRP exempt from the Return to In-Person Work policy while their requests are pending approval?**

A4. Only employees with an approved DRP request are exempt from the Return to In-Person Work policy on that basis. While DRP requests are pending approval, supervisors may authorize leave and situational telework that meets a compelling agency need.

***Pay and Administrative Leave***

**Q5. Will Federal Wage System (FWS) employees who elect DRP be eligible for wage schedule increases?**

A5. Yes, FWS employees who participate in the DRP will remain eligible for wage schedule increases that occur during their deferred resignation period.

**Q6. Once employees are placed on administrative leave for their deferred resignation periods, do security clearance obligations remain in effect (e.g. will employees be required to notify their personnel security office of reportable events)?**

A6. Yes, an employee's security clearance obligations remain in effect while on administrative leave under the DRP. Employees should consult their servicing personnel security office for guidance on specific requirements. (See Security Executive Agent Directive 3)

***Overseas Employees***

**Q7. May employees be allowed to remain in country while on paid administrative leave for the deferred resignation period?**

A7. Employees with return rights may be directed to return as directed by their component in accordance with their return rights agreement and the provisions of 10 United States Code 1586 and DoDI 1400.25 Vol. 1230.

**Q8. Will the Living Quarters Allowance (LQA) and post allowance continue for those on paid administrative leave if the employee remains in country while on paid administrative leave for the deferred resignation period?**

A8. In accordance with the Department of State Standardized Regulations (DSSR), LQA may continue for an individual in a leave status not to exceed 60 days. DoD Component Heads may extend this provision for an additional 60 days when it is determined to be in the public interest. Post allowance is determined based on the employee's physical presence at the foreign area location. The employee's leave status does not impact the continuance of payment for post allowance. Employees should contact their local human resources offices for advisement on other allowances that may be impacted by extended leave statuses (e.g., separate maintenance allowance, post hardship differential, etc.).

**Q9. What PCS allowances are allowed?**

A9. The terms of the service agreements already in place with the employee and tour of duty requirements will inform PCS entitlements and other associated allowances. Employees without return rights wherein they do not retain a true permanent duty station should consult with their supervisor to identify the proper vehicle for their return to the continental United States (CONUS).

**Q10. Can employees who have a valid transportation agreement choose a final destination that differs from their original location (e.g. last CONUS location, duty station, or home of record)?**

A10. Employees and components must follow their transportation agreements and return to the employee's residence at the time of assignment. See JTR par. 054903-B. "Actual residence must be determined when an individual initially is appointed or transferred to a PDS [permanent duty station] OCONUS [outside the continental United States]. The Government's obligation for travel and transportation allowances is limited to movement to and from a civilian employee's actual residence at the time of assignment to duty OCONUS..." If the employee selects an alternate destination instead of their actual residence, then the employee is limited to the travel and transportation costs to the actual residence.

**Q11. Only the Secretariat level may authorize waiving two PCS moves in the same Fiscal Year. If this should become necessary for a DRP participant, how/will this be authorized.**

A11. The Component's authorizing official must certify that ending the tour of duty early is acceptable and approve return transportation. See JTR par. 054912.

## CONTACT

DoD Component HR should contact the DCPAS Tiger Team at [dodhra.mc-alex.dcpas.mbx.dcpas-communications@mail.mil](mailto:dodhra.mc-alex.dcpas.mbx.dcpas-communications@mail.mil) for additional information. The intent of the group box is to provide DoD Component HR with guidance to support the DRP.

We understand employees have many questions about their personal situations, however, please be advised that the DCPAS Tiger Team does not have access to personal information. To obtain personalized assistance, please contact your Human Resources Service Provider, who will be able to address your questions and provide guidance tailored to your individual situation.