

**U.S. DEPARTMENT OF AGRICULTURE
FARM PRODUCTION AND CONSERVATION MISSION AREA
BUSINESS CENTER
WASHINGTON, DC 20250**

FPAC NOTICE	NUMBER: FPAC-N 4060-001
SUBJECT: Restoration of Annual Leave	DATE: November 7, 2018
APPROVING OFFICIAL: Thomas W. Christensen, Deputy Chief Operating Officer	EXPIRATION DATE: September 30, 2019

1. PURPOSE

This directive provides guidance and information to all FPAC Federal and non-Federal employees regarding the deadline for scheduling annual leave and making leave restoration requests for the 2018 calendar year.

2. MESSAGE

- a. The maximum amount of annual leave a Federal employee at the GS-15 level and below, or non-Federal employee, may carry forward from one leave year to the next is 240 hours. Employees who have an annual leave balance in excess of the 240-hour leave limit will automatically forfeit such leave if not used by January 4, 2019. Forfeited annual leave may be considered for restoration, only if the requirements of 5 CFR Section 630.306 and 5 CFR Section 630.308 are met, as outlined below.
- b. In order for annual leave to be considered for restoration, the “use or lose” leave must have been requested and approved in writing no later than November 23, 2018, the last day of pay period 23. Forfeited annual leave may only be restored and credited for one of the following reasons:
 - (1) Administrative error;
 - (2) Illness of the employee; or
 - (3) Exigency of public business – An operational demand beyond the agency’s control and of such importance as to preclude the use of scheduled annual leave. Examples: natural or man-made disasters, medical evacuation, or sudden call to jury or military duty. Inadequate staffing, absence of other employees, and poor leave planning do not constitute an exigency of the public business and are not justifications for canceling scheduled leave.
- c. Annual leave restoration requests cannot be submitted until after January 6, 2019. Requests that meet the requirements may be submitted after forfeiture of the annual

leave, and only up to March 31, 2019. In order for forfeited annual leave to be restored, the scheduled leave must have been canceled or disapproved by the supervisor, in writing, not later than November 23, 2018. Supervisors must submit leave restoration requests through the appropriate chain of command to the FPAC Chief Human Capital Officer (CHCO). The FPAC CHCO will forward the requests through the FPAC Deputy Chief Operating Officer (DCOO) for Business Services for decision. The DCOO for Business Services will notify the employee of the decision, in writing, through the appropriate supervisory chain of command.

- d. Annual leave restoration requests must satisfy all requirements listed in 5 CFR 630.306 and 5 CFR 630.608.
- e. If approved, restored annual leave will be placed in a separate leave account and not added to the employee's regular annual leave balance. Restored annual leave must be scheduled and used no later than the end of the leave year ending two (2) years after—
 - (1) The date of restoration of the annual leave forfeited, if due to an administrative error.
 - (2) The date the employee is determined to have recovered from illness or injury.
 - (3) The date established by the head of the agency, or designee, as the date of termination of the exigency of the public business.

3. CONTACT

If you have questions regarding this Notice, please submit a ServiceNow ticket at <https://myfpac.usda.gov>.

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