



## Special Leave Accrual Policy Update Fact Sheet

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### BLUF

NAVADMIN 225/23 announces implementation of updates to the Special Leave Accrual (SLA) policy previously announced in NAVADMIN 161/23. All changes are mandated by law and are in line with Department of Defense policy updates. If eligible for SLA, Sailors will only be authorized to carry 90 days of leave into the new Fiscal Year (FY).

### Who needs to know?

- Sailors eligible for SLA
- Command Pay and Personnel Administrators
- Chiefs' Mess
- Command Triads

### What you need to know – key points

- Effective 1 January 2023 Sailors eligible for SLA are only allowed to accrue maximum of 90 days of leave.
- This will start affecting Sailors after 30 September 2023. Any leave days greater than 90 days will be lost.
- Sailors whose SLA exceeded 90 days on 31 December 2022 will be allowed to retain the excess leave as of that date through the current expiration date(s) or no later than 30 September 2026 (whichever occurs first).
- Moving forward, Sailors will have SLA protection until the end of the second FY) following the FY which SLA was authorized.
- Enlisted Sailors will continue to be authorized a one-time SLA sell back. This option is allowed once in your career.
- SLA approver has changed based on command and duties performed.

### Sample POD/POW Note

- ATTENTION - Do you currently hold more than 90 days of Special Leave Accrual (SLA)? Effective 1 January 2023, Sailors eligible for SLA are only allowed to accrue a maximum of 90 days. Leave days in excess of 90 days earned after 1 January 2023 will be lost on 30 September 2023. Sailors who carried a balance of more than 90 days on 1 January 2023, will be authorized to retain the excess leave until 30 September 2026. Have questions about your status? Contact your Command Pay and Personnel Administrator or My Navy Career Center.

### FAQ

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

A. All changes are the result of changes to the law. These changes affect all military branches.

#### Q. How many days of SLA can Sailors earn?

A. As of 1 January 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 first flag 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, units performing other similarly prescribed duties as determined by the Secretary of the Navy (SECNAV), or performing duties designated by SECNAV 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/>

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