

Creditable Service

Both CSRS & FERS

Sick Leave

Leave without pay:

Up to 6 months in any calendar year

Worker's Compensation:

Full credit is given to full time employees who return to work or those who remained on agency payrolls. Part time employees are given credit based on part time rules.

Part-Time Service:

Fully creditable for age requirements. Pro-rated for benefit calculations.

*To calculate the annuity for an employee with part-time work, multiply the annuity benefit amount (calculated as if the employee had worked full time for the entire duration of employment) times the ratio of actual hours worked over the hypothetical amount of the total full-time hours that could have been worked.

$$\text{Regular Benefit} \times \frac{\text{Actual Hours Worked}}{\text{Full-time Hours that were possible}}$$

Sick Leave

- Under CSRS- service time is increased by the days of unused sick leave that the worker accrued
- Formerly under FERS- sick leave was not credited to the worker's service time for computation of immediate annuity or survivor annuity
- In 2013 under FERS- 50% of sick leave was credited to the worker's service time for computation of immediate annuity or survivor annuity
- From 2014 and hereafter under FERS- 100% of sick leave was credited to the worker's service time for computation of immediate annuity or survivor annuity

Calculating Sick Leave

- OPM treats each month as having 30 days for ease of computation. Therefore, one year is equal to 360 days. The net result is that a full day of service comes out to about 5.797 hours which OPM rounds up to 6, adding 5-hour days when appropriate so that the totals add up.
- Example: an employee with 1003 hours of unused sick leave will be credited an additional 5 months and 23 days of service.

See Federal Almanac for Conversion Chart.

Table of Converting Unused Sick Leave Into Additional Service

Months	0	1	2	3	4	5	6	7	8	9	10	11
Days												
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	702	875	1049	1223	1397	1571	1745	1919
2	12	186	360	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1931
4	23	197	371	545	719	893	1067	1241	1415	1589	1762	1936
5	29	203	377	551	725	899	1073	1246	1420	1594	1768	1942
6	35	209	383	557	731	904	1078	1252	1426	1600	1774	1948
7	41	215	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1960
9	52	226	400	574	748	922	1096	1270	1444	1618	1791	1965
10	58	232	406	580	754	928	1102	1275	1449	1623	1797	1971
11	64	238	412	586	760	933	1107	1281	1455	1629	1803	1977
12	70	244	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1989
14	81	255	429	603	777	951	1125	1299	1473	1646	1820	1994
15	87	261	435	609	783	957	1131	1304	1478	1652	1826	2000
16	93	267	441	615	789	962	1136	1310	1484	1658	1832	2006
17	99	273	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2018
19	110	284	458	632	806	980	1154	1328	1502	1675	1849	2023
20	116	290	464	638	812	986	1160	1333	1507	1681	1855	2029
21	122	296	470	644	817	991	1165	1339	1513	1687	1861	2035
22	128	302	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2047
24	139	313	487	661	835	1009	1183	1357	1531	1704	1878	2052
25	146	319	493	667	841	1015	1189	1362	1536	1710	1884	2058
26	151	325	499	673	846	1020	1194	1368	1542	1716	1890	2064
27	157	331	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1902	2075
29	168	342	516	690	864	1038	1212	1386	1560	1733	1907	2081