



**PARTNERSHIP
FOR PUBLIC SERVICE**

DEFERRED RESIGNATION PROGRAM

Preparing for your last day of federal service

Over the past several months, many federal employees have opted into and been approved for the Deferred Resignation Program (DRP), also known as the “fork in the road.”

This Trump administration program allowed federal employees to transfer their workload, leave their job and go on administrative leave through a certain end date before resignation. For many employees who elected to take the DRP, their last day of federal service will be Sept. 30, 2025.

Federal employees who meet certain eligibility criteria have also opted into the Voluntary Early Retirement Authority (VERA) or accepted a lump sum via the Voluntary Separation Incentive Payment Program (VSIP). Many of these employees have already left federal service or will be doing so soon.

For those navigating the DRP, see this guide for tips and resources to help you through your next steps. Please note that DRP agreements were not 100% uniform across departments and that taking VERA or VSIP in combination with DRP may alter some of the advice included in this guide.

Need-to-know highlights



Make sure you have all necessary records and documentation.



If applicable, make sure you understand any reversal or federal job transition conditions.



Understand your pay and benefit rights while on administrative leave and after your separation date.



If you are close to retirement, understand how DRP affects retirement benefits.



Take care of yourself and your family while in between roles.



Understand your federal employee legal support options.



Begin thinking strategically about leveraging your skills and passions to land your next role.



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Your Separation or Resignation Date is Approaching, Now What?

Make sure you have all necessary records and documentation

Ahead of your separation date, be sure to download your personnel file and benefit documents, including the SF-50, eOPF, and your most recent performance reviews as well as a copy of your most recent Security Clearance Verification Form (500-3), if applicable.

If you are no longer able to access government systems, you should first contact your agency's personnel office to request a copy of your personnel records.

If contacting your agency's personnel office is unsuccessful, you may also [submit a written request](#) to the National Personnel Records Center, which houses paper copies of federal workers' Official Personnel Folders.

If you have questions about ethics requirements during the job search, cooling-off periods, or separation incentives and eventual return to federal service ([VSIP](#)), check out the Office of Personnel Management website or contact your agency's designated ethics official.

Download your personnel files



Standard Form 50 (SF-50)



Electronic Official Personnel Folder (eOPF)



Recent performance review summaries



Security Clearance Verification Form (500-3)

FedSupport Resource

Visit this resource for additional information on how to check if your personnel information is up to date, what information your personnel files include and how to download your personnel files.



[Personnel Files and Employment Types FAQ](#)



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If applicable, make sure you understand any reversal or federal job transition conditions

The DRP agreement is a binding contract between you and your agency. However, reversal has occurred in some agencies under some circumstances.

Some agencies have contacted federal workers on administrative leave through the DRP and asked if they might be interested in returning or taking an alternative placement.

Employees who have applied for and been selected for another federal job have been asked to rescind their DRP agreement before they can accept a new position.

Review your DRP agreement to determine if it outlines specific situations where rescinding is possible. Additional questions should be submitted to your agency's HR office to better understand flexibilities.

Join your former agency's alumni association

The Federal Alumni Network connects the growing number of alumni organizations that support former federal workers who share a commitment to public service excellence and a government that works for everyone.

To former federal employees: Your years of federal service matter—both to the people you served and to the future of effective government.

Consider joining your former agency's alumni association.

FedSupport Resource

Stay in touch with colleagues, exchange information and keep informed regarding agency and mission-related updates.

Existing alumni groups, as well as individuals in search of an alumni community, can find opportunities to connect through our Federal Alumni Network page.



[Federal Alumni Network](#)



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Understand your pay and benefit rights while on administrative leave and after your separation date

According to [OPM](#), and as stipulated in DRP agreements, employees will continue to receive full pay and benefits and accrue both annual and sick leave while on administrative leave.

Agencies will pay out accrued annual leave in a lump sum after separation, but the actual timeline of payment depends on the agency.

This annual leave payout will be reduced by federal and state income taxes and may include other withholdings.

Sick leave is not paid out upon separation and employees will not receive time-off awards as cash payments upon separation from federal service, irrespective of their DRP status.

Health insurance coverage may extend beyond your date of employee separation.

Contact your agency's HR office and read their separation packet for clarity and terms of an extension, if interested.

Take ownership of your rights as a federal employee

As a federal employee, you have access to:

- Appeals
- Separation benefits
- Severance options
- Severance pay eligibility

FedSupport Resource

The FAQ below examines issues like due process, wrongful termination, reductions in force and whistleblower protections. Understand what happens to your benefits (Thrift Savings Plan, pension, health insurance and unemployment), what separation options you might have and how to seek help, including back pay, severance incentives or appeal routes like the Merit Systems Protection Board.



