

Special Leave Accrual (SLA) Policy Update – Frequently Asked Questions

Q: What changes were made to SLA?

A: There were three changes to SLA effective January 1, 2023.

- 1) Approved SLA carryover has been reduced from 120 days to 90 days.
- 2) The number of fiscal years to use the excess leave accrued as SLA is reduced from three to two fiscal years.
- 3) 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, 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.

Q: Is the SLA change affecting other branches of Service or only Navy personnel?

A: The SLA policy change is as a result of the FY-2023 National Defense Authorization Act (NDAA) approved in December 2022, and is now a law and affects all DoD Services.

Q: When will the SLA reduction apply?

A: The end of fiscal year 2023 (September 30, 2023) is the first point at which the 90-day limit maximum leave balance will apply for SLA accrued after January 1, 2023.

Q: What will happen to leave for Sailors whose balance exceeds 90 days on September 30, 2023?

A1: Service members whose SLA increases above 90 days after 1 January 2023 will lose any excess leave above 90 days on September 30, 2023.

A2: Service members with SLA that exceeded 90 days on December 31, 2022 are allowed to retain the excess leave through September 30, 2026.

Q: Will Sailors be allowed to sell back any leave that exceeds 90 days?

A: Enlisted members 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 member's career and counts towards the 60-day career leave sell back limit.** This option is not available to officers per DoDI 1327.06.

Q: Who is authorized SLA?

A: SLA eligibility criteria has not changed. See [MILPERSMAN 1050-070](#)

Q: When will SLA expire?

A: Approved SLA will be forfeited unless used before the end of the second FY following authorization.

Q: Will there be a transition period grandfathered option for Sailors with SLA greater than 90 days?

A: Service members whose SLA exceeded 90 days on December 31, 2022 are allowed to retain the excess leave through the current expiration date(s) or no later than September 30, 2026 (whichever occurs first).

SLA Scenarios

Example 1:

- Member qualifies for FY 2023 special leave accrual.
- Member's ship or mobile unit returns to home port or home base **prior** to October 1, 2023.
- Leave accrued in excess of authorized carryover days at the end of FY 2023 must be used by September 30, 2025 or it will be deducted from the member's account.

Example 2:

- Member qualifies for FY 2023 special leave accrual.
- Member's ship or mobile unit returns to home port or home base on or **after** October 1, 2023.
- Leave accrued in excess of authorized carryover days at the end of FY 2023 must be used by 30 September 2026, or it will be deducted from the member's account.

Example 3:

- Member qualified for SLA under old policy and had a balance of 100 days as of January 1, 2023.
- Member accrues additional leave during the remainder of FY 2023 and carries a balance of 125 days at the end of FY 2023.
- Leave accrued in excess of the authorized carryover days under the old policy (100 days) at the end of FY 2023 is deducted from the member's account.
- SLA authorized under the old policy must be used by the previously determined expiration date or it will be deducted from the member's account.