

EXAMPLES OF LEAVE RESTORATION, LOSS & PAYOUT UNDER BRAC REGULATIONS

Example:	Leave lost?	Lump Sum?	Explanation:
<p>The employee worked for CFE at Sky 5 and resigned in July to take a position with Dept. of Interior, which is NOT BRAC impacted. The employee has 140 hours of leave restored under BRAC regulations and has a current regular annual leave balance of 290 hours (50 excess hours).</p>	Possibly	Yes	<p>Any leave in the employee's BRAC leave account will be paid out under BRAC restored leave regulations. If the employee does not use the excess 50 hours of regular annual leave before the end of the leave year, the employee may lose that leave. However, the new agency (Dept of Interior) may elect to restore the leave under regular leave restoration procedures if the employee meets the criteria for that type of restored leave.</p>
<p>The employee worked for CFE at Sky 5. In July he takes a position with DECC Oklahoma, which is NOT BRAC impacted. The employee has 140 hours of leave restored under BRAC regulations and has a current regular annual leave balance of 290 hours (50 excess hours).</p>	Possibly	Yes.	<p>Any leave in the employee's BRAC leave account will be paid out under BRAC restored leave regulations. If the employee does not use the excess 50 hours of regular annual leave before the end of the leave year, the employee may lose that leave. However, DISA may elect to restore the leave under regular leave restoration procedures if the employee meets the criteria for that type of restored leave.</p>
<p>The employee worked for CFE at Sky 5 and resigned on 7 January to take a position with Dept. of Interior, which is NOT BRAC impacted. The last day of the leave year is 8 January. The employee has 140 hours of leave restored under BRAC regulations and has a current regular annual leave balance of 290 hours (50 excess hours).</p>	Yes.	Yes.	<p>Any leave in the employee's BRAC leave account will be paid out under BRAC restored leave regulations. However, the employee will lose the 50 hours of regular annual leave, which are in excess of the 240 hour limit, because he was not employed by an organization impacted by BRAC on the last day of the leave year and therefore, BRAC restored leave regulations do not apply and the leave can not be restored under those provisions.</p>
<p>The employee worked for CFE at Sky 5. On 7 January he takes a position with DECC Oklahoma, which is NOT BRAC impacted. The last day of the leave year is 8 January. The employee has 140 hours of leave restored under BRAC regulations and has a current regular annual leave balance of 290 hours (50 excess hours).</p>	Yes	Yes	<p>Any leave in the employee's BRAC leave account will be paid out under BRAC restored leave regulations. However, the employee will lose the 50 hours of regular annual leave, which are in excess of the 240 hour limit, because he was not employed by an organization impacted by BRAC on the last day of the leave year and therefore, BRAC restored leave regulations do not apply and the leave can not be restored under those provisions.</p>
<p>Employee works for SPI and works at the CPK building and is therefore BRAC impacted. The employee retires.</p>	No	Yes	<p>Any leave in the BRAC leave account will be paid out under BRAC restored leave regulations. Any annual leave in excess of 240 which has not yet been restored by BRAC will be paid out under normal leave regulations.</p>
<p>In 2011, the employee transfers to Ft. Meade with the rest of DISA. The employee has 250 hours of BRAC restored leave and 290 hours of regular accrued leave (50 excess hours).</p>	Yes	Yes	<p>Any leave in the BRAC leave account will be paid out under BRAC restored leave regulations. If the employee does not use the excess 50 hours of regular annual leave before the end of the leave year, the employee may lose that leave. However, DISA may elect to restore the leave under regular leave restoration procedures if the employee meets the criteria for that type of restored leave.</p>