[Federal Employee Rights FAQ](#)



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If you are close to retirement, understand how DRP affects retirement benefits

The DRP states that eligible employees will continue to receive retirement service credit during the deferred resignation period, meaning that credit will count toward your retirement eligibility and calculations.

Under the Federal Employee Retirement System (FERS), employees who leave before they are eligible to retire may request a lump sum of retirement contributions or defer annuity and wait to claim monthly payments once the eligibility age is reached. This option requires at least five years of service.

If eligible, consider which option is best for you and clearly communicate with your agency to confirm your selection. Keep documentation of your decision and communication with the agency on file.

FedSupport Resources

Explore the linked FedSupport webinars below to better understand your position and learn more about how separation may interact with retirement benefits.

[How might my benefits be affected?](#)

- Learn how administrative actions affecting the civil service are reshaping federal employee benefits, including pay, retirement security, health coverage, workplace protections and long-term career stability.

[What to know about retirement benefits and other financial considerations](#)

- Gain insights into retirement benefits and other key financial considerations, and hear from experts who share practical tips and tools to help build financial confidence.

[What do I need to know: A conversation on retirement benefits and other financial considerations](#)

- Learn how to evaluate your retirement benefits, understand key financial implications and prepare for long-term security so you can make informed financial decisions.



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Take care of yourself and your family while in between roles

Understand the support available for federal employees to help you address and recover from the emotional and psychological impact of large-scale change. Click on the links in blue for access.

Mental health support

[Justice Connect: Mental health guide](#)

- Find mental health treatment providers and support groups for federal employees that you can join.

[Mind the Movement: Mental health resources](#)

- Explore a spreadsheet of resources on topics ranging from mental health, workplace stress, wellness, crisis care and more.

Unemployment benefits and insurance

[Department of Labor: How Do I File for Unemployment Insurance?](#)

- Find information on how unemployment insurance works, eligibility requirements and a map of each state's unemployment office contact information.

[Department of Labor: Unemployment Compensation for Federal Employees](#)

- Learn about unemployment compensation specifically for federal employees applying for benefits.

[USA.gov: Unemployment benefits](#)

- Access the official U.S. government portal that provides state-level eligibility and assistance information.

FedSupport Resource

[What do I need to know about Washington, D.C. unemployment insurance?](#)

- Learn the specifics of the District of Columbia's unemployment compensation program, also referred to as unemployment insurance. This webinar is specific to filing in Washington, D.C.



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Understand your federal employee legal support options

A coalition of labor and democracy partners formed the Rise Up: Federal Workers Legal Defense Network.

This network provides legal support to federal workers affected by recent personnel policies through a network of trained lawyers who are available free of charge.

Visit workerslegaldefense.org to learn more.



The Legal Defense Network is powered by the AFL-CIO and We The Action with Democracy Forward, the American Federation of Government Employees (AFGE), the National Federation of Federal Employees (NFFE-IAM), National Treasury Employees Union (NTEU), The Leadership Conference on Civil and Human Rights, the American Constitution Society (ACS), the Partnership for Public Service and others.

FedSupport Resources

[Understanding the current legal environment and legal support options](#)

- Better understand the current legal landscape and assess if Rise Up: Federal Workers Legal Defense Network may be right for your legal counsel needs.

[Legal support options for federal employees affected by recent cuts to federal agencies and programs](#)

- Gain crucial insights into the legal arguments and legal support options federal employees could rely on as they challenge ongoing cuts to the federal workforce.

[What you need to know about the Supreme Court ruling allowing mass federal layoffs](#)

- Unpack the implications of a recent Supreme Court ruling allowing the executive branch to proceed with large-scale reductions in force at federal agencies, better understand the legal context of the ruling and find practical guidance for employees facing a RIF.



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Begin thinking strategically about leveraging your skills and passions to land your next role

Career Pivot Bootcamp

The Partnership for Public Service's free [Career Pivot Bootcamp](#) guides participants through a career transition from the federal government to a nonfederal sector, such as the private, nonprofit or higher education sectors, or state and local government. Register to receive training videos from career development experts, a wide range of career pivot resources and tools to organize your career pivot journey.

FedSupport Resources

[How might my public sector skills translate into the private sector?](#)

- Find recommendations on how to translate your federal experience for private-sector positions, including guidance on how to craft a private-sector resume.

[Why a skills assessment is your most powerful pivot tool](#)

- Hear tips on how to assess the skills you developed in federal service to develop a personal brand and job search strategy.

[How can I ethically use AI in a successful job search](#)

- Learn how to effectively and ethically use AI during your job search to simplify the process, customize application documents and prepare for career conversations, such as informational interviews, job interviews and salary negotiations.

To stay up to date on the latest tips, resources and webinars for current and former federal employees, subscribe to the FedSupport Newsletter on the [FedSupport homepage](#).



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