

2013 Cost-Of-Living Adjustment

This year's cost-of-living adjustment (COLA) will be effective December 1, 2012 and payable in the annuity payment dated January 2, 2013.

Annuitants receiving benefits under the Foreign Service Retirement and Disability System (FSRDS) or the Foreign Service Pension System (FSPS) will receive a 1.7% COLA.

Annuitants who retired on or after January 1, 2012, will not receive the full COLA as described above. Instead, they will receive a prorated COLA based on the number of months the annuity benefits were paid before December 1, 2012.

Note: FSPS Annuitants who are receiving an annuity supplement, will receive the COLA described above on the regular annuity, but will not receive a COLA on the annuity supplement.

Centralized WAE Program

The WAE Program is one tool hiring managers currently use to meet short-term employment needs. It leverages the knowledge and skills of annuitants to augment the workforce. The program benefits the Department of State by allowing hiring managers access to a pool of qualified re-employed annuitants. These qualified candidates fill short-term needs without incurring the long term costs associated with hiring and training new staff.

The Human Resources (HR) Bureau is collaborating with WAE Bureau Coordinators and other Program Offices to develop the Department of State's first centralized WAE Global Registry Program. The objectives of the new program are to:

- **Standardize** the forms and processes used for the program across all Bureaus;
- **Centralize** annuitant information into one database;
- **Add value** to the program by creating policy, reference guides, and other useful tools that will benefit all stakeholders.

The future program will formalize many of the critical parts of hiring and managing a WAE. However, it does not guarantee employment, nor will it replace the need for annuitants to network with hiring managers to increase their chances of employment. With the demand for temporary employment higher than the supply of positions available, annuitants must be prepared to market their skills to hiring managers and/or Bureau Coordinators to enhance their chances for employment consideration as a WAE.

The new centralized WAE Program will be implemented in 2013 and more details about the program will be disseminated and shared with annuitants via RNet (www.rnet.state.gov).