7 April 2023

Reviewing Leave

Overview

Introduction

This guide provides the procedures for reviewing leave and guidance on which leave reports are helpful in reviewing leave and how to access them through Direct Access (DA).

References

- (a) Coast Guard Pay Manual, COMDTINST M7220.29 (series)
- (b) Military Assignments and Authorized Absences, COMDTINST M1000.8 (series)
- (c) Reserve Policy Manual, COMDTINST M1001.28 (series)

Resources

- (a) Leave Action Email Template for PPC Trouble Tickets
- (b) Leave Audit Example
- (c) Pay Calculation Results DA User Guide
- (d) Chargeable Absences DA User Guide
- (e) Non-Chargeable Absences DA User Guide

Overview

The major strength to DA is the ability to identify what is currently showing in the system before any changes are processed; and the ability to review again, after an overnight pay calculation update (see Note). This is the preferred process for SPOs performing leave audits. Reviewing pay calculation results before and after a leave correction allows for the user to verify the leave correction processed as expected.

Follow these steps for all leave audits:

- a. Identify the open Calendar Leave Accumulator Balance prior to affecting changes,
- b. Process any changes to correct the leave balance in DA (corrections, charge, non-chargeable, etc.)
- c. Audit the same open Calendar Leave Accumulator Balance (from Step a) after changes have processed through an overnight pay calculation update (see Note).
- d. The leave balance should reflect the new changes accordingly.

NOTE: Some Thursday nights do not go through an overnight pay calculation update due to system maintenance; therefore, the user may need to wait until the next business day.

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Leave Programming in Direct Access

Introduction

This section provides an overview of how DA is programmed to calculate and account for various types of leave.

Known Issues

Reserve leave is not calculating correctly:

- If a member has Reserve Active Duty Orders <u>spanning exactly 30</u> <u>days</u>, DA does NOT credit the 2.5 days of leave, therefore, the SPO must submit a Trouble Ticket to PPC to manually credit the leave.
- If a member has consecutive Reserve Active Duty Orders in which each set is <u>less than 30 days but together totals 30 days</u>, DA does NOT credit the 2.5 days of leave, therefore, the SPO must submit a Trouble Ticket to PPC to manually credit the leave.

Direct Access Programming Guidance

Accumulators represent "buckets" of cumulative values. The most current, end-month calendar is generally the best place to view a member's current leave balance. How DA's programming impacts the leave balance accumulators (buckets) can be complicated:

Active Duty leave audits: Leave accrues on the end-month pay calendars. When performing a full leave audit, it must be done **end-month to end-month** for this reason.

Reserve Order leave audits: These are performed the same as Active Duty, but the starting point is from the **prior end-month before the start of the orders to the end-month of the orders**. It is very common to have to extend leave audit duration periods further on each end if leave is not approved timely.

Timing:

- If the leave approval or correction is processed **RETROACTIVELY**, the leave will be processed during the current calendar and affect the leave accumulator, regardless of the date of the leave. For example:
 - ➤ The leave dates, 09/24/2019 09/30/2019, were approved **after end-month SEP finalize**; therefore, the leave was processed on the mid-month October 2019 calendar.
- If the leave approval or correction is processed prior to being taken (**before finalize**), the leave will be charged to the appropriate calendar. For example:
 - ➤ The leave date, 10/31/2019, was approved **before mid-month OCT finalize**; therefore, the leave was processed on the endmonth October 2019 calendar.

Leave Programming in Direct Access, Continued

Direct Access Programming Guidance, continued

Accessions/Separations/Retirements: The accession date, separation date, or retirement date determines the begin date and end date for leave accrual (i.e., leave cannot be accrued before a member is accessed into the CG and cannot accrue after a member is separated from the CG).

Lump sum leave sale: Lump sum leave (LSL) is processed through a number of ways in DA, such as through an approved contract, a separation, a retirement, and Reserve orders. The process for auditing the sale of leave is very similar to auditing regular Active Duty leave:

- The member's pay calculation results and leave accumulator balance should be reviewed.
- Once approved, the accumulator should go down by the respective number of days and the LSL payment should reflect in the current pay calculation.
- This process is the reverse when corrected by PPC MAS. A manual debt will be built for the member to repay the money and accumulators will be restored (increased) the numbers of days that were erroneously sold. See PPC webpage (P&D, MAS, and Customer Care pages for guidance in submitting these tickets).

