



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, 1ST ARMORED DIVISION AND FORT BLISS**  
**11685 SERGEANT MAJOR BOULEVARD**  
**FORT BLISS, TEXAS 79918-6818**

AFBL-CG

22 JUN 2023

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Command Policy Letter #06, Mandatory Leave for all Fort Bliss Soldiers**

1. References. 10 U.S.C. §§ 701, 704; Department of Defense Instruction 1327.06, Leave and Liberty (16 June 2009) (C4, 15 Jan. 2021); Army Regulation (AR) 600-8-10, Leaves and Passes (3 June 2020).
2. Purpose. This policy requires mandatory annual leave for all Soldiers, non-commissioned officers, and officers permanently assigned to Fort Bliss. The entitlement to annual leave is fixed in federal law for all Service members. Defense Department and Army regulations jointly recognize the link between respite from the work environment and increased performance and motivation. Within the constraints of operational requirements that come with being warriors, these regulations demand maximum use of earned leave and unambiguously assign commanders the responsibility to ensure their subordinates receive ample opportunity to take leave. Despite this, Iron Soldiers routinely fail to step away from work—guilt free—to enjoy the leave they have earned. This policy addresses that.
3. Rationale. Resilient Soldiers are ready Soldiers. I expect all ranks to use leave to build resilience. Take well-deserved time off to re-charge and to invest in relationships with family and friends. Remember, to the Army we are replaceable. To our family and friends, we are not. Take leave. Strengthen your social networks. Build personal resilience. Return ready to fight.
4. Applicability. This policy applies to all uniformed personnel permanently assigned to Fort Bliss.
5. Policy. Effective 1 October 2023, all applicable personnel are required to take at least fourteen days of annual leave per fiscal year. Leave can be taken incrementally or in bulk, consistent with operational requirements, training workloads, and the desires of Service members. I delegate to brigade commanders, or the first O-6 in a Soldier's chain of command, the authority to grant exceptions to this policy on a case-by-case basis. This authority may not be further delegated.
6. The point of contact for this policy is the Chief, Administrative Law at 915-744-6992.

A handwritten signature in black ink, appearing to read "James P. Eisenhower III".

**JAMES P. ISENHOWER III**  
Major General, USA  
Commanding

**DISTRIBUTION:**

A