

ETHICS IN BRIEF: DRP & Your Ethics Financial Disclosure Filings

Are you an OGE-278 filer or OGE-450 filer who has elected to participate in the Deferred Resignation Program (DRP)?
Read on to learn important information.



OGE Form 278e Public Financial Disclosure Report Filers

This notice applies to career SES, SL, SSTS, and ST employees who have elected to participate in the DRP. The USDA Office of Ethics is providing this notice to remind employees that **under the Ethics rules -- at 5 C.F.R. § 2634.701(b) – the Department of Justice can seek to impose a monetary penalty if you fail to file your OGE-278 report with the USDA Office of Ethics. The penalty is currently indexed at \$75,540 – and, no, that's not a typo.** To avoid this penalty and other consequences please carefully review the guidance below:

- 1) Those electing to participate in the DRP program will go into an Administrative Leave Status (Admin Leave).
- 2) Being in an Admin Leave Status means that you are still a Federal employee, and the Federal Ethics rules still apply to you.
- 3) One of those Ethics requirements – **for SES, SL, SSTS and ST employees** – is to file both your annual OGE-278 Report, as well as another separate OGE-278 Report when you resign or retire from federal service.
- 4) **Annual Report:** Your Annual OGE-278 Report is due on or before May 15, 2025, unless you have requested and been granted a filing extension by the Office of Ethics. You may login to www.Integrity.gov and file your 2025 annual report at any time.
- 5) **Termination Report:** You may file your final (termination) OGE-278 Report within 15 days before the due date of your final OGE 278 (many have selected September 30, 2025, as your resignation or retirement date). The Ethics in Government Act requires you to file the final report no later than 30 days after leaving Federal Service, unless you have requested and been granted a filing extension by the Office of Ethics.

- 6) If you will not have your USDA laptop and USDA ID PIV Card when you enter into DRP Admin Leave status, please contact the USDA Office of Ethics at DAEO.ethics@usda.gov to ensure you take the appropriate steps to access the 278 filing system (in either FDOOnline or Integrity.gov).
- 7) A best practice is for you to provide the USDA Office of Ethics (DAEO.ethics@usda.gov) with your own personal (unofficial) email address **before you go on Admin Leave**. This will help OE to more efficiently set you up as a filer with your personal e-mail. Please contact the Office of Ethics at your earliest convenience and provide us details about your resignation or retirement plans.

OGE 450 Confidential Financial Disclosure Report filers

A Note for GS Employees who file the Confidential Financial Disclosure Report Filers (OGE Form 450):

- If you are an OGE-450 filer and will start Admin Leave Status before the due date of your report, you are **not** required to submit the OGE-450 report.
- If you have already submitted an OGE-450 in 2025, nothing further is required. You are **not** required to file a final OGE 450 when you resign or retire from federal service.