Out-of-Range leave: Out-of-Range leave approvals are those leave transactions that are **more than a year old**.

- The member's leave accumulator balance should be reviewed **BEFORE** and **AFTER** the Out-of-Range leave is approved to verify DA processed the leave.
 - ➤ If, after a nightly pay calculation, the leave does **NOT** process, a PPC Trouble Ticket will need to be submitted to have the leave manually processed.

Reserve Leave Scenarios

For situations that involve Job Data, consult the MAS webpage for known issues and additional guidance:

- a. Orders **less than 30 days** amended to greater than 30 days?
 - ➤ If yes and In-range, a Job Data Trouble Ticket submitted to PPC can correct this.
 - ➤ If out-of-range, a Trouble Ticket must be sent to PPC for review.
- b. Orders <u>30 days exactly</u>. See the <u>Known Issues</u> on the Knowledge Base on PPC's CG Portal page.

Leave Programming in Direct Access, Continued

Reserve Leave Scenarios, continued

- c. Orders **greater than 30 days** amended to less than 30 days or cancelled?
 - ➤ If yes, then it is possible members may have accrued erroneous leave entitlement and may need an adjustment. A leave audit should be performed and if an error is found, a Trouble Ticket should be submitted to PPC.
- d. Back to back orders, less than 30 days individually, but 30 days or greater when combined?
 - ➤ If yes, then the SPO will need to submit a Trouble Ticket to PPC.

Fiscal Year Limitations and Special Leave Accrual

Fiscal years begin on 01 October and end on 30 September the following year. Refer to reference (b) for other scenarios that may authorize a member to carry over leave in excess of 60 days and any CG messages that establish the Fiscal year carry over authorization.

If earned leave exceeds the applicable Fiscal year limitations, the amount is to be reduced to the maximum limit and is irrevocably lost without compensation (if applicable, subtract Fiscal year leave).

Constructing Leave Periods

In order to construct a leave period for a Reservist, it is important to establish **ALL** Active Duty periods for **30 consecutive days or more**. Members are entitled to leave at a rate of **2.5 calendar days for each month**.

Review the member's Reserve Orders to identify all periods a member could earn leave from.

IAW reference (b), Chap 2.A.19.b, use the charts on the following page to construct how much leave a member should have earned based on the duration of each set of Active Duty orders. (**NOTE:** Ensure the correct chart is used based on the month reviewed, 31 days vs 30 days (including February) for begin date construction).

Leave Programming in Direct Access, Continued

Constructing Leave Periods, continued

Remember: Only Active Duty for **30 consecutive days or more** will be entitled to leave at a rate of 2.5 days for each month of Active Duty. Leave is not earned between sets of orders. Leave may only be earned while a member is on Active Duty.

Date of Month Ente	ered on Active Duty. 31-Day Month	
1-7	2.5 days	
8-13	2.0 days	
14-19	1.5 days	
20-25	1.0 days	
26-31	0.5 days	

Date of Month Entered on Ac	tive Duty, 30-Day Month, Including February
1-6	2.5 days
7-12	2.0 days
13-18	1.5 days
19-24	1.0 days
25-30	0.5 days

This table shows the leave earned from the beginning of the month to the date of separation.

Date of Month of Separation				
1-6	0.5 days			
7-12	1.0 days			
13-18	1.5 days			
19-24	2.0 days			
25-31	2.5 days			

Introduction

This section provides the procedures to locate and review a member's leave accumulator and absence data in DA to determine their leave balance before and after corrections are made.

Accumulators

Accumulators represent "buckets" of cumulative values. The most recent, end-month calendar is generally the best place to view a member's current leave balance.

Helpful Tool

See the Pay Calculation Results user guide for instructions on navigating Pay Calculation Results, Accumulators, and Absence Data.

