

# VERA Decision Worksheet 2026

Voluntary Early Retirement Authority • Updated June 2026 • [fedtools.com/calculators/vera-eligibility-checker](https://fedtools.com/calculators/vera-eligibility-checker)

Name: \_\_\_\_\_

Agency: \_\_\_\_\_

## SECTION 1: VERA Eligibility Check (Both conditions are OR — either qualifies)

Eligibility Path	Your Numbers	Meets Threshold?
Age 50 + at least 20 years creditable service	Age: _____ Service: _____ yrs	<input type="checkbox"/> Yes <input type="checkbox"/> No
Any age + at least 25 years creditable service (minimum 5 civilian)	Age: _____ Service: _____ yrs	<input type="checkbox"/> Yes <input type="checkbox"/> No
Agency has active OPM-approved VERA authority for your position	Window dates: _____	<input type="checkbox"/> Confirmed <input type="checkbox"/> Unconfirmed

## SECTION 2: Pension Math (Fill in using FERS Retirement Calculator)

### Step 2A: Your Current Annuity If You Accept VERA Now

Input	Your Number
High-3 Average Salary (see <a href="https://fedtools.com/calculators/high3-calculator">fedtools.com/calculators/high3-calculator</a> )	\$ _____
Total creditable service (civilian + military deposit paid)	_____ years _____ months
Sick leave balance (convert: hrs ÷ 2,087 = extra years)	_____ hrs = _____ extra months
Multiplier: 1.0% (most VERA cases) — 1.1% only if age 62+ AND 20+ yrs	<input type="checkbox"/> 1.0% <input type="checkbox"/> 1.1%
Estimated annual VERA annuity (High-3 x service x multiplier)	\$ _____ /year
Estimated monthly VERA annuity	\$ _____ /month

### Step 2B: Annuity If You Wait (Enter Your “Wait” Scenario)

Years you plan to wait before regular retirement	_____ years
Estimated additional service at regular retirement	_____ years _____ months total
Projected High-3 at regular retirement	\$ _____
Estimated annual annuity if you wait	\$ _____ /year
Monthly difference (Wait – VERA)	\$ _____ /month
Annual difference (monthly x 12)	\$ _____ /year
25-year cost of accepting VERA (annual diff x 25)	\$ _____ lifetime

## SECTION 3: FERS Supplement Gap (The income bridge most people underestimate)

The FERS Special Retirement Supplement bridges the gap to Social Security at age 62. Under VERA, it does NOT start until you reach your Minimum Retirement Age (MRA) — which could be years away.

Item	Your Number
Your MRA (Minimum Retirement Age)	Age 55 (born before 1953) / 56 (1953-1964) / 57 (1970+) Your MRA: ____
Your age at VERA separation	Age: _____

Years until supplement begins (MRA – VERA age)	_____ years without supplement
Estimated FERS Supplement amount (from HR estimate)	\$_____ /month (rough: \$500–\$900 typical)
Total supplement income you forgo by retiring before MRA (monthly x 12 x years)	\$_____ total
Supplement earnings test: if you earn > ~\$23,400/year post-retirement, supplement reduced \$1 per \$2 over	<input type="checkbox"/> Applies <input type="checkbox"/> Not applicable

### SECTION 4: VSIP Cash & Benefits Quick-Check

#### VSIP Cash Incentive (if offered alongside VERA)

- VSIP maximum: \$25,000 (most agencies) or \$40,000 (DOD components only)
- After-tax estimate: \$17,000–\$19,000 (non-DOD) or \$27,000–\$30,000 (DOD — approximate, varies by bracket)
- VSIP gross offered to me: \$\_\_\_\_\_ After-tax estimate: \$\_\_\_\_\_
- Repayment rule: must repay FULL gross VSIP if you return to federal service within 5 years
- Plan to return to federal service within 5 years?  Yes (do NOT accept VSIP)  No

#### FEHB, TSP, and PSHB Checklist

- FEHB 5-year rule: enrolled continuously for 5 years immediately before retirement?  Yes  No (check for waiver)
- TSP access: separating in year I turn 55+?  Yes (no 10% penalty)  No (penalty applies until 59½)
- VERA no-COLA period: COLAs do NOT begin until age 62 — model inflation impact over \_\_\_\_\_ years
- USPS employees only: PSHB Medicare Part B enrollment required at age 65 (~\$203/month per person, 2026 rate)
- Emergency fund: at least 6 months of expenses in cash before separating?  Yes  No

### SECTION 5: Your Decision Dates

Milestone	Date	Done?
Official VERA/VSIP offer received from HR	_____	<input type="checkbox"/>
VERA/VSIP decision deadline (hard cutoff — no extensions typical)	_____	<input type="checkbox"/>
Official annuity estimate requested from HR	_____	<input type="checkbox"/>
FERS Retirement Calculator run with VERA vs. wait scenarios	_____	<input type="checkbox"/>
FEHB 5-year enrollment confirmed with benefits office	_____	<input type="checkbox"/>
Final decision made and submitted to HR	_____	<input type="checkbox"/>

**FedTools Calculators for VERA Decisions:**  
 VERA Eligibility Checker: [fedtools.com/calculators/vera-eligibility-checker](https://fedtools.com/calculators/vera-eligibility-checker)  
 FERS Retirement Calculator: [fedtools.com/calculators/fers-retirement-calculator](https://fedtools.com/calculators/fers-retirement-calculator)  
 VERA/VSIP Decision Calculator: [fedtools.com/calculators/vera-vsip-decision-calculator](https://fedtools.com/calculators/vera-vsip-decision-calculator)  
 Severance Calculator (if comparing to RIF severance): [fedtools.com/calculators/severance-calculator](https://fedtools.com/calculators/severance-calculator)