

28. I am a Supervisor who works out of the Vehicle Maintenance Facility (VMF) and am interested in the VER \$20,000 incentive. The VMF reports to the Operations Support Office, which is part of the District's Customer Service offices. Am I eligible to take advantage of the cash incentive?

No. The VMF is not part of the District Office Competitive Area. It is a separate RIF competitive area which means that neither the VER offer nor the financial incentive applies to employees assigned at the VMF.

29. The VER irrevocable date is April 25th and VER effective date is May 31st. I am 49 years old and have 21 years of service. My birthday is on May 24, 2011. Am I eligible for VER since my birthday is after irrevocable date but before the VER effective date? And if so, what do I do if I have not received a VER eligible mailing from HRSSC?

Yes, you are VER eligible. You should contact your District Human Resources Manager immediately for assistance.

30. If I take the VER and receive the first \$10,000 payment of the incentive in November, 2011, and I pass away prior to receiving the second installment, what happens to the second payment that I would have collected in November, 2012? Does it get forfeited or would my family receive it as a beneficiary?

The additional payment would be paid to the deceased employee's estate. There is no existent beneficiary document associated with the special incentive.

31. If I receive a disapproval of incentive notification, can I withdraw my optional application, VER, or resignation? (Updated 03/30/2011)

Yes, provided your written withdrawal request is received at HRSSC no later than 8:30 PM EST on April 25 for VER or no later than 8:30 PM EST on the effective date of retirement or resignation (April 30 or May 31). This answer is taken in part from the 2011 SPECIAL INCENTIVE OFFER FAQs - link is listed above.

32. An employee is retiring from the Postal Service on 5/31/11. The Memorial Day Holiday is 5/30/11. Does the employee need to be in a pay status or can they take leave on 5/31/11, and still get holiday leave pay? And if the employee takes leave on 5/31/11, does that mean that the last work day is 5/27/11 for an employee retiring effective 5/31/11?

To receive holiday leave pay, the employee must be in a pay status either the last scheduled hour before or the first scheduled hour after the holiday or designated holiday. Therefore, the last day of work for an employee retiring on 5/31/11, would be 5/27/11, provided that the employee is in the category described above and would receive "holiday leave pay". However, for an employee on extended LWOP, paid leave for the last scheduled hour before or the first scheduled hour after the holiday or the designated holiday is not approved for the purpose of qualifying the employee for holiday pay.

33. I am in the targeted eligibility group and prior to the announcement, I was in process of accepting a position in another federal agency. What are my options to receive the Special Incentive Offer? (Updated 03/30/2011)

If you accept a job with another federal agency you are not eligible for the Special Incentive Offer. Should you decide to decline the transfer opportunity, you may submit a written request to HRSSC to cancel your transfer to another federal agency no later than COB on the effective date of your separation. You may then submit a signed original PS 2574, Resignation from the Postal Service, effective 4/30/11 or 5/31/11. The PS 2574 must be received by 8:30 PM EST on 4/25/11. If you accept employment with another federal agency after your resignation effective April 30 or May 31, you would be eligible for the incentive provided there is a break in service of more than 4 days. Prior to making a decision, it is recommended that you fully discuss this decision with the gaining federal agency.

34. If an employee sends their retirement package to the Human Resources Shared Service Center (HRSSC) for processing and later wants to change the survivor allocation information; will they be able to do so after the package is received by the HRSSC?

Yes, changes can be made. If the changes are before the retirement effective date, the employee can submit the form to HRSSC and the center will send it to Eagan to catch up with the retirement package. If the employee needs to make changes after the effective retirement date, they should send the changes directly to the Office of Personnel Management (OPM). There are time restrictions and/or may be a cost for changes made after retirement (see “Can I change my survivor benefit election after retirement?” at OPM FAQs website <http://www.opm.gov/faqs/topic/retire/index.aspx>).

35. I completed the Advanced Leadership/Managerial Leadership Program less than one year ago. If I retire, do I have to repay tuition for the course(s)?

