## **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.

#### **Contents**

Topic	See Page			
Leave Programming in Direct Access	2			
Reviewing Member's Leave Accumulator &	6			
Absence Data				
Leave Reports	15			

## **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, 09/24/2024 09/30/2024, were approved **after end-month SEP finalize**; therefore, the leave was processed on the mid-month October 2024 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, 10/31/2024, was approved **before mid-month OCT finalize**; therefore, the leave was processed on the endmonth October 2024 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).

#### <mark>Reserve Leave</mark> Balance

## **NOTE:** Reserve Leave balance is NOT IN ADDITION TO the Active Duty Leave balance.

Throughout the years of Beta testing and revisions of the previous reserve policy, the Reserve Leave Balance located in the member's Accumulators and Payslip should be ignored. Leave that is accumulated while on Orders is combined with their Regular Leave Earned while on Active Duty. Unfortunately, we are unable to modify this display at this time.

Please visit the YN Teams page for additional background information.

## 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	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

## Reviewing Member's Leave Accumulator & Absence Data

#### 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.

# Reviewing Member's Leave Accumulator & Absence Data, Continued

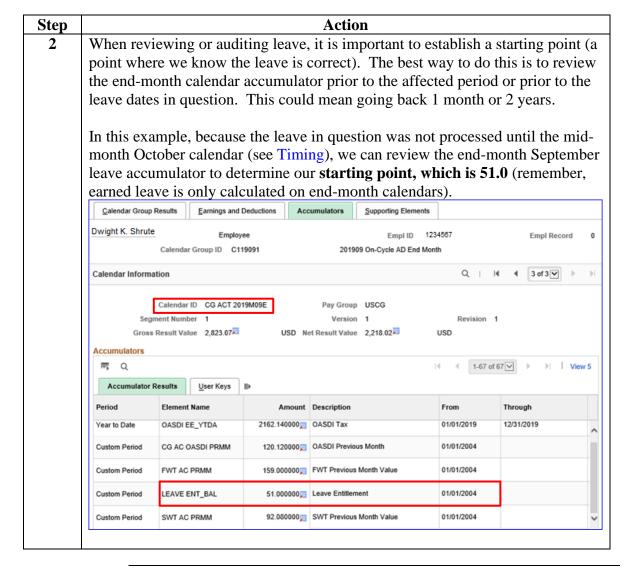
**Procedures** See below.

