

POST PoMA GOVERNMENT SHUTDOWN QUESTIONS/ANSWERS
11 OCTOBER 2013

1. Q: What is POMA? *NEW*

A: The Pay Our Military Act (POMA) is a bill passed by Congress and approved by the President which provides pay and allowances to those DoD civilian employees who provide support to members of the Armed Forces. (It is not an appropriations bill.) The passing of POMA allowed DoD and the Department of the Navy (DON) to recall employees who fall within the scope of this provision.

2. Q: Will employees who were returned to duty effective 7 October as a result of POMA be paid on time? *NEW*

A: Yes, furloughed employees recalled by POMA will get paid on time for the hours worked, leave taken, and holidays since the employee was recalled back to work.

3. Q: Will employees who were furloughed 1-6 October receive retroactive pay? Will we have to wait until after the government shutdown is over to be paid?

A. Retroactive pay, including when it is paid, is yet to be determined. Congress and the President still have to approve retroactive pay for furloughed employees. The House of Representatives passed House Resolution (HR) 3223, Federal Employee Retroactive Pay Fairness Act; it is currently in the Senate for review. If passed by the Senate, the law will go to the President for signature.

4. Q: Will employees who were furloughed receive retroactive pay for hours worked on 1 October to shut down operations? *NEW*

A: Yes, employees will get paid for hours worked on 1 October but not until retroactive pay is approved or funding becomes available.

5. Q: Will all employees, furloughed or not - receive a paycheck on 11 October 2013.

A. All employees, consistent with their time coding in SLDCADA, should receive a paycheck on 11 October for the last pay period (22 September - 5 October), however, the furlough could potentially disrupt payroll processing.

- Furloughed employees should receive compensation for time worked 22 through 30 September.
- Excepted employees who were coded correctly as "Excepted" in DCPDS should receive compensation for all time worked (#9 below).

6. Q: Will excepted employees who worked 1 - 6 October (prior to the POMA recall), but were improperly coded in the Defense Civilian Personnel Data System (DCPDS) as furloughed, receive pay for hours worked during that period? **UPDATED**

A. Employees who were identified as exempt or excepted after the DON cut off for final submission of employee spreadsheets, and who are not correctly coded in DCPDS, are unlikely to receive pay for hours worked 1-6 October in their pay checks on 11 October 2013. This means these employees worked but were coded in the system as furloughed. Even if employees entered their time in SLDCADA as regular work, this will not override the furlough coding entered in DCPDS, and they will not get paid until the system is corrected. This is a DoD-wide problem and DON OCHR is participating in on-going meetings with DoD to find a solution. **DC M&RA (MPC) is working with DON to retroactively correct coding for these employees in the system. Retroactive pay for the majority of employees is expected to be processed in time for paychecks scheduled for 25 October.**

7. Q: Since most employees were previously furloughed six (6) (beginning as early as April for some but more specifically July for the bulk of employees) and were recently furloughed four (4) additional days that means they have accrued 80 hours of furlough time within the last 12 months. Will this impact their leave accrual and if so, how?

A: For some employees, the first four days of furlough combined with the previous six days of administrative furlough may have put them at or above the threshold of 80 hours in a non-pay status. If that occurs, the employee will not earn annual and sick leave in the pay period in which the 80-hour accumulation is reached - this may be reflected in the October 11 leave and earnings statement (LES). In the event that back pay is restored, leave also will be restored and changes will be made at a later time.

8. Q: Are excepted employees still required to be placed in a furlough status if they need to be absent from work?

A: No. The "Pay Our Military Act (POMA)" allows pay and allowances, including annual leave and sick leave, for civilians who are excepted from furlough. As of 7 October 2013, supervisors may approve leave for excepted employees consistent with appropriate requirements, Command guidelines, mission requirements, and/or collective bargaining agreements.

9. Q: Will excepted employees who were absent from work at any time during 1-6 October, and placed in a furlough status, be permitted to change the furlough hours to paid leave?
A: Undetermined. DoD is researching whether excepted employees who were absent from duty last week and placed in a furlough status should/could have been authorized leave vice being furloughed.
10. Q: Can supervisors now approve credit hours, compensatory time, overtime and/or telework for employees who are excepted from the furlough under POMA?
A: Yes, excepted employees may earn compensatory time off, overtime and/or credit hours, and they may telework, consistent with appropriate requirements and Command guidelines.
11. Q: Will holidays be paid as they normally are or, since there is still a furlough, will the day be unpaid even for individuals who have been recalled? **UPDATED**
A: Under POMA, excepted employees **will** receive their normal pay for holidays. Furloughed employees will not receive pay for holiday, as they are in a furlough status.
12. Q: How is the holiday coded in SLDCADA for employees who remain furloughed?
A. Furloughed employees will log "KE" in SLDCADA for the holiday.
13. Q: If a Civilian Marine is taking long term Professional Military Education (PME), and is recalled under the POMA, must they return to their regular work status or do they get to return to their PME program?
A: Employees who are participants in a PME program and were recalled back to work under the POMA are authorized to return to PME in a work status. If the employee was not eligible to return to work under the POMA, they must remain on furlough and will be unable to attend PME.
14. Q: Does notification of the order to return to work from furlough need to be documented via letter or email?
A: No, but managers/supervisors are advised to keep track manually of their employees' status and hours worked.