Starting Point

Leave audits require a starting point. The process is very simple, yet can be very time consuming depending upon the duration of the leave period:

- A begin balance or starting point must be established from which to start the audit.
- Account for the earned leave for the duration of the leave period, as applicable.
- Deduct any leave taken by the member to determine the correct leave balance.
- Determine the difference between DA and the correct leave balance to identify the manual balance adjustment entry required to correct the member's leave balance.

(Starting Point) + (Earned Leave) – (Leave Taken) = Leave Balance

The Leave Audit Example is a helpful tool to complete a full leave audit.

NOTE 1: When working a leave audit, it is important to check for any pending leave. Any pending or RETROACTIVE leave requests should be reviewed prior to approval as well.

NOTE 2: Only end-month periods for LEAVE ENT_BAL and RSV ENT_BAL are to be used for verifying leave accumulators. Mid-month periods are not clear in the processing/timing of 2.5 days for accrual because they do **NOT** show a full month's accumulation of leave.

Procedures See below.

Step	Action						
1	In this example, the member initially requested leave for 09/24/19 – 09/27/19, then found they needed more time and requested additional leave from 09/28/19 – 10/03/19 that was entered into DA after they returned from leave. They also requested an additional day of leave, 10/31/19. We will review the member's leave balance for Leave Taken: • 09/24/19 – 09/27/19 (4 days LV) • 09/28/19 – 10/03/19 (6 days LV) • 10/31/19 (1 day LV) One of the first steps in reviewing leave taken is to review the leave report(s) to determine what leave was approved to be used. In looking at the Absence Request Listing report, we can confirm the member had 11 days of approved leave between 09/24/2019 – 10/31/2019. We can also see by the Process Date , that the September leave was approved after the end-month SPO Pay Cut (09/19/2019).						
	Begin_Date EndDate Duration (Days) Approver EMPLID						
	2019-10-31 2019-10-31 1 9876543	10/6/2019					
	2019-09-28 2019-10-03 6 9876543	10/6/2019					
	2019-09-24 2019-09-27 4 9876543	9/22/2019					
	2019-09-03 2019-09-03 1 9876543	9/4/2019					
	Last Name First Name EMPLID Rank Compone Request Status Descr Submission Date Begin Date End Date Description Descri	uration (Days) Approver EMPLID Process Date 9876543 10/6/2019					
	Shrute Dwight 1234567 E6 AD Approved Leave - INCONUS 2019-10-04 2019-09-28 2019-10-03 6	9876543 10/6/2019					
	Shrute Dwight 1234567 E6 AD Approved Leave - INCONUS 2019-09-20 2019-09-24 2019-09-27 4 Shrute Dwight 1234567 E6 AD Approved Leave - INCONUS 2019-08-30 2019-09-03 2019-09-03 1	9876543 9/22/2019 9876543 9/4/2019					

Procedures, continued

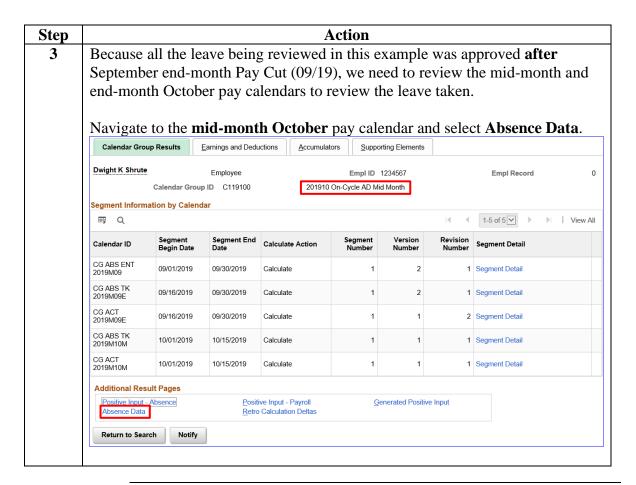
Step	Action						
2	When reviewing or auditing leave, it is important to establish a starting point (a point where we know the leave is correct). The best way to do this is to review the end-month calendar accumulator prior to the affected period or prior to the leave dates in question. This could mean going back 1 month or 2 years. In this example, because the leave in question was not processed until the midmonth October calendar (see Timing), we can review the end-month September leave accumulator to determine our starting point , which is 51.0 (remember, earned leave is only calculated on end-month calendars).						
	Calendar Group			cumulators	Supporting Elements	S).	
	Dwight K. Shrute	Employ Calendar Group ID C1		2019	Empl ID 123	4587 th	Empl Record 0
	Calendar Information Calendar ID CG ACT 2019M09E Pay Group Segment Number 1 Version Gross Result Value 2,823.07 USD Net Result Value				1 _	Q I4	3 of 3 🗸 🕨 🕦
	Accumulators □ Q Accumulator Results User Keys ▶					57 ▶	
	Period	Element Name	Amount	Description		From	Through
	Year to Date	OASDI EE_YTDA	2162.140000	OASDI Tax		01/01/2019	12/31/2019
Custom Period CG	CG AC OASDI PRMM	120.120000	OASDI Previo	ous Month	01/01/2004		
	Custom Period FWT AC PRMM		159.000000	FWT Previous	Month Value	01/01/2004	
	Custom Period LEAVE ENT_BAL			Leave Entitler	ment	01/01/2004	
ı	Custom Period	SWT AC PRMM	92.080000	SWT Previous	s Month Value	01/01/2004	V

