



**Policy and Compliance  
Administration**

August 4, 2015

Ramon Perez-Goizueta  
Chief Operating Officer  
Department of Employment Services

Via e-mail [ramon.perez-goizueta@dc.gov](mailto:ramon.perez-goizueta@dc.gov)

Subject: **Summer Youth Employment Program**  
DPM Op. 2015-2602.9

Dear Mr. Perez-Goizueta:

The Department of Human Resources recently received your inquiry concerning whether participants in the Summer Youth Employment Program (SYEP) are considered employees of the District government and whether their participation qualifies as "creditable service" under the District Personnel Manual. We conclude that time served in the SYEP does not qualify as creditable service.

The Office of the Attorney General (OAG) memorandum provided by your office addresses the issue of whether SYEP participations are considered District employees.<sup>1</sup> As stated in the OAG memorandum, D.C. Official Code § 1-603.01(7) defines the term "employee" as an individual who performs a function of the District government and who receives compensation for the performance of such services. As the term is applied to your question, the participants in the SYEP are considered employees of the District government; they perform services for the District and receive compensation for such services.

Nonetheless, the time worked while in the SYEP cannot be used as creditable service. Creditable service is measured from the date of an employee's commencement of service in a covered employment until the date of separation from service.<sup>2</sup> Covered employment is generally defined as service by any employee in any position. However, there are several exception to the general rule. As it relates to SYEPs, covered employment does not include, among other things, positions in which the employee "serves under an appointment of one (1) year or less" or "[a]ny position held by a summer youth employee[.]"<sup>3</sup>

The summer youth employees are employed for a period of no more than six weeks. As such, the summer youth employees are in non-covered employment and, accordingly, the time worked in the SYEP does not count as creditable service. Moreover, summer youth employees are explicitly excluded from the definition of covered employment, irrespective of duty location.

---

<sup>1</sup> See, AL-11-258, *Workers' Compensation Benefits for [SYEP]*, DAG W. Witkowski (June 20, 2011).

<sup>2</sup> See , 6B DCMR § 2603.1, *Defined Contribution Pension Plan*.

<sup>3</sup> 6B DCMR § 2602.9



## Summer Youth Employment Program

### Additional Information

For additional information, please see:

- [D.C. Official Code § 1-626.04\(1\)](#)
- [6B DCMR § 2602](#)
- [6B DCMR § 2603](#)
- [6B DCMR § 2699](#)

Sincerely,



Justin Zimmerman  
Associate Director