



**Tips and Tidbits
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Question: Who are reemployed annuitants? Why should they be considered as potential fills for vacant positions? Are there any special considerations that must be satisfied when contemplating hiring an annuitant?

Reemployed annuitants are former Federal employees who have retired, are receiving an annuity from a retirement system*, and are eligible to be reinstated on a new appointment. Section 9902 of Title 5, United States Code (USC), as enacted by section 1101 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2004, Public Law 108-136, 117 Stat 1392, 1629 (November 24, 2003) changed the procedures for reemployed annuitants who are rehired by the Department of Defense (DoD).

The employment of annuitants can be beneficial to Management in that they provide a readily available source of highly qualified candidates, sometimes for “hard to fill” positions, and in instances in which annuitants are reemployed in the same position they left, provide continuity and stability in that operation. The appointment of annuitants is contingent upon criteria outlined by DoD. These criteria specify appointment to:

- a. Positions that are hard-to-fill as evidenced by historically high turnover, a severe shortage of candidates or other significant recruiting difficulty; or to complete a specific project or initiative;
- b. Those who have unique or specialized skills, or unusual qualifications not generally available; or,
- c. Positions for not more than 2087 hours (e.g., one year full time or two years part time) to mentor less experienced employees and/or to provide continuity during critical organizational transitions.**

When annuitants are selected against criteria a, recruitment statistics/history available at the Civilian Personnel Advisory Center (CPAC) **MUST** substantiate Management’s assertion of the position being hard to fill. These statistics may include, but are not limited to, the success of recent efforts to recruit candidates for similar positions using indicators such as offer acceptance rates; the proportion of positions filled; the length of time required to fill; the number of candidates referred; and, turnover of similar positions on the installation. Likewise, justification of unique, unusual, or specialized skills, b above, must also be validated. Factors used in the selection of these applicants over other best qualified candidates do not necessarily speak to uniqueness of skills. For example, an annuitant may be [tentatively] selected as an administrative assistant because s/he possesses *more* of what Management desires – for instance, 15 years of experience whereas other referred applicants may have fewer years. In this example, the number of years of experience does not equate to a specialized skill. Instead, it addresses [one of] the factors that lead to the selection of the candidate, not the uniqueness of the skill – experience. Similarly, an assessment [of the degree] of a soft skill*** (dedication, loyalty, etc) an applicant possesses is not appropriate for submission as a unique/specialized skill. Notwithstanding the fact that these skills cannot be measured, everyone has some level of these characteristics; therefore, dedication and loyalty are not unusual, unique, or specialized. Again, as with the experience illustration, the selected candidate may have more of what is desired but certainly is not the only candidate in

possession of these skills. Conversely, an annuitant referred as a potential selectee against a management analyst position who is Lean Six Sigma (LSS) certified as a Master Black Belt (MBB)**** may have unique skills that other referred applicants may not possess [as only 5% of the Federal workforce have been certified as BBs]. In this instance, the skills of this candidate may be deemed unique, specialized, or unusual.

In order for an annuitant to be hired within 90 days after retirement to a position in the same organization and in a similar position, the authorized official shall ensure that retention options were offered prior to the employee's retirement.

Reemployed annuitants continue to receive full annuity and salary upon appointment; however, their tenure in an organization could be short-lived as Priority Placement Program (PPP) requisitions stay open *indefinitely* when they are placed on permanent appointments. That is to say, PPP is left “open” to constantly query for any position against which an annuitant is placed, and when/if a suitable match occurs, the annuitant will automatically be terminated and the PPP registrant placed in the position.

Annuitants who previously accepted a Voluntary Separation Incentive Pay (VSIP) may not be reemployed within 12 months after separation (unless waived by the Secretary of Defense or his designee) or within 5 years following separation unless the VSIP is repaid or the Secretary of Defense has approved a waiver based on finding the individual is the *only* qualified applicant for the position.

Please contact your servicing HR Specialist for additional information.

*Does not include an individual whose annuity is terminated at the time of reemployment in accordance with 5 USC 8337 and 8455; a NAF retiree receiving a NAF annuity; a retired Federal employee receiving a NAF annuity; or, a retiree receiving an annuity from a retirement system not covered under the Civil Service Retirement and Disability Fund.

**Extensions beyond 2087 hours are not authorized.

*****Soft skills** are essentially “people skills” and can be defined as the nontechnical, intangible, personality-specific skills that characterize relationships with other people. Examples include motivation, empathy, leadership, integrity, humor, and optimism. Soft skills complement hard skills which are the occupational requirements of a job and many other activities.

****Master Black Belt, LSS – the recipient of an Advanced Certificate in the Lean Six Sigma Program. Master Black Belts oversee/mentor participants at other levels in the program to apply the six sigma methodology.

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