Step				Action			
1	then found t - 10/03/19 t requested ar leave balance • 09/24/19 - • 09/28/19 - • 10/31/19 (  One of the f determine w Request Lis	they needed that was en additional te for Leave - 09/27/19 - 10/03/19 (1 day LV) That steps in what leave witing report, en 09/24/20	I more tictered into lady of lateration Taken: (4 days I) (6 days I) (6 days I) (7 reviewity as approved we can see the lateration Taken I) (10 more tictered into the lateration I) (11 more tictered into the lateration I) (12 more tictered into the lateration I) (13 more tictered into the lateration I) (14 more tictered into the lateration I) (15 more tictered into the lateration I) (16 more tictered into the lateration I) (17 more tictered into the lateration I) (18 more tictered into the lateration I) (19 more tictered in	itially requested me and requested DA after the leave, 10/31/19 LV) LV) ling leave taken oved to be used confirm the me model (31/2019).	ted additional y returned from the will revenue of the will revenue of the will revenue of the will revenue of the will be can also see the will be will be can also see the will be wil	leave from 09 m leave. They wiew the members the leave report at the Absence days of approximation of the Process	/28/19 r also per's t(s) to
	(09/19/2019	).		pproved arter	ine ena-monu	SPO Pay Cut	
	(09/19/2019 Begin_Date	<del></del>	Duratio	on (Days) App			
		End_Date	_		over EMPLID		
	Begin_Date	EndDate 2019-10-31	1	on (Days) App	rover EMPLID 543	Process Date 10/6/2019	
	Begin_Date 2019-10-31	EndDate 2019-10-31 2019-10-03	6	on (Days) Appr 9876	543 543	Process Date 10/6/2019 10/6/2019	
	Begin_Date 2019-10-31 2019-09-28	EndDate 2019-10-31 2019-10-03	6 7 4	on (Days) Appr 9876 9876	543 543 543	Process Date 10/6/2019	
	Begin_Date 2019-10-31 2019-09-28 2019-09-24	2019-10-31 2019-10-03 2019-09-27	6 7 4	9876 9876 9876	543 543 543	Process Date 10/6/2019 10/6/2019 9/22/2019	
	Begin_Date 2019-10-31 2019-09-28 2019-09-24 2019-09-03	EndDate 2019-10-03 2019-10-03 2019-09-03 2019-09-03	6 7 4 1	9876 9876 9876 9876	543 543 543 543	10/6/2019 10/6/2019 9/22/2019 9/4/2019	)   Process Date
	Begin_Date  2019-10-31  2019-09-28  2019-09-24  2019-09-03  Last Name   Einst Name	End Date 2019-10-03 2019-10-03 2019-09-03 2019-09-03  PLID Rank Composition (Composition Composition C	1	9876 9876 9876 9876 9876  98876  Leave - INCONUS 2019-09-23 Leave - INCONUS 2019-10-04	543 543 543 543 543 543 543 2019-10-31 2019-10-31 2019-10-03 5	Process Date 10/6/2019 10/6/2019 9/22/2019 9/4/2019  rration (Days)   Approver EMPLIC 9875543 9876543	Process Date 10/6/2015 10/6/2015
	Begin_Date  2019-10-31  2019-09-28  2019-09-24  2019-09-03  Last Name First Name EN Shrute Dwight 12 Shrute Dwight 12 Shrute Dwight 12 Shrute Dwight 12	EndDate 2019-10-03 2019-09-27 2019-09-03 2019-09-03 2019-09-03	1	9876 9876 9876 9876 9876	543 543 543 543 543 543	Process Date 10/6/2019 10/6/2019 9/22/2019 9/4/2019  rration (Days)   Approver EMPLID 9876543	2 Process Date 10/6/2015

