



# United States Department of the Interior

U.S. GEOLOGICAL SURVEY  
Office of the Director  
Reston, Virginia 20192

In Reply Refer To:  
Mail Stop 601A  
GSS1400010

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## Memorandum

To: All U.S. Geological Survey Employees

From: William H. Werkheiser   
Acting Deputy Director

Subject: Voluntary Early Retirement Authority

The purpose of this memorandum is to inform you that the U.S. Geological Survey (USGS) requested and received approval from the Office of Personnel Management (OPM) for the Voluntary Early Retirement Authority (VERA) or 'early-out' for all eligible USGS employees, except for members of the Senior Executive Service. This early-out opportunity is being offered to those employees who meet the eligibility requirements for early retirement between February 13, 2014, and September 30, 2014.

To retire under the VERA, you must meet the OPM's eligibility requirements. Employees covered under the Federal Employee Retirement System (FERS), the Civil Service Retirement System (CSRS), or CSRS Offset must:

- be age 50 or older with 20 years creditable service, or any age with 25 years of creditable service,
- have been continuously employed by the Department of the Interior since September 29, 2013,
- be serving under an appointment without time limitation, and
- have not received a final removal decision based upon misconduct or unacceptable performance.

If you are eligible, you will receive a letter that will provide you with important information on how to apply for early retirement. If you think you are eligible for VERA, and do not receive a letter by February 18, 2014, please contact your servicing Benefits Specialist. For detailed

information on VERA and related topics available on the Office of Human Capital Website, click on this link:

<http://www.usgs.gov/humancapital/sw/workforceplanning/bureauvera.html>

Voluntary Separation Incentive Payments (VSIP) or 'buy-outs' are being handled by individual Centers, Mission Areas, Regions, and Offices, as necessary and appropriate.