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Reviewing Member's Leave Accumulator & Absence Data, Continued

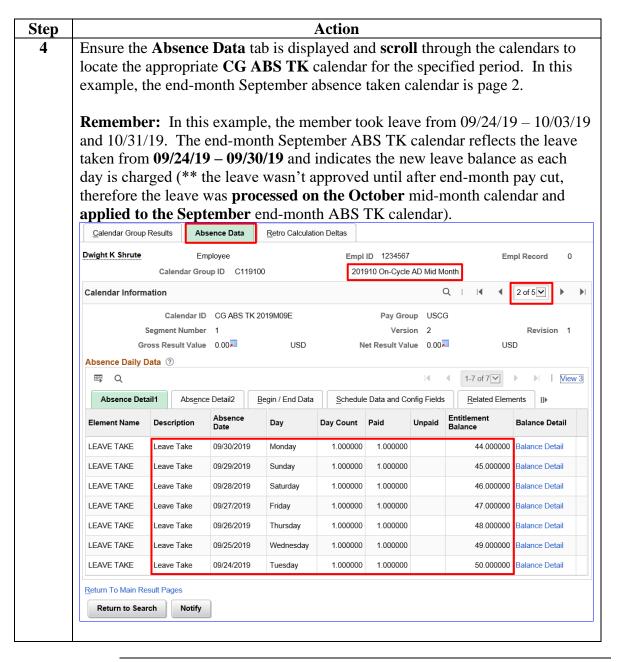
Procedures,

continued



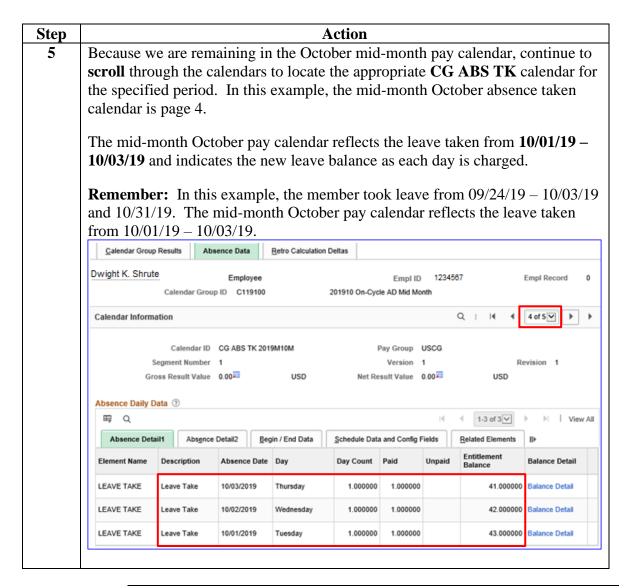
Procedures,

continued



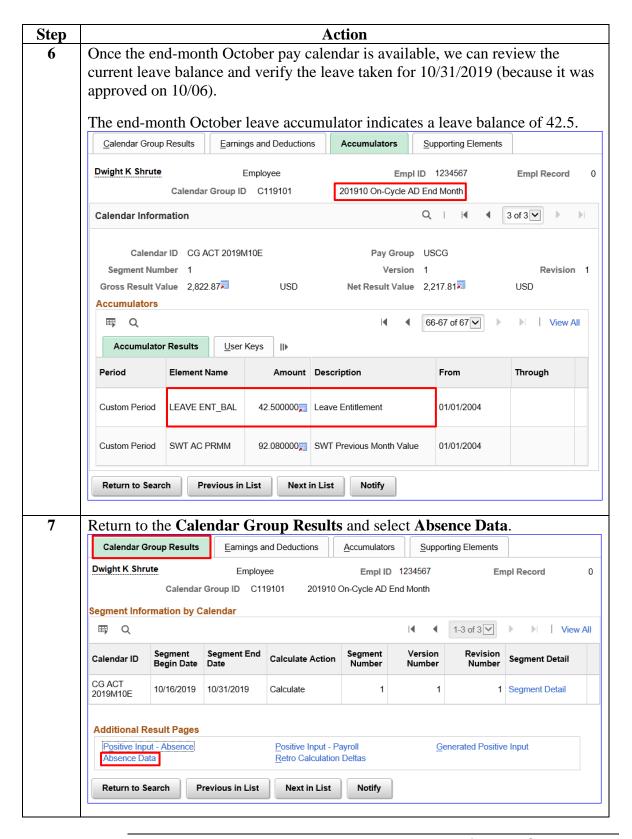
Procedures,

continued



Continued

Procedures, continued

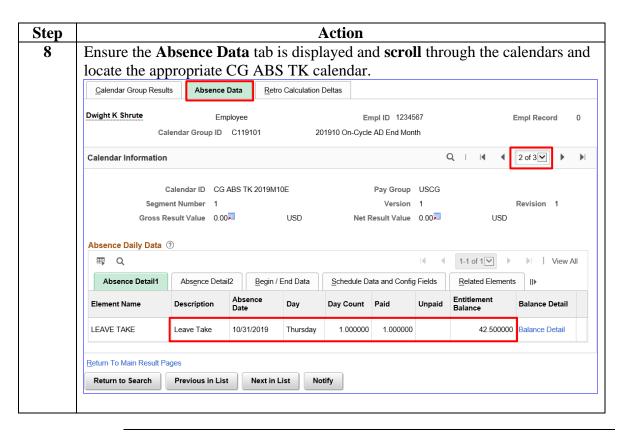


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Reviewing Member's Leave Accumulator & Absence Data, Continued