## Reviewing Member's Leave Accumulator & Absence Data, Continued

## Procedures,

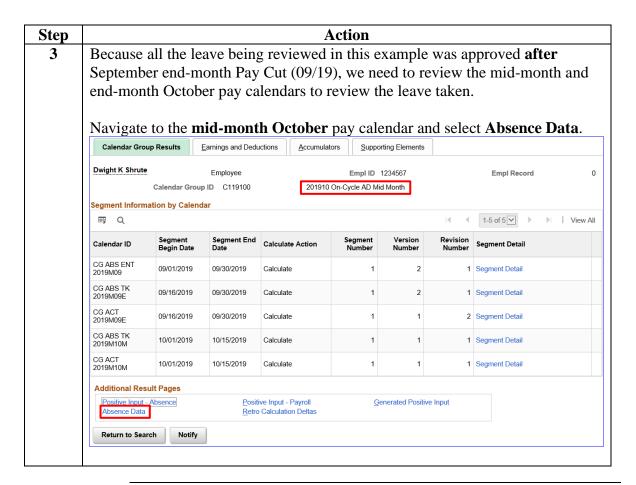
continued



## Reviewing Member's Leave Accumulator & Absence Data, Continued

#### Procedures,

continued



# **Reviewing Member's Leave Accumulator & Absence Data**, Continued

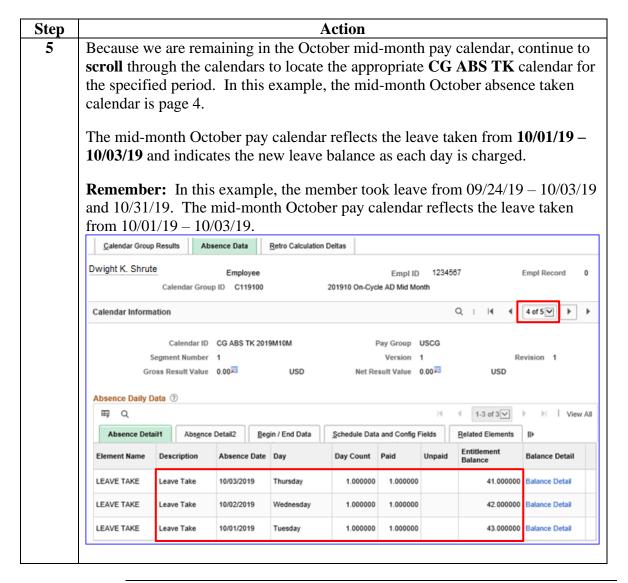
## **Procedures**, continued

Remand taken day there appl	te the annulus, the the sample, the tember 10/31/m from the total	approhe en er: In 19. 1 n <b>09/2</b> rged ( he lea	pria d-me this Γhe α (** the ave v	te CG onth S s exam end-me on - 09/ he leav	onth Septer 30/19 and	calendar absence ember to mber A	r for the taken c	e spec calend ve fro	ified perio ar is page of m 09/24/19	d. In 2. 9 – 10	this							
Remand taked day there appl	nple, to the new to th	he en er: In 19. 7 n <b>09/2</b> eged (	d-mathis The α 24/19 (** the ave version of the context)	onth S s exam end-me one of the leave	eptember and ple, the meanth September 30/19 and	absence ember to mber A	taken c ook leav	alend	ar is page : m 09/24/19	2. 9 – 10								
Remand takenday there appl	nember 10/31/n from is character to its character to its died to	er: In 19. 1 1 <b>09/2</b> ged ( he lea	this Γhe 6 24/19 (** that we want	s exam end-m 0 – <b>09</b> / he leav	ple, the me onth Septe: <b>30/19</b> and	ember to mber A	ook leav	ve fro	m 09/24/19	9 – 10	)/03 <i>.</i>							
and taker day there appl	10/31/ n from is char efore the lied to	19. 7 1 <b>09/2</b> 1ged ( he lea	The 6 24/19 (** tl	end-m <b>O</b> – <b>09</b> / he leav	onth Septer 30/19 and	mber A					0/03							
and taked day there appl	10/31/ n from is char efore the lied to	19. 7 1 <b>09/2</b> 1ged ( he lea	The 6 24/19 (** tl	end-m <b>O</b> – <b>09</b> / he leav	onth Septer 30/19 and	mber A					0/03							
taker day there appl	n from is char efore the lied to	n <b>09/2</b> ged ( he lea	24/19 (** t) ave v	<b>) – 09</b> / he leav	<b>30/19</b> and		DC TV				er: In this example, the member took leave from $09/24/19 - 10/03/19$							
there appl	is chare fore the field to the contract the	ged ( he lea	(** t)	he leav			19. The end-month September ABS TK calendar reflects the leave											
there appl	efore the definition of the de	he lea	ave v															
<u>Cale</u>	ied to								nd-month									
<u>C</u> ale	ndar Group	the S		-	ocessed or					ndar a	and							
Dwight			September end-month ABS TK calendar).															
	V Character	Results	Abs	sence Data	<u>R</u> etro Calculati	on Deltas												
Calon	n Surute		Em	ployee		Empl	ID 1234567		Em	pl Recor	d 0							
Calon	Calendar Group ID C119100 201910 On-Cycle AD Mid Month									_								
Calelli	dar Inform	lar Information Q       ◀ 2 of 5 ☑ ▶ ▶																
		Calendar ID CG ABS TK 2019M09E Pay Group USCG																
	9	Segment Number 1 Version 2 Revision 1																
		Gross Result Value 0.00 USD Net Result Value 0.00 USD USD																
Abser	ce Daily E	Data (?)	□							l Vie								
	sence Deta	Absono	Dotail?	Begin / End Data														
			Abronco		<u>b</u> egiii / Eliu Dala	<u>s</u> crieuui			Entitlement	nents    •								
Eleme	ent Name	Descrip	tion	Date	Day	Day Count	Paid	Unpaid	Balance	Balance	Detail							
LEAV	E TAKE	Leave T	ake	09/30/201	9 Monday	1.000000	1.000000		44.000000	Balance	Detail							
LEAV	E TAKE	Leave T	ake	09/29/201	9 Sunday	1.000000	1.000000		45.000000	Balance	Detail							
LEAV	E TAKE	Leave T	ake	09/28/201	9 Saturday	1.000000	1.000000		46.000000	Balance	Detail							
LEAV	E TAKE	Leave T	ake	09/27/201	9 Friday	1.000000	1.000000		47.000000	Balance	Balance Detail							
LEAV	E TAKE	Leave T	ake	09/26/201	9 Thursday	1.000000	1.000000		48.000000	Balance	Detail							
LEAV	E TAKE	Leave T	ake	09/25/201	9 Wednesday	1.000000	1.000000		49.000000	Balance	Detail							
LEAV	E TAKE	Leave T	ake	09/24/201	9 Tuesday	1.000000	1.000000		50.000000	Balance	Detail							
					-													
LEAV	E TAKE To Main Re	Leave T	ake		,													

