



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Ms. Michelle LoweSolis

SUBJECT: Scheduling of Annual Leave by Employees Determined Necessary to Respond to Certain National Emergencies

AUDIENCE: Appropriated and Nonappropriated Fund Personnel

ACTION: Disseminate to Department of Defense (DoD) Human Resources Practitioners

REFERENCE: Office of Personnel Management (OPM) Interim Rule, "Scheduling of Annual Leave by Employees Determined Necessary to Respond to Certain National Emergencies," August 10, 2020, <https://www.federalregister.gov/documents/2020/08/10/2020-16823/scheduling-of-annual-leave-by-employees-determined-necessary-to-respond-to-certain-national>

BACKGROUND/INTENT: On August 10, 2020, OPM published interim regulations providing for Federal agencies to restore annual leave forfeited in excess of the maximum annual leave allowable carryover due to supporting the National Emergency Concerning COVID-19, and for future national emergencies. Under these interim regulations, eligible employees will have their excess annual leave deemed to have been scheduled in advance and subject to leave restoration. These regulations are effective August 10, 2020. This is administratively extended to employees of nonappropriated fund instrumentalities.

DCPAS will begin, this week, developing policy and guidance in coordination with your subject matter experts across the Department. Due to the expedited regulatory process, DCPAS kindly asks for your Component's urgently needed support.

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