



Furlough FAQ

Q1: Will Department of the Army civilian employees get paid once the shutdown is over?

A1: Generally, yes. The Government Employee Fair Treatment Act of 2019, allows for virtually all federal employees, including Department of the Army civilians, to receive back pay for the time they were affected by the lapse in appropriations, once funding is restored.

Q2: Will I receive backpay for my entitlements? LQA? Post Allowance?

A2: These allowances are generally payable when you are in a pay status and stop during a lapse in appropriations. When back pay is processed after the shutdown, the entitlements for the affected period should be calculated and paid retroactively.

Q3: Do my health benefits continue during a shutdown?

A3: Yes, your coverage continues. Enrollment in the Federal Employees Health Benefits (FEHB) program continues during a shutdown. Payroll deductions for premiums will stop until pay resumes. Once pay resumes, the agency will work to collect the missed premiums retroactively to ensure continuous coverage.

TRICARE benefits (if applicable to you/your dependents) will also generally continue, though there may be administrative delays in claim payments.

Q4: Can I still conduct Renewal Agreement (RAT) and Student Travel?

A4: With no appropriation, there is no money to pay renewal agreement travel, or student travel; however, reimbursement claims can be filed once the appropriations are in place.

CHRA is still processing requests for order for these actions. Employees will likely have to pay upfront and wait until an appropriation is signed to be reimbursed.

We recommend travelers input a DTS Authorization for "\$0" which allows them to utilize SATO for tickets and their Government Travel Credit Card. Upon passage of appropriation the DTS authorization may be amended to add funding, dependent upon Congressional appropriations guidance, and the traveler may file the voucher for reimbursement. Utilization of DTS and SATO reduces the risk of procuring non-reimbursable tickets.

Q5: What actions are the leadership taking to assist?

A5: Leaders at every level of this command continue to engage senior leaders within the government to ensure they understand the stress a shutdown of this magnitude puts on family members and the toll it takes on mission readiness and effectiveness. A perfect example of leadership action is the continuance of extracurricular activities at Department of Defense Education Activities (DODEA) Schools in Europe. Continue to stay connected with your chain of command and express any concerns you have with them so they can be addressed.

Q6: How can I ask for financial support?

A6: There are several avenues for seeking support, though eligibility and availability depend on the specific shutdown:

Credit Unions/Banks: Many military-affiliated or federal employee credit unions (like Navy Federal, USAA, PenFed) offer zero-interest or low-interest short-term loans to members impacted by the shutdown.

Hardship Funds: Organizations like the Federal Employee Education & Assistance (FEEA) Fund often provide Shutdown Grants or Emergency Hardship Loans to qualifying civilian employees.

Ask your chain of command for other resources that may be of assistance or visit the USAREUR-AF resources webpage at

<https://www.europeafrica.army.mil/Community/Furlough-Resources/>

Q7: Will my Thrift Savings Plan (TSP) contributions continue?

A7: Your TSP contributions (including the Agency Automatic 1% and Matching contributions) are paid through your paycheck and are paused while you are in a non-pay status. They will resume once you return to pay status.

Q8: Will my Federal Employees' Group Life Insurance (FEGLI) coverage continue?

A8: FEGLI coverage can continue at no cost to you for up to 12 consecutive months of non-pay status. You do not incur a debt for the missed premiums during this period.

Q9: If I'm furloughed, can I take a second job or seek temporary employment?

A9: Yes, but you remain a Federal employee subject to ethics rules. While furloughed, you may seek outside employment, but you must ensure it does not create a conflict of interest with your official duties. You must not use your official title, position, or non-public government resources for the benefit of your outside employer. Consult with your supervisor before taking outside employment to ensure compliance.

Q10: What is the status of Department of Defense Education Activity (DODEA) schools for my children?

A10: DODEA schools typically remain open and operational. The majority of school-level employees (teachers, administrators, support staff) are designated as "excepted" and are required to report to work. In Europe we have been able to secure continued extracurricular activities at DODEA schools.

Q11: If I am in 'Excepted' status, am I eligible for Unemployment Compensation?

A11: Employees who are designated as "excepted" are required to work and are therefore not considered unemployed or separated from service. As such, they are generally ineligible for Unemployment Compensation during the shutdown period. Intermittent



excepted employees may be eligible for partial unemployment compensation. Contact your State Agency for further information.

Q12: Will my TDY be cancelled?

A12: All official travel to support an excepted activity must be approved by the first General Officer of Senior Executive Service leader in your chain of command. All non-essential travel is cancelled or suspended.

Q13: Will my status change from 'Furloughed' to 'Excepted' mid-shutdown, and how will that affect my expected back pay or unemployment filing?

A13: It is possible for your status to change if the agency determines your function becomes critical. If you are moved from Furloughed to Excepted, you must report back to work immediately. This change will mean you may no longer be eligible for Unemployment Compensation from that point forward. Pending approval through Congress, all excepted and non-excepted employees should expect back pay for the entire period of the lapse in appropriations.

Q14: Will the time I was furloughed count toward my tenure for promotion or leave accrual?

A14: Generally, yes. Pending approval through Congress, employees who are excepted or non-excepted receive full back pay, and the period of non-pay status is treated as creditable service for most entitlements, including: Leave Accrual (restored after the shutdown ends), Retirement Service Credit, and Time-in-Grade for promotions.

All furlough hours for which retroactive pay is received are treated as time in a pay status for pay, leave, and benefit purposes. For example, for the purpose of applying General Schedule waiting periods associated with within-grade increases, the furlough time during the lapse in appropriations is treated as time in pay status.

Q15: Where can I submit questions?

A15: If you still have questions or concerns, send an email to the address below and we will ensure it gets to the correct office.

usarmy.wiesbaden.usareur-af.mbx.odcs-g1-cpd@army.mil