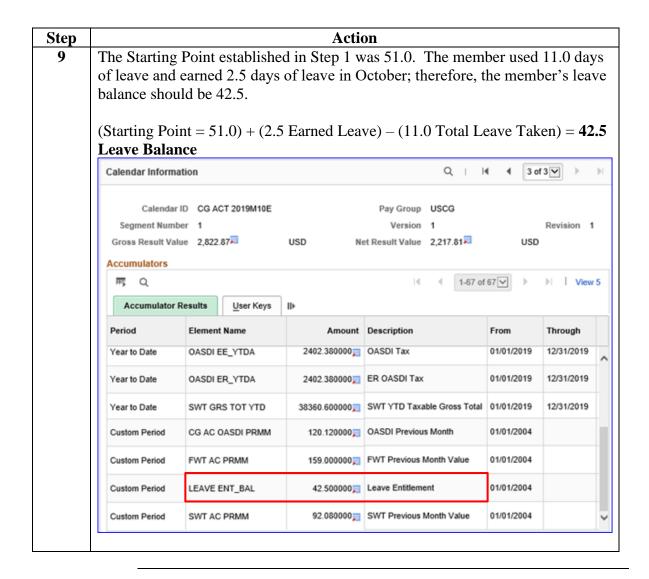
Procedures,

continued



Procedures,

continued



Leave Reports

Introduction

This section provides a list of the various reports and sources to determine all leave types, leave dates taken and/or sold, and general guidance for determining date ranges when working a leave audit.

Date Ranges

To ensure ALL leave is captured for the affected period; the Begin Date must be the first day of the month and the End Date must be the last day of the month of the affected period.

