



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Thursday, August 7, 2014

FROM: Katherine Archuleta Director

Subject: Phased Retirement Guidance

Today the U.S. Office of Personnel Management (OPM) finalized the Phased Retirement regulations, which you can now find, for public inspection, in the Federal Register. The regulations will be published tomorrow, August 8, 2014.

This new policy will allow the Administration to continue its efforts to deliver a government that is effective, efficient, and forward-looking.

Phased Retirement allows an employee to work 50 percent of the time (part-time), and receive 50 percent of their annuity as a precursor to full retirement. Phased Retirement encourages the most experienced Federal employees to extend their employment for the purpose of facilitating knowledge management and to ensure continuity of operations. It is a management tool and agencies are required to develop guidance on how requests to participate in Phased Retirement will be approved.

OPM is issuing the attached guidance to assist agencies with the implementation of Phased Retirement. Additional guidance will be distributed to agency benefits officers and posted on the [Phased Retirement webpage](#) as it becomes available.

Federal Register Link:
[Phased Retirement Final Regulations](#)

cc: Chief Human Capital Officers and Human Resources Directors