

# **CSRS**

## **EMPLOYEE HANDOUT**

### **Creditable Civilian Service**

#### **Civil Service Retirement System (CSRS)**

##### **1. FULL-TIME SERVICE**

Full-time credit for retirement eligibility and annuity computation is allowed for all time elapsing between the date of appointment and date of separation.

##### **2. PART-TIME SERVICE**

Full-time credit for retirement eligibility. Service performed on/after April 7, 1986, is prorated only for annuity computation purposes.

##### **3. INTERMITTENT or WHEN ACTUALLY EMPLOYED (WAE)**

Service is credited only for the time actually worked. Actual days worked is always based on a 260-day work year regardless of the dates of the service. Actual hours worked prior to March 1, 1986, is based on a 2080-hour work year and actual hours worked on/after March 1, 1986, are based on a 2087-hour work year.

##### **4. LEAVE WITHOUT PAY**

Credit is given for all Leave Without Pay (LWOP) up to six months in a calendar year. (No deposit required)

##### **5. OFFICE OF WORKERS' COMPENSATION TIME**

All time while receiving Office of Workers' Compensation Program (OWCP) benefits and while on LWOP is fully creditable for retirement eligibility and annuity computation. The six month rule above does not apply. (No deposit required for period of LWOP)

Employees on full-time appointments, who receive Loss of Wage Earning Capacity (LWEC) pay, work part of the day and are approved for LWOP for the remainder of his/her day and receive full credit for the time. However, if an employee is not under a full-time appointment (e.g., part-time flexible or limited tour) then the usual part-time service credit rules apply. (Hatch v. OPM, 100 M.S.P.R. 204, (2005))

All time separated individuals spend in receipt of OWCP benefits is fully creditable for retirement eligibility and annuity computation as long as the employee subsequently returns to Federal service in a covered position and earns title to an annuity. (No deposit required for period of separation)

## **6. ACTIVE DUTY MILITARY SERVICE UNDER USERRA**

Active duty military service (Title 10) that interrupts civilian service, if you were properly restored on or after August 1, 1990, is creditable without a military deposit depending on your date of first hire under CSRS.

If first hired under CSRS prior to October 1, 1982, the active duty military service is fully creditable for retirement eligibility and annuity computation purposes without a deposit. However, if at age 62 (or retirement, if later), you are eligible for Social Security benefits, the active duty military service will be permanently eliminated from your CSRS annuity. This is known as **Catch 62**.

If first hired under CSRS on or after October 1, 1982, the active duty military service is fully creditable for retirement eligibility and annuity computation purposes only if a military deposit is paid. The deposit will be the lesser of the amount of retirement deductions that would have been withheld had you not been on active duty military service including any applicable interest or 7% of your military earnings while on active duty military service including any applicable interest.

Active duty military service (Title 32) that interrupts civilian service, if you were properly restored on or after August 1, 1990, is creditable only with a military deposit. It does not matter the date of first hire under CSRS. The deposit **will be the lesser** of the amount of retirement deductions that would have been withheld had you not been on active duty military service including any applicable interest or 7% of your military earnings while on active duty military service including any applicable interest.

## **7. NATIONAL GUARD TECHNICIANS**

Prior to January 1, 1969 National Guard Technicians were considered state employees. The enactment of P. L. 90-486 indicates employees employed as National Guard Technicians AFTER December 31, 1968 were considered civilian employees of the U.S. Army or Air Force and this service is generally creditable for retirement purposes.

National Guard service is now military service under Amendments to 5 U.S.C. 8331(13) or 8401(31). Service credit will be available for the period while on National Guard service during LWOP if and only the military service credit deposit is paid. The LWOP six month rule will not apply and there can be no civilian credit for the period. (See specific rules in #6).

National Guard Technicians, who separated from technician employment to perform active training under Title 32 **prior** to the enactment of USERRA in 1994, are considered to have absolutely separated from their technician employment and currently have NO statutory right to be reemployed as a technician.

## **8. CREDIT FOR SERVICE WITH A NONAPPROPRIATED FUND (NAFI) INSTRUMENTALITY**

As a general rule, service in position where salary was paid from nonappropriated funds is NOT creditable. There are several **specific statutory provisions** of the law that allow credit for such service. For more information see the Portability of Benefits for Nonappropriated Funds Employees Act of 1990 P.L. 101-508; FY 96 National Defense Authorization Act, P.L. 104-106 Section 1043; FY 02 National Defense Authorization Act, P.L. 107-107 Section 1132.

## **9. CAMPAIGNS AND CONGRESSIONAL COMMITTEES**

Effective December 12, 1980 P.L. 96-523 allows credit for employment with the Democratic and Republican Senatorial Campaign Committees; Democratic and Republican National Congressional Committees. Such service is credited as Congressional Service and is allowed **ONLY** to individuals when:

- Were Federal employees on December 12, 1980 date of enactment
- Have 5 years of creditable service in addition to campaign service
- Had at least 5 years of campaign service as of date of enactment
- Made or will make a deposit into the retirement fund equal to the salary deductions that would have been withheld had the service been covered under CSRS.

Note: When making a deposit it must be at the rate of the Congressional Service contribution.

## **10. DEPOSIT (NONDEDUCTION) SERVICE**

Always creditable for retirement eligibility but not for annuity computation. Not creditable for annuity computation if service was performed on/after October 1, 1982, and deposit was not made; and if performed prior to October 1, 1982, the employee's annuity will be reduced by 10% of the deposit owed if deposit not made.

## **11. REDEPOSIT SERVICE**

Always creditable for retirement eligibility but not for annuity computation. Not creditable for annuity computation if service ended on/after October 1, 1990, and redeposit was not made; and if service ended prior to October 1, 1990, the annuity will be actuarially reduced if redeposit is not paid.

Note: There are numerous other creditable and non creditable services not mentioned in this handout however, they are specifically outlined in CSRS and FERS Handbook, Chapter 20.