It is important to enter full month periods for begin and end dates when running reports in DA. To ensure all leave dates are captured, it is recommended to <u>enter at least one full month prior to the begin leave date and one full month after the end leave date</u>.

Example 1: If the period being audited falls between 3 Dec 2017 and 22 Jan 2020; the report dates should be entered from 1 Nov 2017 through 29 Feb 2020.

Example 2: If the period being audited falls between 15 Feb 2015 and 22 Nov 2018; the report dates should be entered from 01 Jan 2015 through 31 Dec 2018.

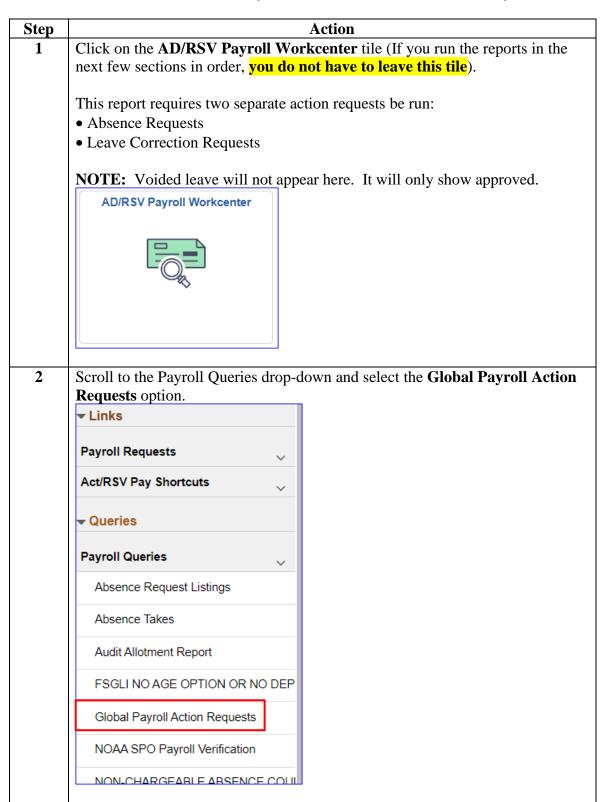
Compiling All Leave Types and Dates Used

Not all reports in DA capture all leave types, but the combination of the below sources will. Not all the leave reports may be necessary depending on the member's leave issue and hire date(s). Navigation to each leave source listed below is shown in the following blocks:

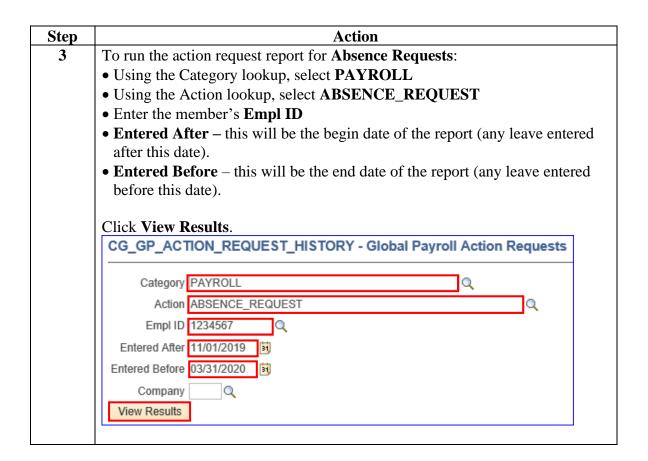
- Global Payroll Action Requests
- Absence Takes
- Absence Request Listing
- Leave Correction Report

