

MILPER Message Number**20-186****Proponent****AHRC-PDP-P****Title****Special Leave Accrual Based on COVID-19 Leave Restrictions****...Issued:[6/18/2020 2:55:11 PM]...**

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- A. DoDI 1327.06 (Leave and Liberty Policy and Procedures), 16 Jun 09 (Change 3, 19 May 16)
 - B. AR 600-8-10 (Leaves and Passes), 15 Feb 06 (RAR 4 Aug 11)
 - C. Memorandum, Under Secretary of Defense, subject: Special Leave Accrual, 16 April 2020
 - D. ALARACT 038/2020, 28 Apr 20, subject: Update to personnel policy guidance in support of Army-wide preparedness and response to coronavirus disease 2019 (COVID-19) outbreak, DTG: R2811302Z APR 20

1. This message will expire 1 May 2021.

2. Purpose: Provide guidance to commanders and other Army leaders regarding Special Leave Accrual (SLA), also known as leave carryover, as it will effect Soldiers on 1 October 2020, the beginning of fiscal year (FY) 2021.

3. Eligibility for SLA.

a. Soldiers with 60 or fewer days of accrued leave on 30 September 2020 do not meet criteria for SLA. However, their entire accrued leave balances will carry over on 1 October 2020.

b. Soldiers with more than 60 days, but no more than 120 days of accrued leave on 30 September 2020 are eligible for SLA. Their full accrued leave balances will carry over on 1 October 2020, even if previously earned SLA protection is scheduled to expire on 30 September 2020.

c. Soldiers with more than 120 days of accrued leave on 30 September 2020 will lose all accrued leave in excess of 120 days on 1 October 2020. By law, the maximum amount of leave

a Servicemember may carry over into a new FY is 120 days. No statutory authority allows carryover of more than 120 days, so there are no exceptions to this policy.

d. Leave earned after 30 September 2020 is not SLA protected, unless earned during an eligible deployment (usually to a hostile fire pay (HFP) or imminent danger pay (IDP) area). Leave is not tax-exempt unless it is earned in an HFP/IDP area.

4. Requesting SLA. There are no application procedures, because the Defense Finance and Accounting Service (DFAS) will automatically grant SLA to Soldiers on 1 October 2020, based on their accrued leave balances on 30 September 2020.

5. Expiration of SLA. All leave in excess of 60 days carried over on 1 October 2020 will expire on 1 October 2023, unless additional SLA is earned in eligible deployments ending after 30 September 2020.

6. Monitoring SLA.

a. SLA will be noted in the Leave and Earnings Statement (LES) beginning 31 October 2020. It will appear in the LES Remarks section as "CZ leave carryover bal" along with the expiration date. SLA is exhausted and will no longer appear on an LES when the accrued leave balance is reduced to 60 days or less, or when the expiration date is passed.

b. SLA and ordinary leave are tracked on a Last In First Out (LIFO) model. This means that the most recently earned leave is the first leave subtracted from leave accounts.

c. Soldiers should check their LESs every month, to ensure leave is deducted after it is used and to track if leave usage has either reduced or exhausted the SLA carryover balance.

7. For additional information regarding SLA please go to the HRC Leave and Pass Special Leave Accrual web pages at: <https://www.hrc.army.mil/content/Leaves%20and%20Passes>, and at <https://www.hrc.army.mil/login?redirectURL=https:%2F%2Fwww.hrc.army.mil%2Fasset%2F22595>. Log in may be required. This is a link to DFAS pages regarding Military pay entitlements, and instructions on how to read an LES: <https://www.dfas.mil/MilitaryMembers/payentitlements/aboutpay/>.

8. For clarification of this guidance, contact unit personnel/S-1 offices. Unit G-1/S-1 personnel officials may raise concerns to the following contacts; email communication is preferred.

a. HQDA DCS-G1 (DAPE-PRC), Military Entitlements & Compensation, Ms. Sherry Simmons-Coleman at email: usarmy.pentagon.hqda-dcs-g-1.mbx.dape-prctravel@mail.mil.

b. U.S. Army Human Resources Command (AHRC-PDP-P), TAGD Soldier Programs and Services Division, Ms. Lorraine S. Nobes at email: usarmy.knox.hrc.mbx.tagd-leave-and-pass-policy@mail.mil. Toll Free 1-888-276-9472, DSN 983-9500.