DEPARTMENT OF DEFENSE

DCPAS

Defense Civilian Personnel Advisory Service

HR Operations Directorate

REFERENCE GUIDE

Pay and Leave During the Fiscal Year 2014 Shutdown Furlough

Pay and leave provisions for Department of Defense civilian employees during the Fiscal Year 2014 shutdown furlough will vary by individual, from those originally exempt or excepted, those recalled under the provisions of the Pay Our Military Act (POMA), and those remaining on furlough.

Exempt from Furlough:

Department of Defense (DoD) employees who are exempt from the shutdown furlough (e.g., Non-appropriated Fund employees) will receive their regular pay and allowances since they are not affected by the lapse in appropriations. Exempt employees may also take annual and sick leave during the furlough period; normal Federal holiday rules apply for Columbus Day.

Excepted from Furlough:

DoD employees originally subject to, but excepted from, the shutdown furlough will receive their regular pay and allowances on time via the authority and appropriation in the "Pay Our Military Act" (POMA). These employees will receive a normal paycheck for the pay period that includes October 1-5. These employees may now also take annual and sick leave; normal Federal holiday rules apply for Columbus Day.

Employees Recalled under POMA:

DoD employees furloughed on October 1, 2013, then recalled to work based on the POMA, effective October 6, 2013, will receive their regular pay and allowances through September 30, as they were affected by the lapse in appropriation and were furloughed from October 1-5. They will receive their regular pay and allowances for subsequent pay periods via the authority and appropriation in POMA. Until and unless Congress passes legislation to restore their pay and allowances for October 1-5, AND there is a 2014 appropriation for the Department, these employees will not receive pay or allowances for the days upon which they were furloughed. These employees will be paid for the time they spent conducting orderly shutdown activities on October 1, but they will not receive that pay until there is a 2014 appropriation for the Department by which they may be paid. Employees recalled under POMA may take annual and sick leave; normal Federal holiday rules apply for Columbus Day.

Employees Recalled under POMA (continued):

Furlough affects leave accrual. Most employees already have taken six furlough days (48 hours); when they reach a total of 10 furlough days or 80 hours (on/about 4 October), they will lose the sick and annual leave they would have earned for the pay period. Once an employee reaches 80 hours of non-pay time during a calendar year, no leave is accrued during the pay period that threshold is reached. A new 80-hour threshold begins the following pay period, and employees will again lose leave in each pay period in which the employee reaches 80 hours in a non-pay status. If Congress restores pay to furloughed employees, any lost leave will also be restored.

Furloughed Employees:

Employees furloughed on October 1, 2013, and not recalled to work, will receive their regular pay and allowances for the hours worked through September 30, 2013. These employees will receive a partial paycheck for the pay period that includes October 1-5. They will remain in a non-pay, non-duty status until recalled to duty; if they are in a non-pay and non-duty status on the days before and after Columbus Day, they will not receive pay for the holiday. Congress must pass legislation to restore their pay and allowances for all days spent in a furlough status before any such employee may be placed in a "pay status." If such legislation is passed, these employees will be paid for the time they spent conducting orderly shutdown activities on October 1, but they will not receive that pay until there is a 2014 appropriation for the Department by which they may be paid; they will receive pay for the Columbus Day holiday at that time.

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