

Reemployed Annuitant (WAE) Program Fact Sheet

Overview

The term WAE (When Actually Employed) is used in the Department of State (DoS) to describe a reemployed annuitant who works on an intermittent basis for no more than 1040 hours during each service year and whose appointment is not to exceed one year. Bureaus utilize WAEs to fill staffing gaps and peak workload periods. While the acronym WAE is currently well-known inside DoS, new employees understandably find it confusing. In order to transition out of using the term WAE, the program has been renamed the Reemployed Annuitant (WAE) Program or REA/WAE.

Centralized Program and Registry

The central program and registry serves as a central storage location and resource to help hiring managers find annuitants who match skills they need with those who are interested in working on a temporary intermittent basis. It is not a job search program, nor will it place the annuitant on any Bureau's rolls. In order to be added to the registry, the individual must: (a) be a retired Foreign Service employee from a Foreign Affairs agency, or a retired DOS Civil Service employee; and (b) provide a valid telephone number and email address.

Current, soon-to-retain, employees can register via the GEMS HR On-Line, employee self-service. After retirement, annuitants should contact the HR Service Center at HRSC@state.gov or call 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. It is recommended that annuitants send a current resume to Bureaus when expressing employment interest. The ability to network successfully can help increase the chance of finding work.

Grade

The grade level for a REA/WAE position is determined by the duties of the position which the bureau needs to fill. Therefore, the grade level can vary across bureaus.

Salary and Benefits

The salary a REA/WAE 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) annuitant. Reemployed 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. A FS annuitant reemployed 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 reemployed.

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

Clearances

All reemployed annuitants must be able to obtain and maintain the appropriate security clearance, usually a revalidation or conversion, prior to starting work as a REA/WAE. In addition, a REA/WAE may require an ethics or medical clearance. The need for an ethics or medical clearance depends on the requirements associated with the position.

REAs assigned to a position overseas for more than 30 days, must/must obtain a medical clearance. REAs will work directly with the bureau coordinator on the medical clearance process.

Check out the REA/WAE FAQs on the RNET www.RNet.state.gov and AskHR on the Department's homepage for more information on the REA/WAE program.