



Extended Employment for Retirement and/or Health Benefits

References: Title 5, Code of Federal Regulations (CFR), Part 351; [DoD 1400.25-M, Civilian Personnel Manual, Subchapter 1704, "Post Separation Entitlement and Benefit Authority"](#)

In accordance with 5 CFR 351.606(b), certain employees who are being involuntarily separated through no fault of their own have the option of being carried on the agency's employment rolls beyond the reduction in force (RIF) effective date in order to reach initial eligibility for:

- Retirement; and/or
- Continuance of Federal Employees' Health Benefits (FEHB) into retirement.

You're eligible for this benefit if you're being separated by RIF or if you decline an offer to relocate outside of your commuting area. In order to be retained under this special provision, you must have sufficient annual leave to attain eligibility for immediate retirement and/or for continuation of FEHB into retirement.

If you elect to take advantage of this option, your installation is required to carry you in an annual leave status beyond the scheduled separation date. You can't be retained past the date you first become eligible for immediate retirement or for continuation of health benefits into retirement, but you can be retained long enough to satisfy both retirement and health benefits requirements.

You may not use sick leave to extend your employment for this purpose.