

ALTERNATIVE FEDERAL RETIREMENT OPTIONS

	VERA	DSR	MRA+10		
	Voluntary Early Retirement Authority	Discontinued Service Retirement	Minimum Retirement Age +10 Years	Deferred	Postponed
Eligibility	Age 50 with 20 years OR any age with 25 years (Must be offered by agency)	Same as VERA Involuntary separation, not for misconduct	MRA with at least 10 years of service	5 years of service minimum	Same as MRA +10
Immediate Annuity (Pension)?	✔ Yes	✔ Yes	✔ Yes , but reduced	✗ No , Age 55-62 depending on years of service	✗ No , Generally 60 or 62 depending on years of service but can be claimed any time after MRA (with penalties for claiming before meeting all retirement requirements)
Supplemental Annuity (Pension)?	✔ Yes Starting at MRA, going until month before Age 62	✔ Yes Starting at MRA, going until month before Age 62	✗ No	✗ No	✗ No
Health & Life Insurance	✔ Yes Generally requires 5 years of coverage running up to retirement	✔ Yes See 5-yr. rule at left	✔ Yes See 5-yr. rule at left	✗ No	✔ Yes , but paused at separation. Restarts when claiming pension. See 5-yr. rule at left
Penalty for Early Retirement	✗ No	✗ No	⚠ Yes : 5% reduction per year under age 62	🚫 N/A	🚫 N/A
Common Uses	Offered during downsizing or reorganization	Used during RIF, must include specific written notice of a proposed involuntary separation	Offers flexibility to retire early with benefits	For those who leave service without qualifying for other types of retirement	For those who qualify for MRA +10 but decide to wait to lower/avoid penalty