



FREQUENTLY ASKED QUESTIONS

CDC Retiree Reemployment Program

UPDATED September 28, 2009

Q. 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.

Q. 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.

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

The Department of Health and Human Services (HHS) has sent a proposal to the Office of Personnel Management (OPM) requesting approval for a dual compensation waiver. If this request is approved, retirees will be able to maintain their full retirement annuity in addition to their salary without penalty. Until HHS receives approval for the dual compensation waiver, your retirement annuity will be offset by the amount of your paycheck.

Q. 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.

Q. 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).

Q. 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.

Q. 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.

Q. 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.

Q. Can applications be submitted via mail/USPS?

No. Application materials must be emailed to ReemployedAnnuitant@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.

Q. 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 ReemployedAnnuitant@cdc.gov.

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

If you retired from the CDC in 2006 or after, you may contact the Atlanta Human Resources Center file room at 770-488-1815. 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.

Q. 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 Center at hrcs@cdc.gov or 770-488-1725.