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13. SPECIAL CONSIDERATIONS IN HIRING OR USING THE SERVICES OF CERTAIN INDIVIDUALS

a. RETIRED AGENCY EMPLOYEES, OTHER RETIRED U.S. GOVERNMENT CIVILIAN EMPLOYEES, AND RETIRED MILITARY OFFICERS

(1) POLICY

(a) and (b) [No change]

(c) [No change]

(1) Contract Employee. The salary to be paid will be negotiated with due regard to the qualifications of the individual and requirements of the assignment. However, in no case may the combination of salary plus annuity, computed on an hourly basis, exceed the hourly rate of the grade and step closest to 90 percent of the current salary of the annuitant's grade and step at the time of his retirement.

(2) [No change]

(2) RESPONSIBILITIES [No change]

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(3) EXCEPTIONS

(a) Exceptions to the age limitation in subparagraph a(1)(b) above and the policy of limiting appointments of retirees to temporary and reserve employees status will be granted only when the individual possesses rare and outstanding qualifications needed by the Agency. Requests for exceptions must be justified by the Head of the Career Service concerned and will be forwarded to the Director of Personnel. The Director of Personnel will forward all such requests with his recommendation to the Director for approval.

(b) Requests for exceptions to the 90 percent salary limitation in subparagraph a(1)(c)(1) and (2) must be justified by the Head of the Career Service concerned and will be forwarded to the Director of Personnel. The Director of Personnel will forward all such requests with his recommendation to the Deputy Director for Adminsitration for approval.

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