

VOLUNTARY REDUCTION IN FORCE (VRIF)

Title 5 United States Code (USC), Section 3502(f) authorizes the Secretary of Defense to allow the release of an employee who volunteers for separation in a reduction in force (RIF) even though the employee is not otherwise subject to RIF. This provision allows DoD activities and installations to minimize the impact of downsizing by encouraging employees to volunteer to be separated in lieu of another employee who is. Authority use is invoked by Component heads and authorized only during formal RIF, where official RIF notices will be issued. Severance pay and continuation of health insurance (government portion) is paid. Use of VRIF precludes the payment of separation incentives. This avoids the creation of a payback obligation if the VRIF employee comes back to work.