

Leave Claim Decision
Under section 3702 of title 31, United States Code

Claimant: [name]

Organization: 11th Wing
Department of the Air Force
Bolling Air Force Base
Washington, DC

Claim: Service computation date leave;
appointment while on military terminal
leave

Agency decision: Denied

OPM decision: Denied

OPM file number: 06-0053

/s/ Judith A. Davis for

Robert D. Hendler
Classification and Pay Claims
Program Manager
Merit System Audit and Compliance

10/7/2010

Date

The claimant requests credit for the entire period of his military service in the determination of his leave accrual rate. The U.S. Office of Personnel Management (OPM) received the initial claim request on August 25, 2006, and the agency administrative report on November 7, 2006. OPM delayed the processing of this claim pending a formal opinion by the U.S. Department of Justice, Office of Legal Counsel (OLC), on the issues underlying this claim. That decision was issued on October 16, 2007. For the reasons discussed herein, the claim is time barred and must be denied.

The claimant was appointed to a Federal civilian position, effective April 3, 2000, while on terminal leave¹ pending military retirement. He retired 58 days later from military service on May 31, 2000.

The record contains guidance issued by the Department of Defense Civilian Personnel Management Service indicating that:

retirees hired while in a terminal leave status should be treated like any other retiree. Their service credit [for Service Computation Date-Leave (SCD-Leave) purposes] [sic] limited to only that time verified by the appropriate military authority on the SF 813 IAW [in accordance with] 5 USC 6303 (a) and Chapter 6 of the Guide to Processing Personnel Actions.

The claimant's rationale, however, relies on OPM File Number 04-0023, January 11, 2006, which states:

Congress has limited the circumstances under which military retirees may receive credit for their military service in the computation of their leave accrual rates. However, these limitations do not apply to individuals who have not retired from military service at the time of their appointments to civilian positions. *See* the Dual Compensation Act, Pub. L. No. 88-448, § 203, 5 U.S.C. § 6303(a). It is well established that an individual placed on terminal leave is on active military duty and is not in a retired status. *See Major James D. Dunn*, B-251084, October 12, 1993; 56 Comp. Gen. 855 (1977); and 45 Comp. Gen. 180 (1965)

Therefore, the claimant is entitled to credit for his entire period of military service in determining his leave accrual rate at the time of his initial civilian appointment on November 18, 2002, because the claimant's appointment to a Federal civilian position was effective before his retirement date from the military. The effective date of his military retirement on December 31, 2002, does not disturb, set aside, or subject his leave accrual rate to recalculation for the period of his current

¹ As explained by the United States Court of Claims, *terminal leave* is "a leave of absence granted at the end of [an officer's] period of military service" and "permission to be absent from duty." *Terry v. United States*, 120 Ct. Cl. 315 (1951). Prior to 1945, under the leave laws then in effect, leave of up to 60 days without deduction from pay and allowances could be taken by Army officers at the discretion of the Secretary of War. 56 Comp. Gen. 855 (1977).

civilian appointment. For purposes of service calculation for SCD-Leave, the claimant's military service is creditable through November 17, 2002, the last day of his active duty prior to civilian employment. Upon appointment to his civilian position, the claimant will begin receiving civilian service credit for leave accrual purposes. The remaining military service, from November 18, 2002, to December 31, 2002, cannot be used to further enhance the employee's leave accrual rate. If the claimant separates and is reemployed later, the restrictions for crediting his military service cited by the agency will apply. Accordingly, the claim is granted.

Subsequent to this decision, the Department of Defense sought a legal opinion from OLC asking whether a member of a uniformed service who is appointed to a Federal civilian position while on terminal leave pending military retirement is entitled to credit for his years of active military service for purposes of determining his leave accrual rate. In its October 16, 2007, opinion, OLC concluded:

...for appointments made before the effective date of section 1101 of the Warner Act², a member of a uniformed service appointed to a civilian position while on terminal leave is entitled under section 6303(a) to credit for his years of active military service in determining the rate at which he accrues annual leave, but only while he continues on active duty. Once the member retires from the uniformed service, he is entitled to credit for his years of active military service on the same basis as any other retired member, namely only if he satisfies one of the exceptions in section 6303(a)(A)-(C) or receives credit from the head of the appointing agency pursuant to section 6303(e).

