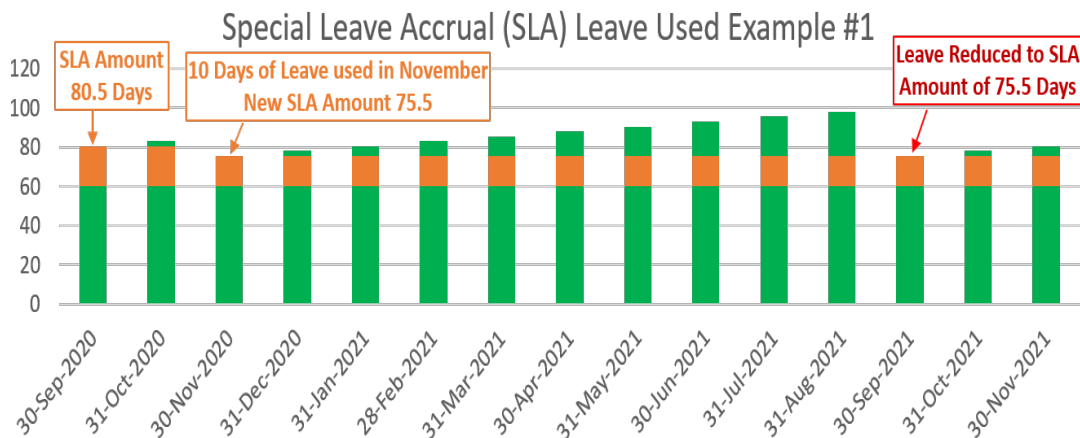


## Special Leave Accrual (SLA) COVID-19

Leave earned from 1 October 2020 thru 30 September 2021 (Fiscal Year 2021 (FY21)), is NOT protected by Special Leave Accrual (SLA)<sup>1, 2</sup> and will be lost if not used before 30 September 2021.

Leave accountability is based on a Last-In-First-Out (LIFO) system. The imbedded examples illustrate LIFO and the need for Soldiers to carefully track their Regular Leave (green) and SLA (orange). The examples start with 80.5 days of leave accrued on 30 September 2020, and will demonstrate changes to the leave balance until FY22. The examples are not exact, as DFAS uses specific leave<sup>3</sup> calculations to track leave, but shows how the process works. The results will be very close.

**“No Leave Taken”:**  
This Soldier will lose 30 days of leave on 1 Oct 2021, and the leave balance will be reduced to their SLA amount as of 30 Sep 2020. Additional SLA has not been extended for FY21<sup>2</sup>.



**“Example #1”**  
This Soldier used 10 days of leave in November, after earning 2.5 days in October and 2.5 days in November for a total of 85.5 days. The 10 days of leave dipped into the SLA amount, and reduced SLA to 75.5 days.

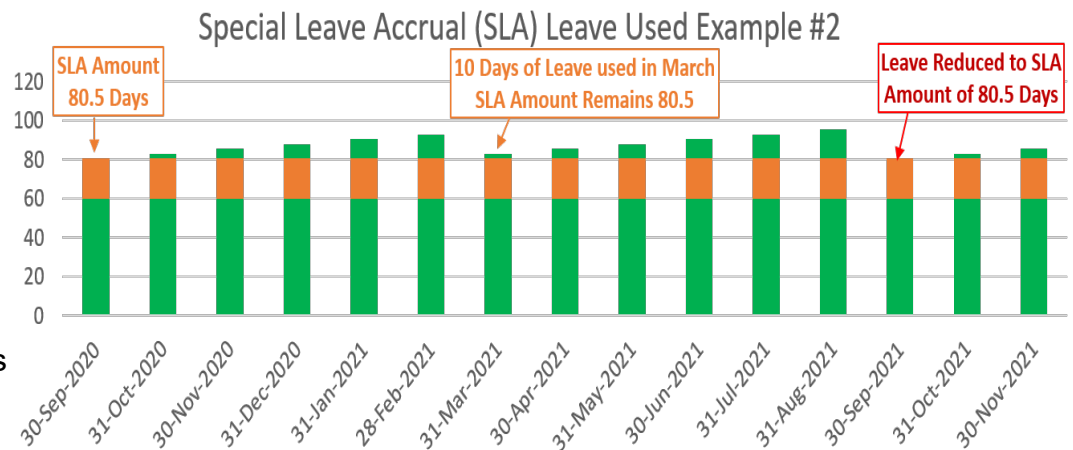
The Soldier uses no more leave before September 2021, so loses all accrued leave above 75.5 days on 1 Oct 2021.

