

Deferred Resignation Program Implementation

As of February 24, 2025

The Department of Defense received requests for the Deferred Resignation Program in two phases due to the U.S. District Court's initial extension of the DRP deadline from February 6 to February 10, 2025, and subsequent extension until 7:30 pm ET on February 12, 2025. The Department received approximately 31, 987 "raw" DRP applications. This includes the 27, 525 prior to the initial cutoff and an additional 4,462 applications following the initial cutoff.

P&R provided the Components guidance on determining exemptions to the DRP on February 11. Components submitted exemptions to the DRP on 14 February for DRP applications prior to the initial cutoff.

The following Components requests for exemptions are authorized to proceed. These Components are not required to submit exemptions to the DRP for any applications received after the cutoff (4,462) if they utilize the same approach for determining exemptions as submitted to P&R on 14 February.

- Chief Digital and Artificial Intelligence Officer
- Cost Assessment and Program Evaluation
- Defense Acquisition University
- Defense Commissary Agency
- Defense Counterintelligence and Security Agency
- Defense Finance Accounting Service
- Defense Health Agency
- Defense Healthcare Management System
- Defense Human Resources Activity
- Defense Information Systems Agency
- Defense Innovation Unit
- Defense Intelligence Agency
- Defense Technical Information Center
- Department of Defense Education Activity
- Department of the Air Force
- Department of the Army
- Department of the Navy
- DoD Chief Information Officer
- DoD Inspector General
- Joint Chiefs of Staff*
- National Geospatial-Intelligence Agency
- National Guard Bureau
- National Reconnaissance Office
- National Security Agency
- Office of the ASD for Legislative Affairs
- Office of the ASD for Privacy, Civil Liberties and Transparency
- Office of the ASD for Public Affairs
- Office of the Undersecretary of Defense for Policy
- Operational Test and Evaluation
- Pentagon Force Protection Agency
- Strategic Capabilities Office
- U.S. Military Entrance Processing Command
- Office of the USD for Acquisition and Sustainment
- Office of the USD for Personnel & Readiness
- Office of the USD for Research and Engineering
- Washington Headquarters Service

*Combatant Command pending as of February 24, 2025.

Components not on this list, and not already contacted separately, must submit their requests for exemptions and analysis of functions/roles to the CATMS Tasker for review by the Office of the Acting Deputy Assistant Secretary of Defense for Civilian Personnel Policy (ODASD(CPP)) and receive written confirmation prior to processing DRP applications or notifying employees.

Approved Categorical Exemptions:

All Non-Appropriated Fund (NAF) employees and Dual Status Technicians (DSTs) are exempt from the Deferred Resignation Program. The number of NAF employees and DSTs who requested DRP will be removed from the actual total number of DRP applications for the Department.

Erroneous DRP Applications:

Components who identify an erroneous employee request for DRP can remove the employee from their list of DRP applications. Erroneous requests for DRP will be removed from the actual total number of DRP applications for the Department. Components are responsible for maintaining the list of DRP applications, whether each request is approved or disapproved from DRP, and erroneous DRP requests. ODASD(CPP) will issue future guidance on how to submit this information for the Department's final DRP numbers.

Guidance:

Components on the list approve may proceed in notifying employees who requested DRP whether they are approved or disapproved for the program.

Components can begin processing the Deferred Resignation Agreement for employees who accepted the deferred resignation offer and approved for DRP.

- Components can work with the employee to confirm the date they will begin administrative leave, which can be as early as February 28 per the U.S. Office of Personnel Management (OPM).
- Components can modify the resignation agreement as appropriate based on employee requests, e.g., dates administrative leave commences, Retirement and Voluntary Early Retirement Authority (VERA), etc.
- P&R is available to provide guidance on compliance with the Age Discrimination in Employment Act. Due to the administrative burden of these notification procedures, ODASD(CPP) recommends that Components process the employees Deferred Resignation Agreement at the appropriate organizational level.