## Reviewing Member's Leave Accumulator & Absence Data, Continued

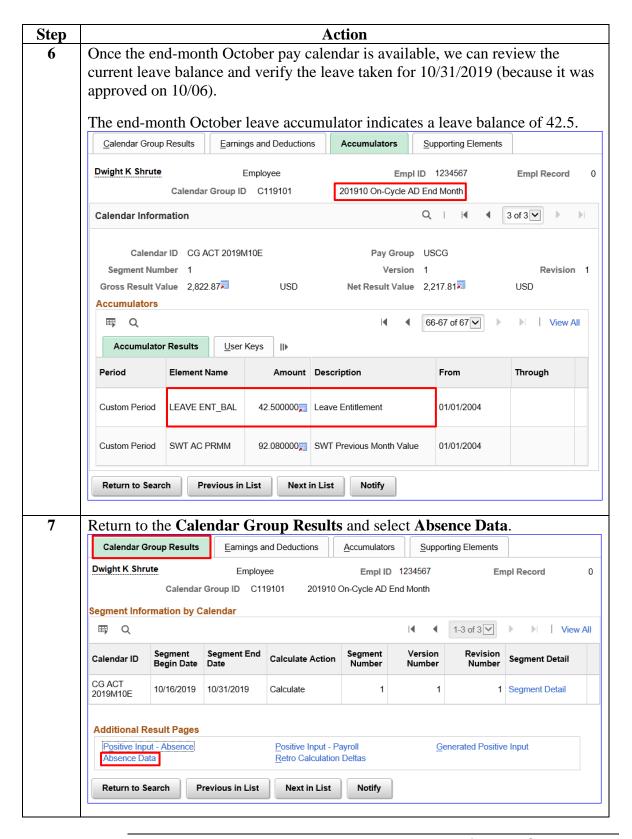
### Procedures,

continued



## Reviewing Member's Leave Accumulator & Absence Data, Continued

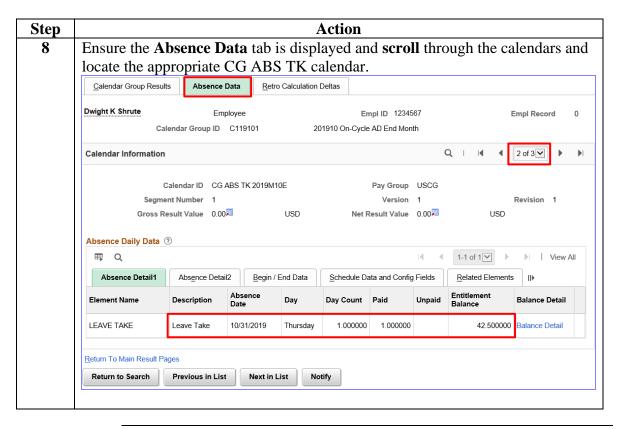
Procedures, continued



## Reviewing Member's Leave Accumulator & Absence Data, Continued

### Procedures,

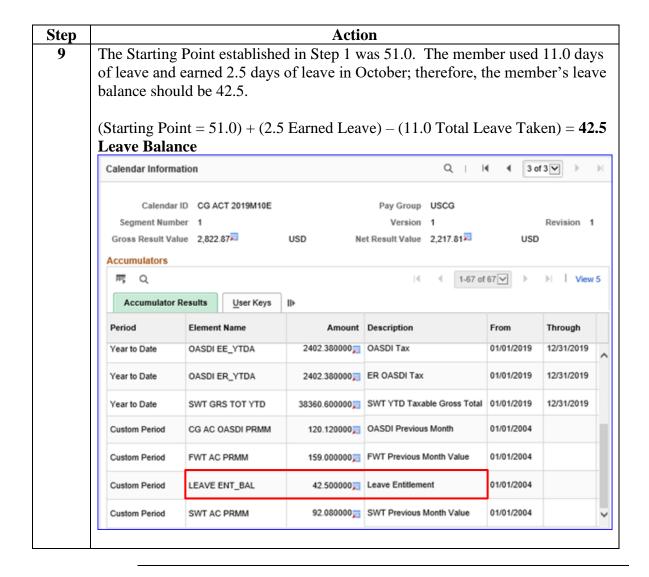
continued



## Reviewing Member's Leave Accumulator & Absence Data, 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.

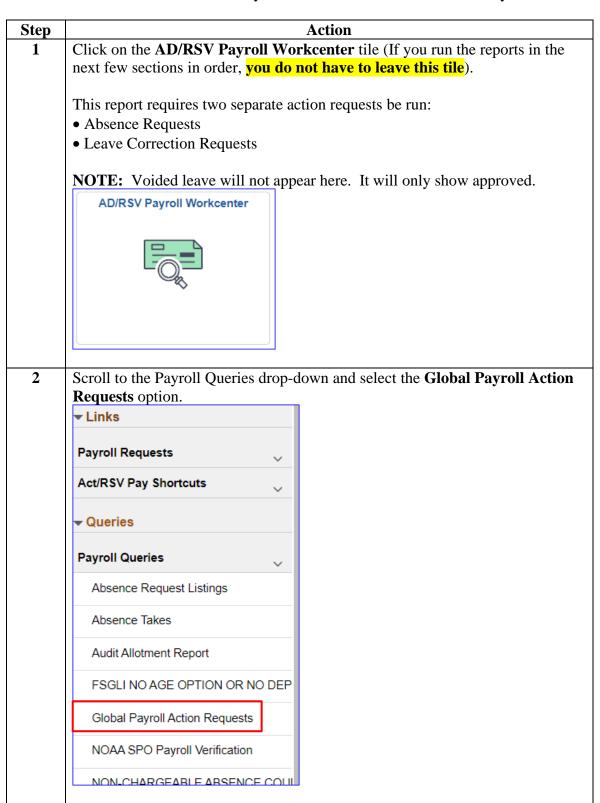