1: SLA in connection with COVID-19 ([USD Memo: Special Leave Accrual dated 16 April 2020](#)) was authorized to all Soldiers serving in a duty status that allows for the accrual of leave from 11 March to 30 September 2020.  
 2: SLA continues to be authorized to Soldiers serving in qualifying hostile fire pay (HFP) and imminent danger pay (IDP) locations per [AR 600-8-10](#) and [DoD 7000.14-R](#).  
 3: Leave accrual is based on law ([10 USC §701](#)); Soldiers accrue leave at the rate of 2.5 calendar days for each month of active duty service.

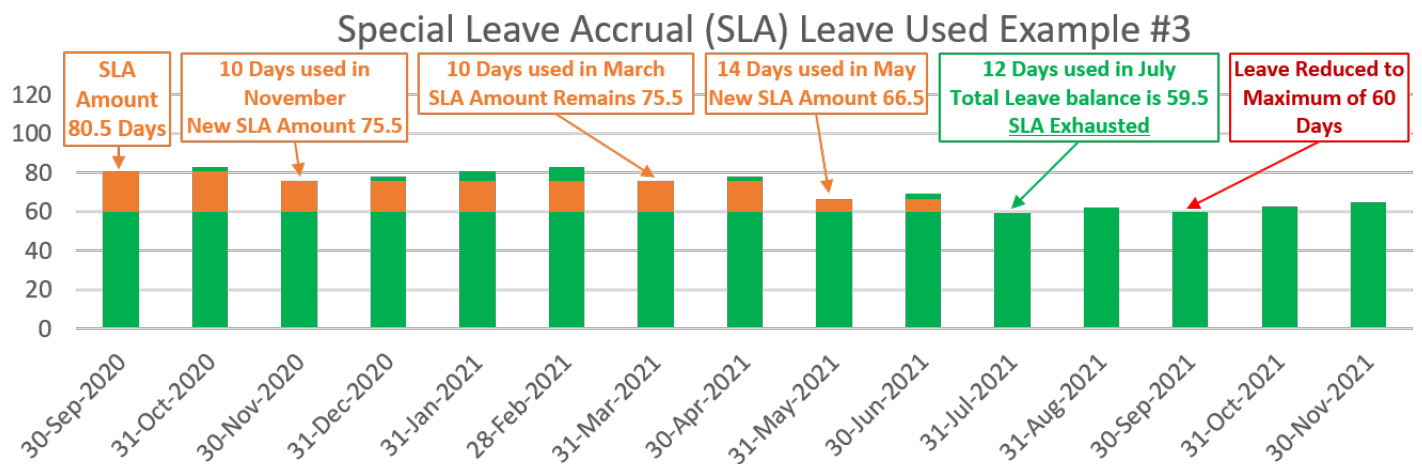
## Special Leave Accrual (SLA) COVID-19

### “Example #2”

This Soldier used 10 days of leave in March 2021, and earned 15 days of leave from 1 Oct 2020 to 31 Mar 2021 for a total of 95.5 days. These 10 days brings the leave balance to 85.5 and does not affect the SLA balance.



The Soldier takes no leave between 31 Mar 2020 and 30 Sep 2021, and therefore loses all accrued leave above the original 80.5 days effective 1 Oct 2021.



“Example #3” This Soldier uses leave multiple times throughout FY21, and when the total leave balance became 59.5 days in July, the SLA was exhausted. The Soldier uses no leave between 31 July and 30 Sep 2021, so loses all accrued leave above 60 days on 1 Oct 2021.

Soldiers must carefully monitor their leave balance by accessing [myPay](#) to review their [Leave and Earnings Statement \(LES\)](#). SLA will appear in the “Remarks” section of the LES as “COMBAT ZONE LV CARRYOVER BAL =” This balance will be adjusted for Soldiers in Examples #1 and #3. SLA earned in connection with COVID-19 will expire on 30 September 2023.

Approximately 30% of the Army had more than 60 days of accrued leave on 30 September 2020 and automatically qualified for SLA per [MILPER Message 20-186](#). Soldiers and Commanders are encouraged to manage, request, and approve leave to provide respite from the work environment. Leave does not always involve travel, and some Soldiers may not think of using leave to explore the local area and support local businesses. However, using leave for a “staycation” still contributes to improved performance and increased motivation.