



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
ARIZONA NATIONAL GUARD  
HUMAN RESOURCES OFFICE

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AZAA-HR


23 May 2010

MEMORANDUM FOR All AZ National Guard Managers, Supervisors, and Technicians

SUBJECT: HRO Memo 10-04 – Federal Employees Retirement System (FERS) Sick Leave

1. President Obama recently signed into law H.R. 958, which makes unused sick leave creditable for the purposes of retirement for Employees under the Federal Employee Retirement System (FERS) in the same manner as provided for under the Civil Service Retirement System (CSRS). Federal workers under FERS will now be able to count their unused sick leave as creditable service in calculating their retirement annuity.
2. The new benefit for FERS employees will be implemented beginning in FY 2010. FERS employees retiring before December 31, 2013, will receive a 50 percent credit for unused sick leave as of the date of retirement. After January 1, 2014, they will receive full credit for their unused sick leave. For a FERS employee retiring on or after January 01, 2014, the Office of Personnel Management (OPM) estimates that approximately three months would be added to an average FERS employee's length of creditable service, which would result in boosting the average retirement payment for FERS retirees under this new provision by approximately \$150.00 per year.
3. For any questions regarding the Federal Employees Retirement System (FERS) Sick Leave, contact the Technician Benefits Section (Sue Wilson or Janet Gotch) at 602-629-4834/4822.

FOR THE ADJUTANT GENERAL:



MARTIN J. PARK, Colonel, AZ ANG  
Human Resources Officer