

From: [Defense Civilian Personnel Advisory Service](#)
To: [Charette, Todd J CIV DODHRA DCPAS \(USA\)](#)
Subject: DCPAS Message 2024120 - Administrative Leave Associated with Executive Order 14100 for Relocating Military Spouses
Date: Wednesday, October 23, 2024 3:41:39 PM

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DCPAS Message 2024120

FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester //Signed 10/23/2024//

SUBJECT: Administrative Leave Associated with Executive Order 14100 for Relocating Military Spouses

ACTION: Disseminate to Department of Defense (DoD) Human Resources Managers and Practitioners, Military Spouses, and Military Spouse Support Communities.

REFERENCES:

1. Executive Order (E.O.) 14100, "Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors," dated June 9, 2023, <https://www.govinfo.gov/content/pkg/DCPD-202300512/pdf/DCPD-202300512.pdf>
2. U.S. Office of Personnel Management (OPM) Memorandum, "Guidance in Support of Executive Order 14100 - Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors," dated November 9, 2023, <https://www.chcoc.gov/content/guidance-support-executive-order-14100%E2%80%94advancing-economic-security-military-and-veteran>
3. Under Secretary of Defense for Personnel and Readiness Memorandum, "Administrative Leave Associated with Executive Order 14100 for Relocating Military Spouses," dated September 14, 2024 (attached)
4. DoD Instruction (DoDI) 1400.25, Volume 630, "DoD Civilian Personnel Management System: Leave," Change 3, Effective November 21, 2023, <https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/DD/issuances/140025/1400.25-V630.pdf>
5. DoD Work-Life Coordinator Contact List: <https://dcpas.osd.mil/policy/worklife/WorkLifePOCs>

BACKGROUND: On June 9, 2023, the President of the United States signed the E.O. at reference (1) in support of the advancement of economic security for military spouses. Reference (2) contains OPM's guidance to support consistent implementation of reference (1) and encourages agencies to grant up to five days of administrative leave to military spouses during a geographic relocation occurring as directed by a service member's orders.

The memorandum at reference (3) expresses DoD's support of military spouses and recognizes their significant contributions to the Department and the Nation. Additionally, in accordance with references (1) and (2), reference (3) encourages DoD Components to grant up to five days of administrative leave to military spouses during a geographic relocation. The new policy will be incorporated into the DoDI at reference (4).

DoD employees who are also military spouses are encouraged to contact their Component's Work-Life Coordinator for more information on their Component's workplace flexibilities and work-life programs. Reference (5) provides a listing of DoD Components' Work-Life Coordinators.

POINTS OF CONTACT: Employment and Compensation, Employment Policy, dodhra.mc-alex.dcpas.list.ec-policy@mail.mil

Work-Life inquiries - Benefits, Wage, and Nonappropriated Fund Policy, dodhra.mc-alex.dcpas.mbx.dod-worklife@mail.mil

- [Ref 3 - OUSD\(P&R\) Memorandum.pdf](#)
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