

# **What Federal Workers Should Know About Trump Administration's 'Deferred Resignation' Offer**



**Here's what we know about the deferred resignation program offered to federal employees by the Trump administration.**

**Here's what we know about the offer, which affects the majority of the 2.3 million workers employed by the government and was made in an email blast Tuesday afternoon. It is the latest step the Trump administration has taken to reshape the federal workforce — including ordering most federal workers back to the office, firing inspectors general at several agencies and directing the government to lay off staff working on diversity, equity and inclusion.**

**The White House announced details Tuesday of a “deferred resignation” offer it made to federal employees that allows them to resign with pay through Sept. 30.**

**What is the offer?**

**The deferred resignation letter shared by the office suggests that those who take the offer could see their duties changed — or be reassigned or placed on leave — before their resignation.**

**Federal workers who accept the deferred resignation offer will remain employed, retain all pay and benefits, and be exempt from in-person work requirements until their final resignation date of Sept. 30, according to the Office of Personnel Management.**

**Those who accept the deal are not expected to work, according to an FAQ published by OPM. This is the most common question about the deferred resignation office, according to a post from the “Department of Governmental Efficiency,” run by billionaire Elon Musk, account on Musk’s platform X.**

**“Can take the vacation you always wanted, or just watch movies and chill, while receiving your full government pay and benefits,” reads the post.**

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**Under the offer, employees can accelerate their resignation date but not extend it. If a federal worker becomes eligible for early or normal retirement at any point before their resignation date, they may also elect to retire, according to the office.**

**Agencies may make “adjustments” in response to resignations including “moving, eliminating, consolidating, reassigning my position and tasks, reducing my official duties, and/or placing me on paid administrative leave until my resignation date,” OPM said in its letter to federal employees.**

### **What happens to those who don't accept it?**

**The offer expires Feb. 6, according to the office, and there is no penalty for civil servants who do not respond to the email announcing the offer.**

**The announcement states that the majority of federal agencies will be downsized as part of the Trump administration's overhauls, likely through furloughs and reclassifying employees to at-will status, which would make them easier to fire.**

**For those who do not take the offer, “we cannot give you full assurance regarding the certainty of your position or agency but should your position be eliminated you will be treated**

**with dignity and will be afforded the protections in place for such positions,” the announcement states.**

**Who received it — and who didn’t?**

**Not all federal employees are eligible. Agency heads may determine carve-outs within their agencies. Military personnel, employees of the U.S. Postal Service, and those in positions related to immigration enforcement and national security are also exempt, according to the Office of Personnel Management.**