



NAVY PAY AND PERSONNEL SUPPORT CENTER OPS ALERT

Ser N3: 008-23

PROCEDURE UPDATE: PARENTAL LEAVE PAY DISCREPANCIES DUE TO NSIPS UPDATE

Release Date: 4/12/2023 Effective Date: Immediately

BLUF: Effective 27 December 2022, the Parental Leave Program was expanded per NAVADMIN 008/23. On 18 February 2023, changes were made in NSIPS e-leave to comply with new Navy guidelines for the military Parental Leave Program including the update of parental leave codes . Due to system errors, Primary Caregiver Leave (PCL) taken by nearly 800 Sailors was erroneously reported as chargeable leave, which in some cases impacted pay. Erroneously reported leave has been corrected and action taken to correct the pay issues resulting from the erroneously reported leave - Sailors charged leave in error will be notified via Defense Finance Accounting Service (DFAS) SmartDocs. NSIPS is taking corrective action to ensure proper accounting of maternity convalescent leave (MCL) and secondary caregiver leave (SCL) for an additional 900 Sailors.

DISCUSSION: On 18 February 2023, PCL, SCL, and MCL leave codes were removed from “Type of Leave” in block 12a of the e-leave request and replaced with Parental LV-Long Term Foster, Parental Leave-Adoption, Parental Leave-Birth, and Convalescent Childbirth. Please see [Ops Alert 006-23](#) for more information on the new leave codes.

Sailors executing PCL that overlapped or began shortly after 18 February had PCL erroneously reported as chargeable leave against their leave accounts, which in some cases impacted March and April pay. Sailors executing SCL at the time of the migration did not have chargeable leave posted to their pay accounts. NSIPS technicians have corrected the impacted SCL entries to ensure proper convalescent and parental leave accounting.

ACTION: CPPAs must verify the SB (Leave) Format Identifier (FID) in the MMPA for Sailors who executed MCL, PCL, and SCL ending 18 February or later to ensure proper leave accounting – this includes review of Sailor’s leave who have approved convalescent or parental leave approved under the legacy MCL, PCL, or SCL leave types. Review the SB FID and ensure “TYPE” entry for MCL, PCL, and SCL reflects as TYPE T.

If leave accounting discrepancies or any impact to a Sailor’s pay are identified as a result of erroneously charged PCL, submit a PersPay case via enterprise Customer Relationship Management (eCRM)/Salesforce to the servicing Transaction Service Center using the following case information:

Case Drop-Down	Select
Queue	PP MILPAY-TSC _____ (select servicing TSC for MILPAY)
Subject	MCL/PCL/SCL correction ICO (Rate Name)
Description	Please add any additional details regarding correction required, to include if pay adjustments must be made.
Section Category	MILPAY
Routed PSD	Servicing TSC for MILPAY
Effective Date	Date of case submission
Request Type	Leave
Problem Code	Leave Correction
Contact Name	This is the Sailor’s information, NOT the CPPA’s .

If pay interruptions are discovered, change Request Type to **MILPAY** and Problem Code to **Zero Pay**.

WHAT THIS MEANS TO YOU:

- CPPAs – Verify SB FID in MMPA for Sailors who executed MCL, PCL, or SCL leave ending on or after 18 February 2023. If discrepancies are found, open eCRM case requesting corrective action.
- OPS ALERTS and CPPA RESOURCES can be found on:
 - https://flankspeed.sharepoint-mil.us/sites/MyNavyHR_MNCC/NPPSC/NPPSC%20OPS%20ALERTS/Forms/AllItems.aspx
 - <https://www.mynavyhr.navy.mil/Support-Services/MyNavy-Career-Center/Pers-Pay-Support/CPA-Resources/OPS-Alerts/>

***** REGIONAL SUPPORT CENTERS: DISSEMINATE TO COMMANDS AND CPPAS IN YOUR AOR *****

***** PASS THE WORD *****

POC:
NPPSC N3 GLOBAL OPERATIONS
personnel_nppsc.fct@navy.mil