



# United States Department of the Interior

OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20240



June 11, 1991

PERSONNEL MANAGEMENT LETTER NO. 91-4 (630)

SUBJECT: Military Leave

As a result of Operation Desert Shield/Storm, the Office of Personnel Management (OPM) asked the Comptroller General to revisit the issue of military leave entitlements for Federal employees on extended periods of active duty.

Formerly, opinions of the Comptroller General had held that a maximum of 15 days of military leave could be taken for any one period of active military duty. Those opinions predated a 1980 change in the law that allowed for a maximum of 15 days of unused military leave to be carried over from one fiscal year to the next.

The new opinion (B-241272, February 15, 1991) allows for a maximum of 30 days of military leave to be used in any fiscal year. The military leave may be used during one or more periods of military duty during the fiscal year. The opinion also permits employees to take the full 15 days of military leave immediately at the beginning of a fiscal year even if up to a maximum of 30 days had been taken during the prior fiscal year and even if the military duty is continuous.

There no longer is a requirement for an employee to return from military duty to a civilian position before additional military leave, earned during a new fiscal year, may be used. In essence, employees who used any amount of military leave during fiscal year 1990 (October 1, 1989 to September 30, 1990) were also entitled to use the new fiscal year accrual of 15 days of military leave on October 1, 1990 even if their active duty was uninterrupted. The new opinion thus gives employee reservists the potential for using up to a maximum of 45 days of military leave during an extended period of military duty that overlaps separate fiscal years.

Morris A. Simms  
Director of Personnel

INQUIRIES: Division of Employee Relations, Mail Stop 5203