

# Re-employed Annuitant (REA/WAE) Program

## Overview

The term WAE (When Actually Employed) is used in the Department of State (DOS) to describe a Re-employed Annuitant (REA) who works on a temporary, intermittent basis. Bureaus utilize REA/WAEs to fill staffing gaps and assist during peak workload periods. These knowledgeable, experienced employees can work no more than 1,040 hours during their appointment year and receive no benefits, which makes them cost-effective,

## Centralized Registry

The REA/WAE Central Registry is a single, searchable database designed to help hiring managers find annuitants with the skills they need to fill a short-term position. It is not a job search program, nor does it place the annuitant on any Bureau's rolls. In order to be added to the registry or fill a position, the annuitant must be a retired Foreign Service (FS) employee from any agency or a retired Civil Service (CS) employee from DOS only. A valid telephone number and e-mail address are needed, and registrants must state whether they choose to work domestically or abroad.

Annuitants may register at any time, but current, soon-to- retire employees should register no more than 30 days prior to retirement. To register, contact the HR Service Center at [HRSC@state.gov](mailto:HRSC@state.gov) or by calling 1-866-300-7419.

## Networking

Many annuitants have very impressive qualifications. For this reason it is critical for the annuitant to network with the right people (i.e. REA/WAE Bureau Coordinators or hiring managers) when seeking employment. In addition to being added to the registry, it is recommended that annuitants send a current resume to Bureaus to express employment interest. The ability to network successfully can help increase the chance of finding work.

## Grade

The grade level for an REA/WAE position is determined by the duties of the position to be filled. Therefore, the grade level can vary across bureaus, but the grade and step cannot exceed the REA/WAE's grade and step at time of retirement.

## Salary and Benefits

The salary an REA/WAE receives is contingent upon the position he/she was hired to fill and if the annuitant is a CS or FS retiree. Re-employed CS annuitants who are appointed to a temporary position are able to continue to receive their full annuity, but the hourly rate of their salary will be reduced (or offset) by the hourly rate of the annuity. FS annuitants re-employed on a temporary basis will continue to receive their full annuity and the full salary so long as the annual earnings and annuity received do not exceed the higher of: (a) the FS annuitant's salary at retirement (unadjusted for inflation); or (b) the full-time salary of the position in which the FS annuitant is re-employed.

Since REA/WAE appointments are temporary and do not exceed one year, a re-employed annuitant is not eligible to receive any other benefits.

## Clearances

All re-employed annuitants must be able to obtain and maintain the appropriate security clearance prior to starting work. In addition, a position may require an ethics or medical clearance. The need for an ethics or medical clearance depends on the requirements associated with the position, and whether or not overseas travel is involved.

REA/WAEs assigned to a position overseas for more than 30 days need a medical clearance and will work directly with the bureau coordinator during the process to obtain it.

More information is available in the REA/WAE FAQs on RNET, <https://www.RNet.state.gov>, and within AskHR which is accessible via the Department's homepage.

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