What are Service Computation Dates?

A Service Computation Date, or SCD, is a tool used to calculate amounts of government service. It is used to determine how much service is creditable toward eligibility for a specific benefit or entitlement. You may be familiar with the SCD shown on your Notification of Personnel Action (SF 50), but that’s not the only one!

SCDs reflect service that is creditable for a specific benefit or entitlement. Since different benefits and programs have different requirements, each employee has several SCDs. The SCD you’re most likely to see on various documents is the SCD Leave. This one reflects service that is creditable for leave accrual purposes, such as advancing to the next leave-earning category. Your SCD Leave appears on every SF 50 in block 31.

Other SCDs used by the government include:

• SCD Retirement—This SCD reflects service that is creditable toward your eligibility to retire.

• SCD WGI—This reflects the date of your last within-grade or step increase. You can tell when your next increase is due from this date.

• SCD TSP—If you are covered by the Federal Employees' Retirement System (FERS), you have an SCD TSP. It reflects the service that counts toward entitlement to keep the government’s automatic 1 percent contribution to your Thrift Savings Plan (TSP) account.

• SCD RIF—This SCD reflects service that is creditable toward your standing on reduction-in-force (RIF) lists. A RIF might be conducted if your agency needed to reduce the number of employees on its rolls.

SCDs do not necessarily reflect a specific date when something happened. Instead, SCDs establish a “virtual” starting date for continuous creditable service. If there are several separate periods of previous service, they are added together. The total years, months and days of previous service are then used in the SCD calculation. Knowing that an employee has continuous creditable service since a specific date makes eligibility determinations much simpler.

Here's an example of how an SCD for leave earning purposes is calculated:

1. Jane Doe worked for the government from 1/1/88 through 12/31/92 (five years), then left to work in the private sector.

2. She returned to government service on 6/1/98.

3. When Jane returned to government service, she already had five years of service to her credit. To reflect these five years, her reemployment date of 6/1/98 was adjusted back five years. This makes her SCD for leave purposes 6/1/93.

When Jane’s SCD for leave is subtracted from any date in the future, her total service that is creditable for leave purposes is the result.

You can also add the number of years necessary for a certain benefit (like retirement eligibility) to an SCD to determine the earliest eligibility for that benefit.
Example: Jane wants to know if she will be eligible for retirement on her 55th birthday, 8/31/2014. Jane needs 30 years of service to retire at 55, so we'll add 30 years of service to her SCD for retirement purposes. We'll assume her SCD for retirement is 6/1/93. Here's how it would be calculated:

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\begin{align*}
1993 - 06 - 01 & \quad \text{SCD Retirement} \\
+ \quad 30 - 00 - 00 & \quad \text{Years of service} \\
2023 - 06 - 01 & \quad \text{Earliest retirement at age 55}
\end{align*}
\]

Jane won't have 30 years of service until 2023, so she can't retire in 2014. She will be eligible to retire at age 60, however, since she'll need only 20 years of service at that age.

These SCDs can all be the same for one person, but they could also be completely different. You could have service that's creditable for leave and TSP, but not for retirement, so your SCDs for those purposes would be different.

The Fiscal Service Benefits staff is available to answer your questions at (304) 480-8275, toll free at 1-866-868-4357, or by email at Benefits@fiscal.treasury.gov.