Global Payroll Action Requests

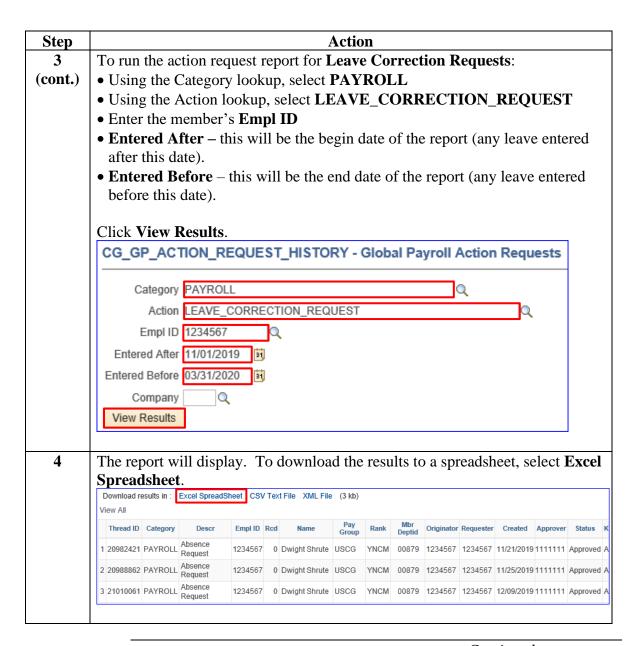
This report shows all leave transactions that have been processed, corrected, or deleted in DA within a specified time frame. This allows the user to review any leave transaction to ensure its validity.



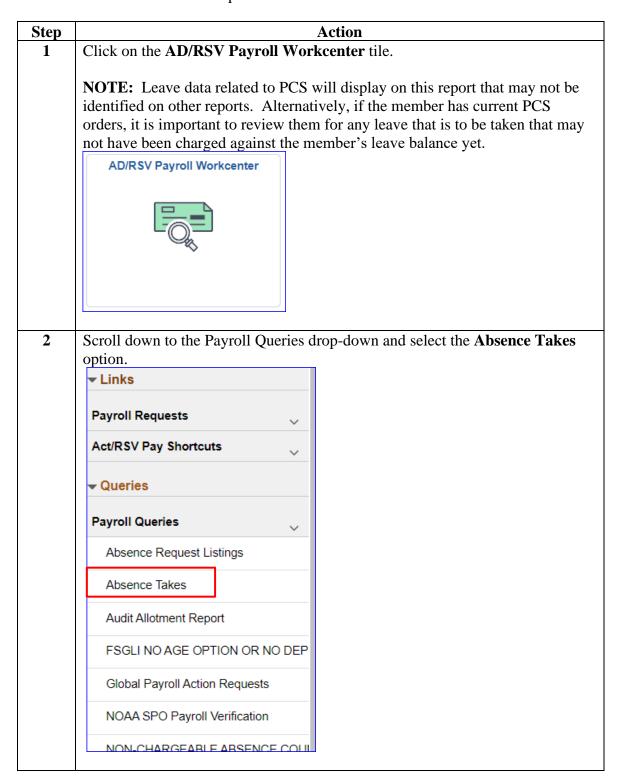
Global Payroll Action Requests, continued



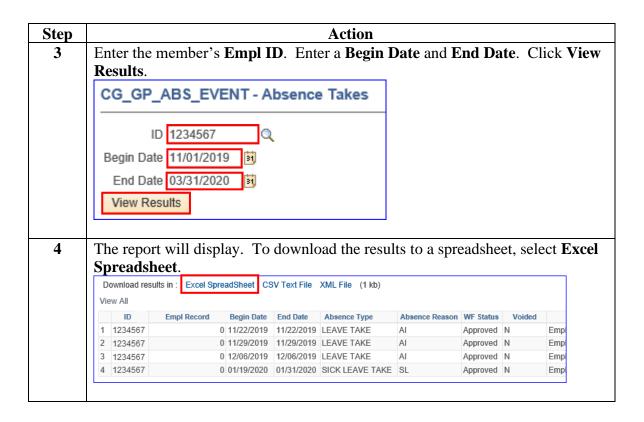
Global Payroll Action Requests, continued



Absence Takes This report provides a listing of all approved or voided absences for a member for a specific time frame in DA.