If you will be separating from the service under any of the following circumstances, please notify Jeannine Lewis, at Headquarters via email. If you are planning on leaving the Postal Service you should not continue in either the Advanced Leadership or Managerial Leadership Program. The majority of questions can be addressed in one of the situations below:

Situation	Obligation
Individual is involuntarily separated.	As stated in the Continued Service Agreement, individuals who are involuntarily separated are not required to repay tuition costs.
Individual voluntarily separates from USPS, takes the Voluntary Early Retirement (VER), or takes optional retirement on or before May 31, 2011 and	Individuals who leave voluntarily and receive an incentive for separation may request a waiver of their repayment obligation.

receives the incentive for separation.	
Individual takes optional retirement or otherwise voluntarily separates from USPS and does not receive an incentive.	Individual must meet the repayment obligation in the Continued Service Agreement.

36. I have several questions about life insurance options and benefits into retirement. A few are a specific. Is there someone who can answer these questions prior to a retirement submission?

You may find answers in pamphlets RI 76-12, Information for Retirees and Their Families and RI 76-26, at <http://www.opm.gov/insure/life/reference/76-12/fegli1.asp> and FEGLI Handbook for Employees, Annuitants, Compensationers, and Employing Offices at <http://www.opm.gov/insure/life/reference/handbook/index.asp>. For specific questions regarding FEGLI (Federal Employees Group Life Insurance), you may call the HRSSC.

37. After the retirements are processed and the preferenced veterans are slotted in, the remaining spots will be filled by "Best Qualified" determined by the area Functional Manager and not necessarily by years of service?

That is correct. The Selecting Official (SO)/Functional Manager for each remaining vacancy in the new organization will use an employee's eCareer profile and the interview process for making their selections/placements in round 3.

38. I know this has been answered before, but just so I am completely clear, I am asking again. During round 3 the SO/functional manager will identify employees and inform them that they have been selected for an interview. Would there have been a need to complete or submit KSAs ?

You should update the *work experience* section listing all current work assignments related to your position in your eCareer profile now. In round 3 of the RIF process, the SO will use an employee's eCareer Profile information and an interview to make their selections for placement. There are no KSAs listed in an employee's eCareer profile. However, after the RIF (rounds 1, 2 and 3), during posting phases 1 and 2, the competitive process via eCareer begins and the submitted applications addressing KSA are used for selection purposes.

39. If 24 out of 30 employees are selected for placement during round 3, the remaining 6 employees will have to wait for posting phases 1 and 2 in eCareer for an opportunity to land a job? If I am not selected, I would be waiting for the vacancy announcement to be posted around June and apply via eCareer hoping for an interview and selection?

Yes, if an employee is not selected for placement in round 3 where an employee may meet the minimum requirements, they will have an opportunity to apply for positions posted in eCareer when the posting phases opens beginning 6/14/11.

40. I am an impacted employee. If I am offered a position that I am not interested in or a position that requires relocation and refuse it, and I apply during the competitive posting phases but not selected, what happens?

If you refuse a position and are not selected for a position during the posting phases, you will be RIF separated.

41. Am I eligible to apply for other postings even if I get placed during a round?

Yes. At the present time, placed employees will be eligible to apply for a different position during Phase 1 and 2 postings.

42. If selected for a position, I will be notified that I have a position, but this is not in writing, so will I have to do anything more?

Selections are communicated verbally. The only written notification you will receive will be the Specific RIF Notice Letter which will be mailed on 5/25/11.

43. When may I be considered for a lateral transfer or to a lower level position?

Following the implementation of the RIF (after rounds 1, 2, and 3), and during phases 1 and 2, you may request consideration for a lateral or downgrade.

44. Will employees who get RIF'd on 9/9/11 and then opt to go on a 30-day LWOP status past the end of the Fiscal Year (FY), be eligible for PFP payments for FY11?

In this case, the employee would be eligible for PFP. The pay rules state that an employee must be on the roles on last day of the fiscal year (September 30, 2011) in order to be eligible for PFP. If the employee opts for 30 days of LWOP, the PFP pay-out would be prorated with any LWOP hours in excess of 80 hours. You may reference the 2010 or 2011 (when available), pay rules at: http://blue.usps.gov/humanresources/professionalportal/directreports/compensation/pay_payforperformance.shtml?