

Fact Sheet Hiring a Rehired Annuitant

General Information

A rehired annuitant is an individual who retired from the Federal government and is currently receiving a monthly annuity based on coverage under a Federal retirement system. Annuitants who retired from permanent competitive service appointments may be rehired without having to apply to an open vacancy announcement based on their reinstatement eligibility to any type of competitive service appointment (see appointment options below) and may work a full-time, part-time, or intermittent work schedule.

A rehired annuitant serves at the will of the hiring manager regardless of the type or length of the appointment to which they are appointed. This means that a rehired annuitant's appointment may be terminated at any time without regard to reduction-in-force or adverse action procedures.

In most cases, a rehired annuitant's Federal salary will be reduced by the amount of their retirement annuity. The exception to this rule applies to annuitants hired under the authority of the National Defense Authorization Act (NDAA). The NDAA allows agencies to employ a set number of rehired annuitants under certain circumstances into temporary appointments with specific hour limitations without a reduction to their salary, i.e., individuals receive their full annuity as well as their full salary. You can access a chart that compares a regular rehired annuitant and one hired under the NDAA [here](#). The NDAA authority is set to expire December 31, 2019. For additional information about the NDAA or the process for requesting approval to employ a rehired annuitant under this authority please click [here](#).

Eligibility Requirements

In order to be eligible for an appointment as a rehired annuitant, individuals must meet the following requirements:

- be a US citizen;
- be retired from the Federal government and currently receiving a monthly annuity based on coverage under a Federal retirement system;
- meet OPM's qualification requirements for the position to which appointed; and
- be eligible for reinstatement - must have held a permanent appointment at some point during their prior Federal employment. There is no time limit on the reinstatement eligibility period for those individuals who have veterans' preference or have completed the service requirement for career tenure, i.e., completed 3 years of substantially continuous creditable service under a permanent appointment.

Appointment Options

Rehired annuitants can be reinstated into any type of competitive service appointment including:

- Temporary Appointment – temporary work expected to last for up to 1 year that may be extended for 1 additional year for a maximum duration of 2 years. If the rehired

annuitant is working less than 6 months (1,040 hours excluding overtime) per year, the temporary appointment may be extended beyond the 2 year limit.

- Term Appointment – time limited work lasting a minimum of 13 months up to a maximum of 4 years.
- Permanent Appointment – work expected to last for an indefinite period of time.

Impact to Salary and/or Benefits

Rehired annuitants considering reemployment are **strongly** encouraged to first consult with a [Benefits Specialist](#) to learn about potential impact to their salary and/or benefits coverage. Impact may vary based on the type of appointment, work schedule, and prior retirement coverage.

Requirements for Considering Displaced/Surplus Employees

Even though typically rehired annuitants are appointed noncompetitively, the provisions of the Career Transition Assistance Plan (CTAP) and the Interagency Career Transition Assistance Plan (ICTAP) must be applied to ensure that displaced and surplus employees are given priority consideration when applicable. Specific requirements are as follows:

- **Appointments for 120 days or less:** CTAP/ICTAP provisions do not apply if the appointment is for a period of 120 days or less.
 - If a request is received to extend an appointment beyond the initial 120 day period, then the instructions below must be followed before the appointment can be extended.
- **Appointments for 121 days or more:** CTAP/ICTAP must be cleared if the appointment is for a period of 121 days or more. If the individual being reinstated is a 10-point veteran, ICTAP provisions do not apply. This means:
 - **If the individual is not a 10-point veteran**, then a vacancy announcement must be issued and open to candidates eligible for CTAP/ICTAP in the local commuting area (LCA) of the position. There is no need for the individual to apply to the vacancy because they are being considered noncompetitively. If no qualified CTAP/ICTAP eligibles apply, then the individual may be reinstated.
 - **If the individual is a 10-point veteran**, ICTAP does not apply so only the CTAP rules must be followed. The CTAP Special Selection Priority list must be checked to see if there are any DOI employees in the LCA of the position being filled that must be given priority consideration. If there are none, then the individual may be reinstated. If there are DOI employees in the local commuting area, a vacancy announcement must be issued as explained above.

Probationary/Trial Period Requirements

A probationary or trial period may be required depending on the individual's prior Federal service and the type of appointment to which they are being appointed. Please consult with your servicing [Human Resources Specialist](#) who will make this determination.