So, You Want to be an REA?

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Who can be an REA?

✓ REAs have a wealth of relevant experience and can seamlessly assist with special projects and fill staffing gaps at both domestic and overseas locations.

✓ Department of State REAs can be FS retirees from any agency and CS retirees from DOS only.

✓ REA appointments are funded by the bureau and do not encumber a full-time equivalent (FTE) position.

✓ REA appointments can be extended at the end of the appointment year or terminated at any time based on the needs of the organization.

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What is an REA?

- ✓ REAS occupy competitive positions in the **Civil Service** and must meet the qualifications required for the job series and grade, as well as all pre-employment conditions.

- ✓ REAs are placed on temporary appointments not to exceed (NTE) one year (364 days).

- ✓ An REA's intermittent work schedule cannot exceed 1,040 hours in an **appointment** year.

- ✓ By law, these positions must be posted to clear the Interagency Career Transition Program prior to hiring an REA. (This may impact time taken to hire!)

What is the salary limit for a FS retiree?

✓ Total compensation (salary plus annuity) is based on a **calendar** year.

✓ Total Compensation Cap = the rate of basic pay the annuitant was receiving at the time of retirement _**or**_ the annual rate of basic pay during re-employment, whichever is greater.

✓ FS annuitants are entitled to full hourly rate of pay provided the sum of the annuity and salary does not exceed the total compensation cap. (They may not reach 1,040 hours due to the salary cap.)

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What is the salary limit for a CS REA?

✓ CS annuitants continue to receive their full annuity.

✓ However, the salary/hourly rate of pay of the REA position is reduced (offset) by the hourly rate of the REA's annuity for the hours worked each pay period.

✓ For this reason, there are not as many CS REAs as FS REAs.

What does GTM/TS do?

✓ We are the HR Service Provider (HRSP) for 39 of the Department's bureaus and offices and serve as the REA subject matter experts for the entire Department.

✓ We post announcements and clear ICTAP to make way for REA hires.

✓ We manage the REA Central Registry.

✓ We qualify candidates, schedule, and coordinate REA onboarding.

✓ We process REA hire, conversion, extension, and separation actions for our client bureaus.

What do the bureaus do?

- ✓ The bureaus select their candidates and submit a hiring package to GTM/TS.

- ✓ After onboarding, the bureau manages the assignments of the REA, including travel.

- ✓ The bureau decides which REAs are extended, converted or separated.

- ✓ The bureau tracks the REA's hours (in conjunction with the REA and timekeeper) and manages budgetary requirements.

What should you do?

✓ Annuitants seeking REA positions should:

➢ Sign up for the REA Central Registry by sending an e-mail to TS-REA@state.gov shortly before or after retirement.

➢ Secure a separation/REA Medical clearance prior to retiring.

➢ Prepare a resume to include prior work experience and current contact information (mailing address, cell phone number, and personal email address).

➢ Network with REA Bureau Coordinators!

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What is the Central REA Registry?

- ✓ The REA Central Registry is a searchable database of annuitants interested in returning to the workforce.

- ✓ Hiring managers and bureaus request a registry search when they need a list potential candidates.

- ✓ Searches can be based on former skill code or job series, previous grade, language skills, location, assignment history, year of retirement, etc.

- ✓ Being on the REA Central Registry ***does not*** guarantee or convey an appointment.

- ✓ Stay in touch! If your contact information changes, please let us know.

How can you reach us?

✓ Contact us at TS-REA@state.gov.

✓ Our team:

Adrienne Graham, HR Specialist

Charlene Olmo, HR Specialist

Phaytress Kelley, REA Program Coordinator

Amy Merritt, Employment Programs Branch Chief

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