



Defense Civilian Personnel Advisory Service

SHUTDOWN FURLOUGH

Deferred Resignation Program and Furlough Frequently Asked Questions (FAQs)

September 2025

Q1. How does the furlough affect employees who are already out on administrative leave under the Deferred Resignation Program (DRP)?

Employees in the DRP remain officially “on the rolls” until their scheduled resignation and/or retirement date not to exceed December 30, 2025. During a lapse in appropriations, they are furloughed as any other employee who is not exempt from furlough or performing excepted functions.

Q2. Will DRP employees continue to receive administrative leave during the furlough?

No. During a lapse in appropriations, administrative leave cannot be granted or continued. DRP employees will be placed in a non-pay, non-duty status (furlough) until either appropriations are restored or their scheduled resignation or retirement date occurs.

Q3. Will the furlough change my scheduled resignation date under DRP?

No. The resignation or retirement date remains unchanged.

Q4. Will employees who participate in the DRP be eligible for back pay if there is a lapse in appropriations?

Employees who participate in the DRP will be placed in a furlough status during a lapse in appropriations. Once removed from furlough status, employees will be eligible to receive back pay for the period of lapse under 31 U.S.C. § 1341(c)(2).

Q5. Will DRP employees need to take any action in the timekeeping system during the furlough?

No. Their status will be recorded administratively by their designated timekeeper.

Q6. What should DRP employees do during the furlough period?

DRP employees should acknowledge receipt of furlough notice. All DRP employees subject to furlough will be provided with a notice of furlough by their supervisor in accordance with established processes, such as providing reasonable notice using the employee’s personal email and asking the employee to either 1) sign the notice, either physically or digitally, and return it via email to the supervisor; or 2) acknowledge receipt of the notice via a return email to the supervisor. Alternatively, supervisors may telephone the employee and then mail the written notice to the latest known address by registered mail with return receipt requested.

Q7. How does the furlough affect employees due any lump sum payouts who leave the Department under the DRP?

Affected employees are still entitled to their lump sum payment associated with unused leave or other entitlements. However, because the Department makes these payments from accounts current at the time of disbursement (i.e., Fiscal Year 2026), the payments will not be issued until after an appropriation making Fiscal Year 2026 funding available is enacted.