



Reemployment Program for Retirees

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1. What is a reemployed annuitant?

A reemployed annuitant is a person who is receiving a Civil Service Retirement System (CSRS) or Federal Employee Retirement System (FERS) retirement annuity and, at the same time, is earning a paycheck as a Federal employee.

2. How will my retirement annuity be affected if I return to work?

In most circumstances, a reemployed annuitant will continue to receive his/her retirement annuity during his/her period of reemployment. The law, however, requires that the reemployed annuitant's pay be "offset" by the amount of his/her retirement annuity. In other words, the amount of paycheck that the reemployed annuitant receives is reduced (offset) by the amount of his/her retirement annuity. The amount that is offset from a reemployed annuitant's pay must be remitted to OPM through the payroll office for credit to the Civil Service Retirement and Disability Fund.

3. Is it possible to request a dual compensation waiver so that my retirement annuity is not offset if I return to work?

The National Defense Authorization Act granting dual compensation waivers for reemployed Annuitants expired on October 27, 2014. Due to the Ebola crisis the Office of Personnel Management has granted dual compensation waiver exceptions *only* for reemployed annuitants supporting the Ebola Initiative for the period of October 17-2014 – October 30, 2016 (full time up to 1 year). Retirees approved for the dual compensation waiver will be able to maintain their full retirement annuity in addition to their salary without penalty.

- The waiver applies to grades 12-15 in the following series
 - Biological Sciences (400-499);
 - Medical, Hospital, Dental and Public Health (600-699);
 - Mathematics and Statistics (1500-1599); and
 - Education (1700-1799)
- Applicable to domestic and international assignments

4. Is OPM required to approve any salary offset (dual compensation) waiver request that meets the regulatory criteria for approval?

No. OPM authority to grant dual compensation waivers, or delegation of waiver authority, is discretionary, not mandatory. OPM always retains the discretion to deny a request even if the agency establishes that regulatory criteria are met.

5. Do annuitants earn additional retirement benefits when reemployed with a salary offset (dual compensation) waiver?

No. Annuitants who are reemployed with a salary offset (dual compensation) waiver are not eligible for additional retirement coverage (other than Social Security coverage).

6. May individuals who are re-employed with a salary offset (dual compensation) waiver earn health and life insurance benefits?

Generally, if the re-employment is for more than one year benefits coverage is available, regardless of whether the individual has coverage as an annuitant.

7. Do reemployed annuitants earn annual and sick leave?

Yes, reemployed annuitants may earn both annual and sick leave during the period of their reemployment if the appointment exceeds 90 days.

8. Do reemployed annuitants have reduction in force (RIF) protections or can they be let go at any time?

Reemployed annuitants under a salary offset waiver do not have reduction in force (RIF) protection. These individuals are at-will employees who can be terminated without RIF protections whenever their employing agency chooses to terminate the employment.

9. Can applications be submitted via mail/USPS?

No. Application materials **must** be emailed to EmergencyHires@cdc.gov or faxed to 770-488-1979. If you fax your resume, please annotate on the coversheet that you are applying through the reemployed annuitant program.

10. How long will my resume remain on file at CDC?

Your resume will remain on file for 12 months. If you are still interested in employment after a year, please notify us by emailing EmergencyHires@cdc.gov.

11. How can I obtain a copy of my last SF-50?

If you retired from the CDC in 2006 to present, you may contact the Human Resources Office customer service help desk at hrcs@cdc.gov or 770-488- 1725. If you retired from a Federal agency other than the CDC, or you retired prior to 2006, you will need to contact the National Personnel Records Center at 314-801-9250.

12. Deciding to come back to work as a reemployed annuitant is a major decision. Where can I find additional information and who can I contact with my questions?

Additional information is available in the CSRS and FERS Handbook, Chapter 100, Reemployed Annuitants, or you may contact the Human Resources Office customer service help desk at hrcs@cdc.gov or 770-488- 1725.