

New Article 34

Old Article 56

## Repayment of Student Loans

### 56.1 Policy and Provisions

To the extent the agency is authorized to do so and to the extent it allocates funds for this purpose, the agency will establish a Repayment of Student Loan Program that includes the following:

56.1.1 The student loan repayment program is to recruit or retain highly qualified professional, technical or administrative personnel.

56.1.2 The NRC can repay all or part of any outstanding federally insured student loan up to ~~\$6,000~~ \$10,000 per year per employee. The total amount per employee cannot exceed ~~\$40,000~~ \$60,000. Employees participating in the program must remain with the agency for at least three years.

56.1.3 Employees who voluntarily leave government, or who are dismissed because of misconduct or poor performance, must reimburse the agency for their loans. The NRC has the discretion to waive this repayment.

56.1.4 Consistent with applicable law and regulation, the NRC will establish a system for selecting employees to receive student loan repayments to include:

56.1.4.1 **Written Determination:** Loan repayments must be based on a written determination that, in the absence of offering loan repayment benefits, the agency would encounter difficulty, either in filling the position with a highly qualified candidate, or retaining a highly qualified employee in that position.

56.1.4.2 **Recruitment:** Each determination for recruitment purposes (including the amount to be paid) must be made before the employee actually enters on duty in the position for which he or she was recruited.

56.1.4.3 **Retention:** Payments authorized in order to retain an employee must be based upon a written determination that the high or unique qualifications of the employee or special need of the agency for the employee's services makes it essential to retain the employee, and that, in the absence of offering student loan repayment benefits, the employee would be likely to leave for employment outside the Federal service. This determination must be based on a written description of the extent to

which the employee's departure would affect the agency's ability to carry out an activity or perform a function that is deemed essential to the agency's mission.

56.1.4.4 Selection: When selecting employees to receive loan repayment benefits, the agency must adhere to merit system principles and take into consideration the need to maintain a balanced workforce in which women and members of racial and ethnic minority groups are appropriately represented in Government service.

| [File: Art56-final](#)