**Example 2:** If the period being audited falls between 15 Feb 2015 and 22 Nov 2018; the report dates should be entered from 01 Jan 2015 through 31 Dec 2018.

#### Compiling All Leave Types and Dates Used

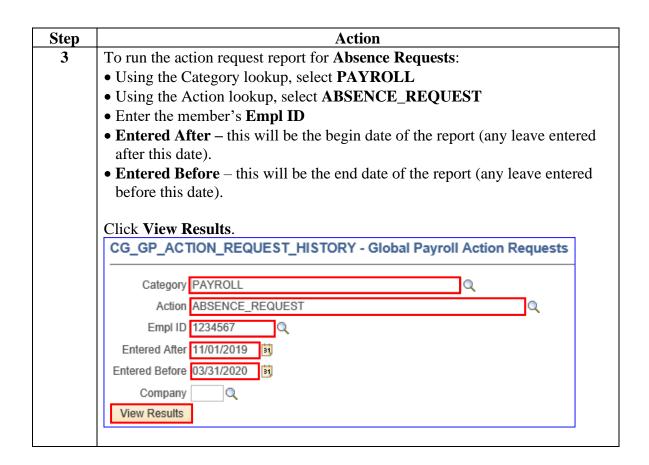
Not all reports in DA capture all leave types, but the combination of the below sources will. Not all the leave reports may be necessary depending on the member's leave issue and hire date(s). Navigation to each leave source listed below is shown in the following blocks:

