

## *DPM Chapter 300*

### Subchapter 7. Employment of Annuitants

#### 7-1. ELIGIBILITY FOR EMPLOYMENT

It is the policy of the Department of Transportation (DOT) that annuitants will not be routinely reemployed in continuing positions unless it can be clearly demonstrated that to do so is in the best interest of the Department. Annuitants may be reemployed to obtain special skills or expertise needed to complete special projects or short-term assignments. It may also be appropriate to reemploy an annuitant in his or her prior position for a brief period of transition.

This policy applies to the employment of all annuitants within DOT except for the following three categories:

a. A disability annuitant whose annuity is terminated because of his or her recovery or restoration of earning capacity. It is the policy of the Department that every effort will be made to rehire a former DOT employee who was retired for disability and whose annuity has been, or within one year will be, discontinued because of his or her recovery or restoration of earning capacity.

b. An annuitant whose retirement was based on involuntary separation (other than mandatory separation for age or involuntary separation for cause on charges of misconduct or delinquency) and whose annuity would be terminated upon reemployment.

c. Presidential Appointees.

#### 7-3. APPOINTING AUTHORITY

a. Appointing Authority.

(1) Heads of Operating Administrations and Secretarial Officers are responsible for approving all initial appointments of annuitants within their respective organizations for periods not to exceed six months except to positions classified above the GS-15 level.

(2) The Assistant Secretary for Administration retains responsibility for approving all appointments, extensions or reappointments of annuitants beyond the initial six-month period except to positions classified above the GS-15 level.

(3) The Secretary retains responsibility for approving all appointments, extensions or reappointments of annuitants to positions classified above the GS-15 level including the Senior Executive Service (SES), GS-16, 17 and 18's and the non-GS, non-SES scientific, research and development positions.

#### 7-5. CONTENT OF REQUESTS

All requests for approval of appointments, extensions or reappointments of annuitants are to include a detailed, written justification for the action that is in compliance with the policy stated in section 7-1.

#### 7-6. PROCEDURE FOR SUBMITTING REQUESTS TO THE OFFICE OF THE SECRETARY

All requests to the Secretary or the Assistant Secretary for Administration, see sections 7-3a(2) and (3), are to be submitted through the Departmental Director of Personnel and Training.