

So, You Want to Be an REA?



Are you planning to retire from the State Department but feel like you have more to offer? You might want to investigate the Re-Employed Annuitant (REA) Program. Maybe you heard about it when it was called WAE (While Actually Employed), but whatever it is now, you are not sure what it is or if it is for you.

Check out the facts on the left and the frequently asked questions on the right, and if you want to learn more, reach out to TS-REA@state.gov or visit our SharePoint site at [https://usdos.sharepoint.com/sites/GTMIntranet/Offices/TS/SitePages/Reemployed-Annuitants-\(WAE-Global-Registrants\).aspx](https://usdos.sharepoint.com/sites/GTMIntranet/Offices/TS/SitePages/Reemployed-Annuitants-(WAE-Global-Registrants).aspx) if you have OpenNet access.

- ☐ **What to do before retirement**

Before retiring, check **both** Separation and REA/WAE in box 10 of your DS-1843 form when you are completing your “separation medical clearance exam,” **per MED**.
- ☐ **Sign up for the REA Central Registry**

Send an email to TS-REA@state.gov within 30 days of **retirement** or after retiring. The Bureau of Global Talent Management’s Office of Talent Services (GTM/TS) manages the REA Central Registry, which serves as a useful resource for hiring managers.
- ☐ **How to get an REA appointment**

Get your name on the REA Central Registry because hiring managers can request a list of qualified candidates from it. Network with those bureaus for which you are interested in working as inclusion on the registry does not guarantee an appointment.
- ☐ **Stay in touch once on the REA registry**

Please ensure TS-REA@state.gov has your most current contact information if you want to remain on the REA Central Registry. You must provide a valid telephone number and personal email address.
- ☐ **Fill out the paperwork when hired**

Remember, you have separated from federal employment. **When you accept your first REA appointment, you will need to complete all the Civil Service (CS) onboarding paperwork as you would for your first government job.**
- ☐ **What else you should know**

You can be a retired Foreign Service (FS) employee from any agency or a retired CS employee from the Department of State only. Salary limitations are different if you are retired FS or CS.
- ☐ **How much will I get paid?**

The grade level and corresponding salary for an REA position are determined by the duties required. **All REA appointments are in the CS**, and your updated resume must demonstrate your qualifications for the position.
- ☐ **Who tracks my hours?**

You do! The 1,040-hours cap per appointment year is one of the most important requirements of the REA program, and the consequences for violating it are significant. There are more details on the [SharePoint](#) and the second page of this document.
- ☐ **How long can I be a REA?**

Your appointment may be extended each year if you can maintain the medical and security (and potentially ethics) clearances required for your REA assignment and do not violate the hours cap. You do not need to work continuously.
- ☐ **Where is the list of REA jobs?**

There is no centralized list of REA jobs. In addition to networking with bureaus and making sure you are on the REA Central Registry, you can get a list of REA Bureau Coordinators by contacting TS-REA@state.gov.
- ☐ **Where can I work?**

Most REA jobs are either temporary duty (TDY) overseas or in D.C., but workplace flexibilities have expanded for the REA program in recent years. Some bureaus have potential REA assignments in other domestic locations as well as Remote Work Agreements.
- ☐ **What else should I know?**

Unlike the FS in which clearance goes with the *person*, in the CS clearance goes with the *position*. **Your security clearance must be revalidated with each REA appointment.**



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Benefits and Compensation

- REAs are funded by the Bureau requesting them. If working overseas, they are sent on TDY orders, not on assignment orders.
- REAs may not work more than 1,040 hours in any appointment year. A FS REA's salary earned each calendar year, combined with the total annuity, may not exceed the greater of (a) the equivalent of the current position's annual salary or (b) the total dollar amount of the annual salary earned at retirement. A CS REA's salary is offset by the amount of the annuity.

☐ REAs *are* eligible for the following:

- **Awards:** REAs are eligible to receive awards, and they do not count towards salary limitations.
- **Danger Pay:** If approved, commences on the date of arrival at post, and does not count towards salary limitations.
- **Honorarium:** Eligible if the employee is not already being compensated for the work.
- **Locality Pay:** The REA should receive the locality pay which matches the duty station on the PD and where the work is performed.
- **Overtime (OT):** Fair Labor Standards Act (FLSA) non-exempt positions are entitled to OT compensation without pay restrictions. Those in FLSA exempt positions are also entitled to OT compensation for OT work that had been ordered or approved in advance, but it is subject to the bi-weekly pay cap. OT hours do not count toward the 1,040 hours cap.
- **Post Hardship Differential:** If approved, commences on the 31st day at post in the amount of 5 to 35 percent over basic compensation. Does not count towards salary limitations.
- **Per Diem:** Per diem is authorized for travel to a locality outside of the official duty location.
- **Training:** Hours spent on required training or mentoring employees will be paid and will not be included in the hours worked unless training or mentoring is the primary service performed.

☐ REAs *are not* eligible for the following:

- **Annual Leave**
- **Home Leave**
- **Sick Leave**
- **Compensatory Time**
- **Overseas Post Cost of Living Allowance**
- **Skills Incentive Program**
- **Health or Life Insurance and TSP:** REAs do not generally receive these as they pay into Social Security and Medicare under the Federal Insurance Contributions Act (FICA) only.
- **Holiday Pay:** Because they are on an intermittent appointment, REAs are not paid for any day not worked. Any work performed on a holiday is considered regular duty.
- **Night Differential:** This only applies only to employees who work regularly scheduled hours (whether overtime or regular hours) between the hours of 6:00 p.m. and 6:00 a.m. REAs on an intermittent work schedule do not meet this requirement.
- **Sunday Differential:** Intermittent employees do not perform "regularly scheduled work" and are therefore not eligible.
- **Travel:** Official or otherwise, travel is not considered work and the hours spent traveling to a TDY location are not compensable, thus no comp time for travel is permissible.

**** Two more things to remember:** REAs cannot be on a supervisory position description AND they cannot work on a Personal Services Contract (PSC) and hold an REA position **at the same time.** **