OLC is authorized to resolve issues of legal interpretation raised by Executive branch agencies. Exec. Order No. 12146 (July 18, 1979). OPM is an Executive branch agency, and we will follow the opinion issued by OLC. Consequently, we reverse our analysis in OPM File Number 04-0023 to the extent that we did not permit the agency to reduce the claimant's leave accrual rate upon his retirement from the uniformed service. Therefore, in this case, we find that the claimant would have been entitled to a leave accrual rate based on his entire period of military service (36 years and 8 months), but only during his period of terminal leave from April 3, 2000, until May 31, 2000. Upon his retirement from the uniformed service effective May 31, 2000, the agency would have been required to recalculate his leave accrual rate in accordance with OLC's opinion and OPM's Compensation Policy Memorandum 2009-03, issued January 16, 2009, at

²Section 1101 of the John Warner National Defense Authorization Act for FY 2007 (the "Warner Act"), Pub. L. No. 109-364, 120 Stat. 2083 (Oct. 17, 2006) amended 5 U.S.C. § 5534a to provide that a uniformed service member who is appointed to a civilian position while on terminal leave pending military retirement is entitled to accrue annual leave with pay in the manner specified in 5 U.S.C. § 6303(a) for a retired member of a uniformed service. Therefore, following the enactment of this section, any such member appointed to a civilian position will be entitled to credit for his years of active military service only if he either meets the requirements of 5 U.S.C. § 6303(a)(A)-(C) or receives credit under regulations implementing 5 U.S.C. § 6303(e) (authority to provide for crediting of prior service which would not otherwise be creditable under 5 U.S.C. § 6303(a) for purposes of determining leave accrual rate).

<http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=1972>. The change to the claimant's rate of accrual of annual leave would have taken effect at the beginning of the pay period after which his entitlement changed; i.e., the pay period after the claimant's military retirement became effective.

Under section 178.104(a) of title 5, Code of Federal Regulations, all claims against the United States Government are subject to the six-year statute of limitations contained in 31 U.S.C. 3702(b). To satisfy the statutory limitation, a written claim must be received by the department or agency out of whose activities the claim arose or by OPM, within six years from the date the claim accrued. Matter of Robert O. Schultz, B-261461 (November 27, 1995). The Barring Act does not merely establish administrative guidelines; it specifically prescribes the time within which a claim must be received in order for it to be considered on its merits. Matter of Nguyen Thi Hao, B-253096, (August 11, 1995). OPM does not have any authority to disregard the provisions of the Barring Act, make exceptions to its provisions, or waive the time limitation that it imposes. See Matter of Nguyen Thi Hao, *supra*; Matter of Jackie A. Murphy, B-251301 (April 23, 1993); Matter of Alfred L. Lillie, B-209955, May 31, 1983.

As discussed previously in this decision, the period of the claim is from April 3, 2000, until the end of the pay period which included May 31, 2000. The record contains a copy of the agency's July 6, 2006, claim denial. The record does not show whether the claimant ever filed a signed written claim with the agency or, if so, when (31 U.S.C § 3702(b)(1) and 5 CFR 178.102(a)). Therefore, the claimant has failed to show when, or if, his claim was preserved as required by 5 CFR 178.104 for applying the six-year statute of limitations in 31 U.S.C. § 3702(b)(1). Under these circumstances, we must treat August 25, 2006, the date OPM received the claim, as the date the claimant preserved the claim (5 CFR 178.104(a)). The claim is for leave benefits accrued from April 3, 2000, until the end of the pay period which included May 31, 2000. This claim clearly exceeds the six-year statute of limitations and the claim period would have expired no later than the pay period which included May 31, 2000; i.e., no later than mid-June 2000. Therefore, the claim is barred from our consideration and may not be allowed.

This settlement is final. No further administrative review is available within OPM. Nothing in this settlement limits the claimant's right to bring an action in an appropriate United States court.