



POM 821.80
EFFECTIVE DATE: 3 November 2022

By Order of the Surgeon General of the U.S. Public Health Service:

VADM Vivek H. Murthy, MD, MBA

SUBJECT: Special Annual Leave Accrual

1. This Personnel Operations Memorandum (POM) implements the provisions of [Public Law 116-159](#), "Continuing Appropriations Act, 2021 and Other Extensions Act" (2020 Act), [Public Law 117-43](#), "Extending Government Funding and Delivering Emergency Assistance Act" (2021 Act), and [Public Law 117-180](#), "Continuing Appropriations and Ukraine Supplemental Appropriations Act, 2023" (2022 Act).
2. Section 2106, "Authorization to Accumulate Excess Annual Leave," of the 2020 Act authorizes an officer of the U.S. Public Health Service (USPHS) Commissioned Corps to carry over into fiscal year (FY) 2021 the amount of accumulated annual leave in excess of 60 days that the officer otherwise would have lost at the end of FY 2020.
3. Section 146 of the 2021 Act authorizes an officer of the USPHS Commissioned Corps to carry over into FY 2022 the amount of accumulated annual leave in excess of 60 days that the officer otherwise would have lost at the end of FY 2021.
4. Section 302 of the 2022 Act authorizes an officer of the USPHS Commissioned Corps to carry over into FY 2023 the amount of accumulated annual leave in excess of 60 days that the officer otherwise would have lost at the end of FY 2022.
5. Officers have until the end of FY 2023 to use any excess leave carried over pursuant to the 2020 Act, the 2021 Act, or the 2022 Act. Any excess leave not used by 30 September 2023 will be lost.
6. The provisions of the 2020 Act, the 2021 Act, and the 2022 Act do not apply to an officer who did not have annual leave in excess of 60 days at the end of the respective fiscal year, nor to an officer who on 30 September 2020, 30 September 2021, or 30 September 2022 is/was on terminal leave prior to separation or retirement from active duty.
7. This POM replaces POM 821.80, "Special Annual Leave Accrual," dated 24 January 2022 and will remain in effect until 1 October 2023 or, if any additional legislation affecting leave be enacted, the day of such enactment. In that case, the Director, CCHQ, will update this POM in accordance with the legislation.

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Surgeon General