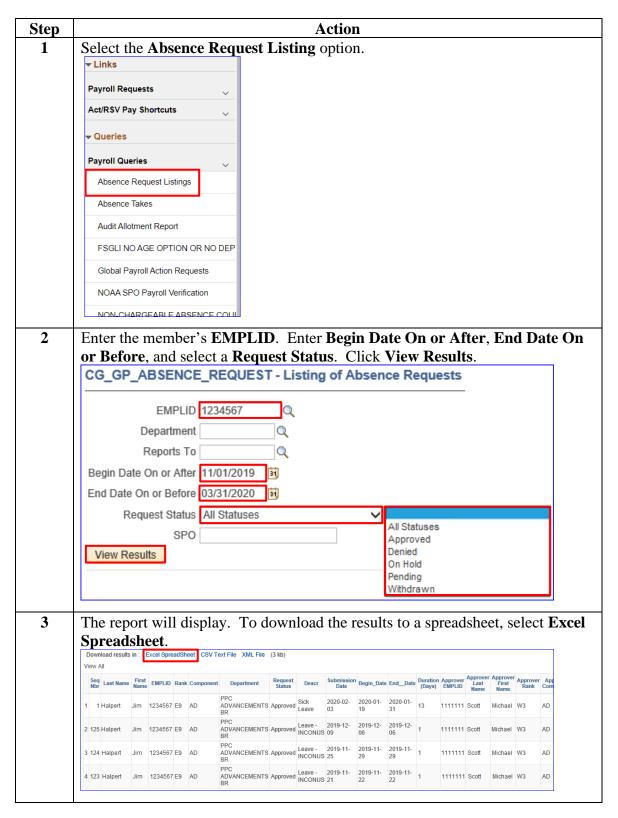


Absence Takes, continued

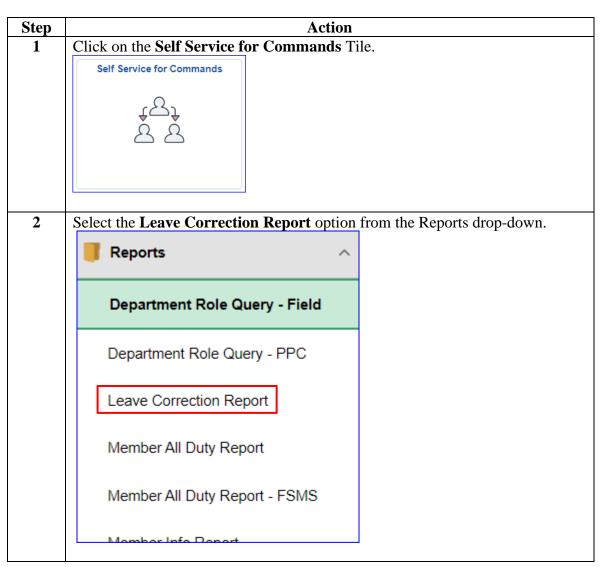


Absence Request Listing

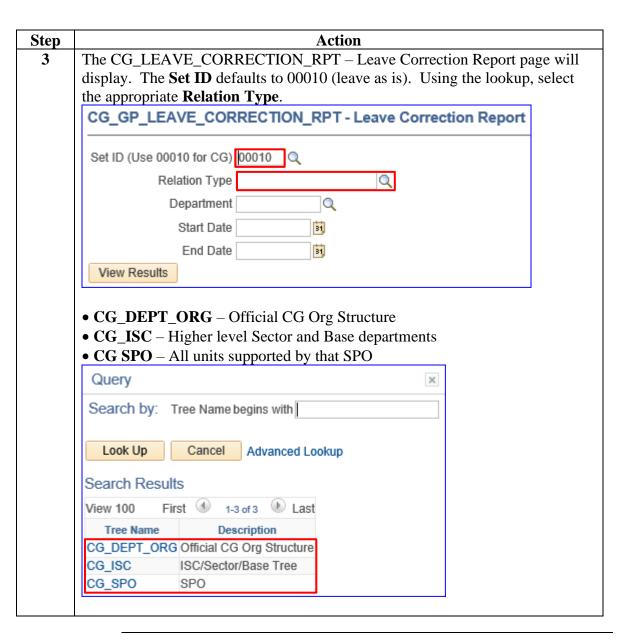
This report monitors all absence requests for a member in DA.



Leave Correction Report This report will display all leave transactions that have been corrected or deleted within a specified timeframe and ensure they are valid.



Leave Correction Report, continued



Leave Correction Report, continued

