

REPAYMENT OF STUDENT LOANS

1. PURPOSE

This Directive establishes Marketing and Regulatory Programs (MRP) policy on the repayment of student loans.

2. BACKGROUND

Effective 2/12/2001, the Office of Personnel Management (OPM) issued new regulations that:

- a. Permit Federal agencies to repay all or part of outstanding Federally issued student loans to recruit or retain highly qualified employees in difficult to fill positions, and
- b. Direct agencies to develop their own policies.

3. AUTHORITIES

- a. Departmental Regulation (DR) 4050 - 537, Repayment of Student Loans, dated April 2, 2002.
- b. National Finance Center Bulletin, Title I, Payroll Personnel Manual, 01 - 15, dated September 21, 2001.
- c. Federal Register (FR), Vol. 66, No. 147, pages 39405 to 39406, dated July 31, 2001.
- d. FR, Vol. 66, No. 52, pages 15202 to 15203, dated March 16, 2001.
- e. FR, Vol. 66, No. 8, pages 2789 to 2793, dated January 11, 2001.
- f. FR, Vol. 65, No. 120, pages 38791 to 38794, dated June 22, 2000.
- g. 5 United States Code (U.S.C.) 5379 (Public Law (PL) 101 - 510), National Defense Authorization Act for Fiscal Year 1991, dated November 9, 1990.

- h. 20 U.S.C. 1071 to 1099 (PL 89 - 329, Higher Education Act of 1965, November 8, 1965 and amended by PL 105 - 224, October 7, 1998, codified as 20 U.S.C. 1087aa to 1087gg).
- i. 5 Code of Federal Regulations Part 537.
- j. 42 U.S.C. 292 Public Health Service Act.

4. POLICY

It is MRP policy that:

- a. This incentive apply to academic degrees of all levels.
- b. An employee does not have to earn or be awarded a degree, diploma or certificate to be eligible, and
- c. An employee is not excluded from participating in this incentive if he/she has defaulted on a student loan.

5. INQUIRIES

- a. Operating guidelines may be found in the Human Resources Desk Guide (HRDG), Subchapter 4537, Repayment of Student Loans.
- b. General inquiries on procedural matters should be directed to the servicing personnel office through established administrative channels. Requests for policy interpretations for complex situations should be referred to the Pay Policy Specialist, Human Resources Enhancement Branch, MRPHRD.
- c. This Directive and the HRDG Subchapter are available on the MRPHRD home page at: www.aphis.usda.gov/mb/mrphr, the Employee Library at www.aphis.usda.gov/library, and the AMS Issuances home page at: www.ams.usda.gov/issuances.

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