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

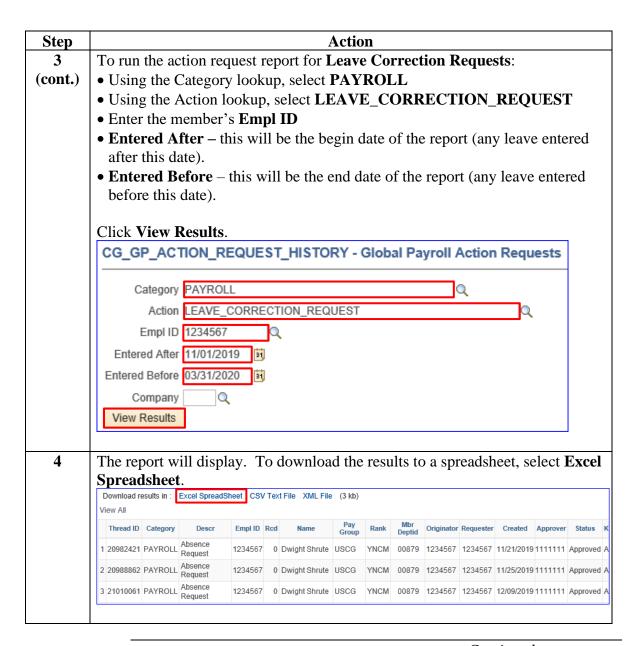
Global Payroll Action Requests This report shows all leave transactions that have been processed, corrected, or deleted in DA within a specified time frame. This allows the user to review any leave transaction to ensure its validity.



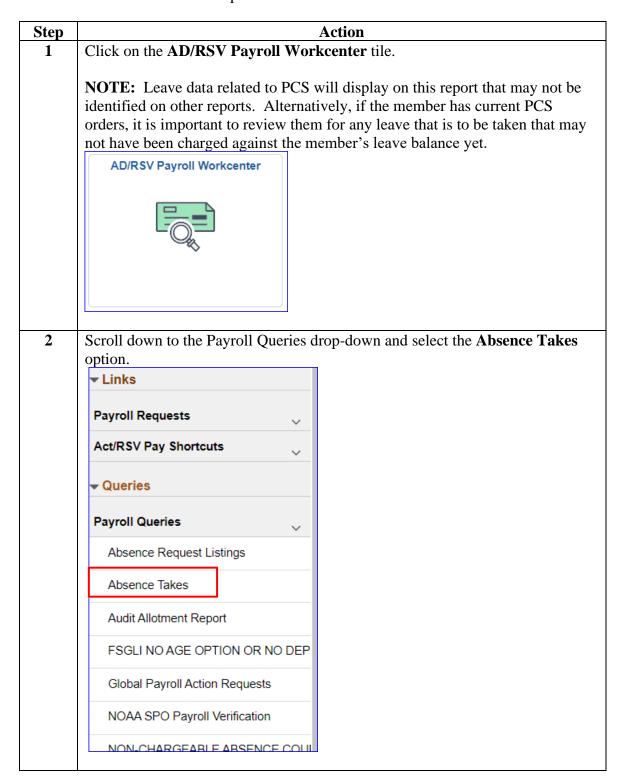
Global Payroll Action Requests, continued



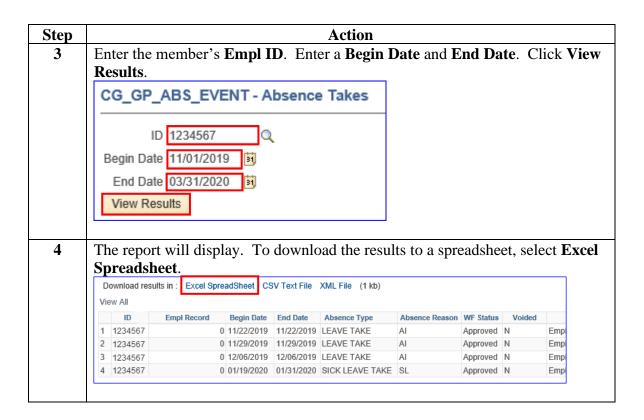
Global Payroll Action Requests, continued



