So, You Want to Be an REA?

Program Overview

The Re-employed Annuitant (REA) Program is a hiring option used by Department of State bureaus to temporarily fill Civil Service (CS) positions to cover staffing gaps or work on special projects. Foreign Service (FS) annuitants from any agency or CS annuitants from the Department of State *only* are eligible to be an REA.

Salary limitations are different for FS and CS annuitants.

REA Checklist

Join the REA Central Registry

Send an email to **TS-REA@state.gov** within 30 days of retiring or after retiring. The Office of Talent Services (TS) manages the REA Central Registry, which serves as a useful resource for hiring managers.

Network

Obtain a list of REA Coordinators from **TS-REA@state.gov**. Contact the REA Coordinators directly as inclusion on the REA Central Registry does not guarantee or convey an appointment.

Update Resume

Your updated resume must be ***no longer than two pages,*** demonstrate qualification for the position, and include your home address, phone number, and personal email address.

Stay in touch

Please ensure that **TS-REA@state.gov** has your current contact information if you want to remain on the REA Central Registry. You must provide a valid telephone number, home address, and personal email address.

Complete Clearance Processes & Onboarding Documents

Clearances depend on the position and may include security, medical, or ethical clearances. Remember, you have separated from federal employment**. When you accept an REA appointment, you must complete all CS onboarding paperwork as you did for your first federal position.**

Frequently Asked Questions

What is my salary?

All REA appointments are in the Civil Service. The grade level, and therefore the salary of the position, is determined by the duties required. Annuitants must be qualified for the series and grade, and positions are based upon the needs of the bureau.

How many hours can I work?

REAs are limited to 1,040 hours per appointment year. This hourly limitation is one of the most important requirements of the REA program, and the consequences for violating it are significant to you and the hiring office. REAs, their supervisors, and timekeepers are responsible for tracking their hours.

How long can I be an REA?

Your appointment may be extended each year if the required clearances are maintained for your REA assignment and the hours limitation is not violated. However, REA appointments may be terminated at any time based upon the needs of the bureau.

Where is the list of REA jobs?

There is no centralized list of REA jobs. Network with bureaus and sign up for the REA Central Registry. Obtain a list of REA Coordinators by contacting **TS-REA@state.gov**.

Where can I work?

REAs work on assignments as determined by the bureau's needs and the position's duties. REAs may work domestically, overseas, on a Remote Work Arrangement (RWA), or as a Domestic Employee Teleworking Overseas (DETO) if eligible.

What else should I know?

Unlike the FS, in the CS clearance goes with the position. **Security clearances are validated at the time of rehire and if a position or title change occurs in accordance with Diplomatic Security policies.**

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Benefits and Compensation

Re-employed Annuitants (REAs) may be hired for **Civil Service (CS) positions** under 5 CFR 316.402(B). REAs may not work more than **1,040 hours** in any appointment year. Positions are **funded by the Bureaus**. If **working overseas**, REAs are on temporary duty (**TDY**), not assignment orders.

FS Annuitant Salary	Annuity + REA salary may not exceed the greater of (a) the equivalent of the current REA position's annual salary or (b) the total dollar amount of the annual salary earned at retirement (SF-50, box 12C).
CS Annuitant Salary	Offset by the amount of the CS Annuity.

Compensation Type	Eligible	Counts Toward REA Limitation (Salary or Hours)?
Awards	✓	Does **NOT** count toward salary limitation.
Pay – Danger	✓	Does **NOT** count toward salary limitation. If approved, it starts on arrival at post.
Pay – Locality	✓	Counts toward salary limitation. Matches the duty station of the position and where work is performed.
Pay – Overtime (OT)	✓	Does **NOT** count toward salary limitation. Does **NOT** count toward hours limitation (1,040) Compensation depends on the position's FLSA status and when OT is approved and **MAY** be subject to biweekly premium pay limitation.
Pay – Post Hardship Differential	✓	Does **NOT** count toward salary limitation. If approved, it starts on the 31st day at post.
Per Diem	✓	Does **NOT** count toward salary limitation. Earned when working outside of the official duty location.
Training	✓	Up to two weeks per year does **NOT** count toward 1,040 hours limitation unless training or mentoring is the primary service of the REA position.
Honorarium	?	Does **NOT** count toward salary limitation. Eligible if an employee is not already being compensated for the work. (Ref 5 U.S.C.5536)
Transit Subsidy Program	?	May be eligible.
Personal Services Contractor (PSC)	✗	You **MAY NOT** hold an REA position and work on a Personal Services Contract (PSC) at the same time.
Supervisory Positions	✗	Ineligible due to appointment type.
• **Insurance – Health, Life** • **Leave – Annual, Sick, Home, Compensatory Time** • **Pay – Holiday, Night Diff, Sunday Diff** • **Pay – While in Travel Status** • **TSP**	✗	Ineligible due to appointment type.