

Question:

What happens if an employee involved in a competitive sourcing review takes a buyout but the government wins the competition or there is no other acceptable external (private sector or other agency offerors)?

Answer:

If the employee has not yet been separated from DOE, then the Department would review the matter on a case-by-case basis.

If the employee has already separated from the Department and is subsequently reemployed by the Government within 5 years of the separation, including employment under a personal services contract, then the entire buyout payment must be repaid before their first day of reemployment. There is no authority for an agency to waive buyout repayments.