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

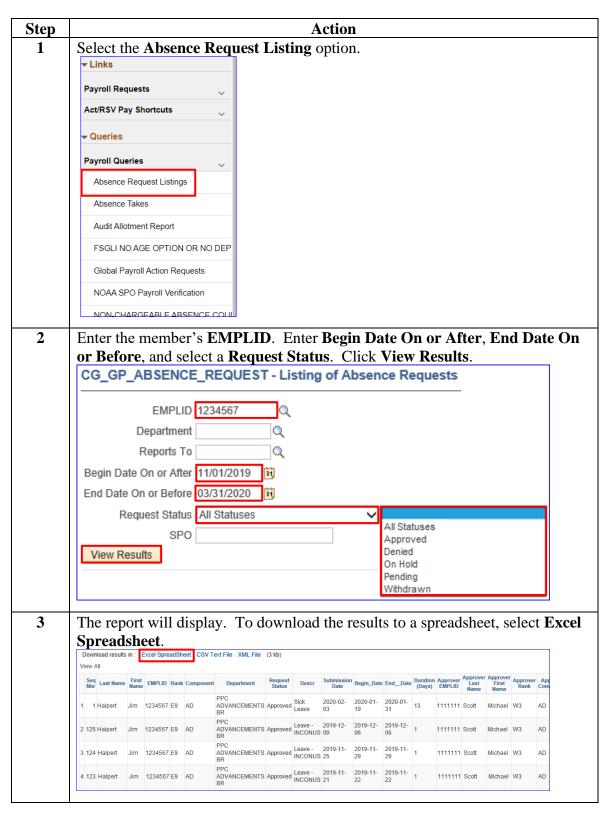


Absence Takes, continued

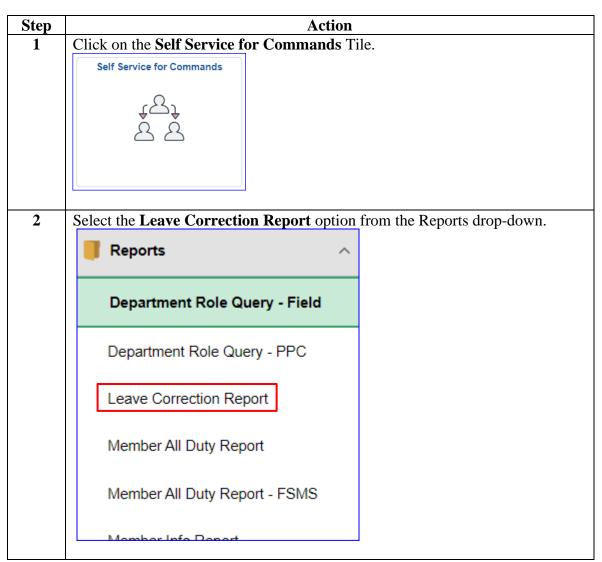


Absence Request Listing

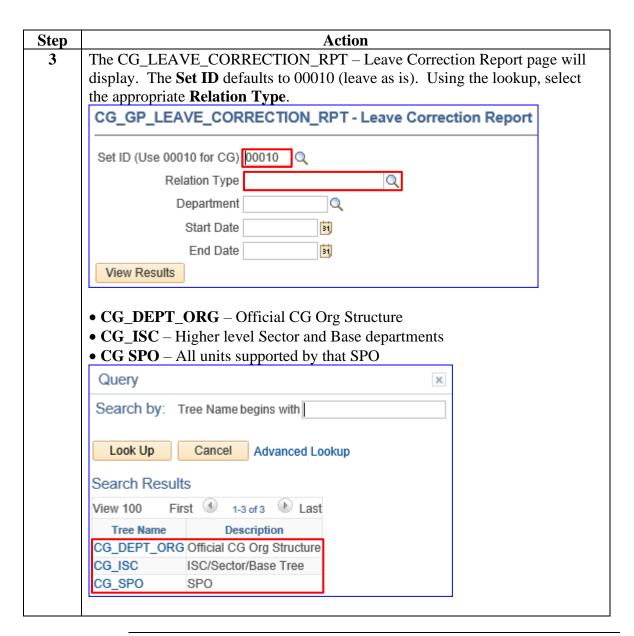
This report monitors all absence requests for a member in DA.



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

