

# Re-employed Annuitant (REA) Program

## Global Talent Management/Talent Services (GTM/TS)

The Special Employment Unit (SEU) in GTM/TS manages and performs full or partial functions for various Department-wide employment program(s) including the Re-employed Annuitant (REA) Program and the Central Registry. As a centralized program and tool, both serve as a useful resource for hiring managers to use when searching for qualified and experienced retired employees to quickly fill a temporary need due to staffing gaps and/or peak workload periods as well as completion of special projects.

## Overview

Managed by the Office of Talent Service's Employment Programs Unit, the REA Program serves the Department by providing hiring managers with a pool of qualified candidates for special projects or in times of staffing gaps and shortages. REAs bring extensive knowledge and experience to their roles and provide an invaluable contribution to diplomatic missions worldwide. They work on a temporary, intermittent basis for no more than 1040 hours per appointment year, and they are only paid for the hours they work, making them a valuable bureau resource as well.

## Annuitants

GTM/TS welcomes Foreign Service retirees from any agency and Civil Service retirees of the Department of State only to contact the REA Program at [TS-REA@state.gov](mailto:TS-REA@state.gov) to have their name placed on the REA Central Registry. The centralized registry is a database of names which allows hiring managers to search for a potential REA to fill a staffing need.

Having one's name added to the registry does not imply or guarantee employment. For this reason, we highly encourage annuitants to network with the individual bureaus for which they are interested in working. Annuitants who send their resumes to their bureaus of interest greatly increase their chances of employment as an REA.

## Bureau Coordinators

GTM/TS has created a REA Bureau Coordinator library which includes resources to assist in employing annuitants and maintaining REA appointments. To access the library, contact the REA Program at [TS-REA@state.gov](mailto:TS-REA@state.gov).

## Grade

The grade level for an REA 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's grade and step at time of retirement.

## Salary and Benefits

The salary an REA receives is contingent upon the position he/she was hired to fill and if the annuitant is a Civil Service (CS) or Foreign Service (FS) retiree.

Re-employed CS annuitants who are appointed to a temporary position can 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 appointments are temporary and do not exceed one year, re-employed annuitants are 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 overseas travel is involved.

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

[TS-REA@state.gov](mailto:TS-REA@state.gov)