

# FACT SHEET

## REEMPLOYED ANNUITANT OFFICE CADRE (RAO)

- 1. Purpose of the Program:** To provide a supplemental workforce of trained and qualified people capable of providing immediate assistance to the Corps of Engineers in the event of natural or man-made disasters such as hurricanes, floods, earthquakes and terrorist activities. RAO personnel are also available to provide support on a time limited or indefinite basis in the following circumstances: to fill difficult to fill positions; to fill positions that require specialized skills or have unusual qualifications; to work on special projects; and to mentor less experienced employees or provide continuity during critical organizational transitions.
- 2. Authorization:** Public Law 108-136, Section 9902(j) of title 5, United States code, as enacted by Section 1101 of the National Defense authorization Act for Fiscal Year 2004 and the Memo from the Under Secretary of Defense, Subject: Employment of Annuitants dated March 18, 2004.
- 3. Qualifications for the Program:** To be considered for the program a person:
  - Must be a retired Federal Civil Service employee receiving an annuity
  - Must agree to return to work for the Corps of Engineers to provide disaster related assistance or for other reasons permitted by Public Law 108-136, Section 9902(j) of title 5.
  - Must pass a medical screening test indicating that they are healthy enough to do the job for which they are being considered.
  - Cannot have received a VSIP within the past five years (unless it is repaid in full) or have a full time job with any Federal agency.
  - May be considered for the Cadre if they currently have an intermittent or part time appointment with a Federal Agency.
  - May be considered if they are currently a contractor, either directly or indirectly, with the Corps of Engineers (each case will be handled on an individual basis).
- 4. Conditions of Employment:**
  - Annuitants accepting positions in the RAO are hired as temporary intermittent employees with an initial appointment of 1 year. The appointment can be extended for an additional 4 years, after the first year, under a term appointment, for a total of 5 years.
  - Intermittent employees are those employees who are employed on an irregular or occasional basis, with hours or days of work not on a prearranged schedule

- Intermittent employees, unlike full-time and part-time employees, do not have a “regularly scheduled tour of duty”. The lack of regularly scheduled work impacts their benefits and entitlements. Therefore, these employees:
  - Are paid only for those hours that they are in duty status and performing work. They are not eligible for holiday premium pay or Sunday or night differential.
  - Do not accrue annual leave or sick leave.
  - Are excluded from coverage under CSRS and FERS.
  - Pay into Social Security. Employees under Full Retirement Age (depends on date of birth) and drawing Social Security will be subject to the Social Security earnings test (Social Security may be offset by excess earnings).
  - Pay into Medicare.
  - Are excluded from Federal Employee’s Health Benefit (FEHB) and Federal Employee’s Group Life Insurance (FEGLI) coverage. However, if an employee has taken either or both into retirement, the normal premium(s) will continue to be withheld from their annuity.
  - Does not establish or increase survivor benefit entitlements.
  - Are not eligible for promotions or with-in-grade pay increases with the following exception. If a person is brought into the program at a grade lower than previously held, they may be converted back to a maximum of the highest grade held in a unique situation. Once converted back to the higher grade, they may not be considered for lower graded positions again.

**5. Application Procedures.** In order to be considered for a position with the Retired Annuitant Cadre, applicants must have an email address or provide an email address at which they can be contacted and information can be sent. In addition, they must provide the following:

(1) **Retirement SF50, Notification of Federal Employment** – If an individual does not have a copy, it can be obtained from the National Personnel Records Center.

- Website – <http://www.archives.gov/st-louis/>
- Address – 111 Winnebago Street, St. Louis, MO 63118-4126
- Phone – 314-801-9250; Fax – 314-801-9269
- Email: [cpr.center@nara.gov](mailto:cpr.center@nara.gov)

(2) **Resume** (1 to 2 pages) – Information pertaining to previous emergency management work (or to other positions being applied for) should be included along with education and job experience. For example, if an applicant has ever been a member of a Planning Response Team (PRT) and if so, what type (water, ice, debris, roofing, housing, etc.).

(3) **Emergency Response Cadre (reemployed annuitant) Response Form** – (supplied with application packet). Must be filled out completely.

(4) **OPM Annuitant Form (Notification of Reemployment of an Annuitant)** – (supplied with application packet) Only numbers 1, 2, 3 & 6 and the Retirement Claim Number need to be completed.

(5) **Medical Screening Form** (supplied with application packet) – Must be filled out completely and faxed to the Corps contract medical provider at 202-223-6525.

The SF50, resume and all forms, **with the exception of the Emergency Response Medical Screening and Clearance Packet** must be faxed or emailed to the RAO PM. Directions for filling out the forms are on the forms or in the cover letter (comes with the application packet). Any questions are to be directed to Don Binder, the RAO PM.

- **Fax:** 202-761-0378
- **Email:** [don.binder@hq02.usace.army.mil](mailto:don.binder@hq02.usace.army.mil)

**No mailed applications will be accepted. All must be faxed or emailed.**

The Emergency Response Medical Screening and Clearance Packet must be faxed **by the applicant** to the Corps contract medical provider at 202-223-6525. They will evaluate the medical screening questionnaire and determine fitness to deploy.