



BLUF

NAVADMIN 161/23 announces updates to the Special Leave Accrual (SLA) policy. The policy changes the authorized amount of special leave a Sailor can carry from 120 to 90 days. All changes are mandated by law and are in line with DOD policy updates.

Who needs to know?

- Sailors eligible for SLA
- CPPAs
- Chiefs' Mess
- Command Triads

What you need to know – key points

- Effective Jan. 1, 2023, Sailors eligible for SLA are allowed to accrue maximum of 90 days of leave.
- After September 30, 2023, leave days greater than 90 days will be lost.
- Sailors whose SLA exceeded 90 days on Dec. 31, 2022 will be allowed to retain the excess leave as of that date through the current expiration date(s) or no later than September 30, 2026 (whichever occurs first).
- Sailors will have SLA protection until the end of the second Fiscal Year (FY) following the FY which SLA was authorized.
- Enlisted Sailors are authorized a one-time SLA sell back, and is allowed **once** in your career. Officers cannot do a one-time SLA sell back.



Sample POD/POW Note

- ATTENTION - Do you currently hold more than 90 days of Special Leave Accrual? Effective Jan. 1, 2023, Sailors eligible for SLA are only allowed to accrue a maximum of 90 days. Leave days in excess of 90 days earned after Jan. 1, 2023 will be lost on Sep. 30, 2023. Sailors who carried a balance of more than 90 days on Jan. 1, 2023, will be authorized to retain the excess leave until Sept. 30, 2026. Have questions about your status? Contact your CPPA or MNCC.

FAQ

Q. Why is the Special Leave Accrual (SLA) policy being changed?

A. These changes went into effect for all military branches and are mandated by law.

Q. How many days of SLA can Sailors earn?

A. As of Jan. 1, 2023, if Sailors are eligible for SLA, they can accrue a maximum of 90 days. Sailors will have until the end of the second FY following the FY in which the SLA was authorized.

Q. Are Sailors allowed to sell back any leave that exceeds 90 days?

A. Enlisted Sailors that will have more than 90 days of leave may sell back excess leave in accordance with [MILPERSMAN 1050-070](#) and [MILPERSMAN 7220-340](#). The one-time SLA sell back is authorized once in an enlisted Sailor's career and counts towards the limit of 60-days for career leave sell back. The option is not available to officers per DoDI 1327.06.



Q. Who is authorized for SLA?

A. SLA eligibility has not changed. Eligibility is outlined in [MILPERSMAN 1050-070](#). Sailors can verify with their CPPA on when they may be authorized and eligible for SLA.

Q. Who can approve SLA?

A. The commanding officer is the approver of SLA for Service Members serving in a hostile fire or imminent danger area, members assigned to a designated deployable ship, mobile unit, unit performing other similarly prescribed duties as determined by the Secretary of the Navy, or performing duties designated by the Secretary of the Navy as a qualifying duty. Navy Echelon II Commanders will remain the approving authority for SLA under the “Other Duty” criterion.

Additional information can be found at <https://www.mynavyhr.navy.mil/References/Pay-Benefits/N130C/>

- END -