



IDAHO NATIONAL GUARD
JOINT FORCE HEADQUARTERS
HUMAN RESOURCE OFFICE
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NGID-HRO

27 March 2025

MEMORANDUM FOR Idaho National Guard Federal Technicians

SUBJECT: HR Policy Letter 013: Federal Employees Retirement System (FERS) Sick Leave

1. References:

- a. 5 CFR Part 831, Section 302, 26 March 2024, *Retirement*
2. 5 CFR 831.302 makes unused sick leave creditable for the purposes of retirement for Employees under the Federal Employee Retirement System and the Civil Service Retirement System (FERS). Federal workers under FERS are able to credit their unused sick leave as creditable service in calculating their retirement annuity in accordance with this act.
3. FERS employees retiring on, or after January 1, 2014, will receive full hourly credit for their unused sick leave.
4. POC – Supervisory Human Resource Specialist, (208) 272-3341.

JAMES W. HICKS
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Director, Human Resource Office