

March 1, 2024

DCPDS FURLOUGH QUICK GUIDE

MASS PROCESS –

PAY500 ONLY

LAPSE OF APPROPRIATIONS

FURLOUGH

Time and Attendance will be used to record those employees identified as “Subject to Furlough” and “Excepted from Furlough” should a Lapse of Appropriations occur after 11:59 PM Eastern Standard Time on **March 1, 2024**.

If an appropriations bill has not been signed by **April 5, 2024**, DoD components will need to process a Mass Furlough Process – Pay500 Only Process in DCPDS that will send an action to the Defense Civilian Pay System (DCPS) placing all employees who are either identified as Subject to Furlough or Excepted from Furlough in a non-pay status for the duration of the furlough.

An effective date of **March 24, 2024**, will be used for actions processed through the Mass Furlough Process – Pay500 Only

1. **Steps to Processing a Lapse of Appropriations Furlough**
 - a. **Step 1 – Lapse of Appropriations Furlough is announced.**
 - b. **Step 2 – Agency Review/Update of the Shutdown Furlough Indicator Code within DCPDS** – A review of all active employees in DCPDS will be required and the Shutdown Furlough Indicator updated if necessary to identify whether or not employees will be furloughed, excepted or exempt from the furlough during shutdown procedures. This is required if any of the mass processes within DCPDS will be used during the furlough process.
 - c. **Step 3 – Process a Mass Furlough Process – Pay500 Only NLT Apr 5, 2024** – NOA 472 Furlough NTE with an effective date of **March 24, 2024**, and an NTE date of **April 24, 2024**, on all employees coded with a Shutdown Furlough

Indicator of “F” – Subject to Furlough or “X” – Excepted from Furlough – NOA 472 Furlough action is sent to DCPS only, no SF-50s are issued with this action.

- d. **Step 4 – End of Furlough - Process a Mass Furlough Process – Pay500 Only – NOA 001 Cancellation on all employees with an effective date of **March 24, 2024**, (Step 3) – NOA 001 Cancellation action is sent to DCPS only, no SF-50s are issued with this action.**
- e. **Step 5 - Furlough Used by PP and Furlough Accumulated Hours – At the end of the Furlough Period, remove all values from the employee record at the end of the furlough period. This will need to be accomplished through the use of a script process.**

2. Data Elements within DCPDS to be used to track a Shutdown Furlough

a. Shutdown Furlough Indicator DDF

The screenshot shows a 'Further Assignment Information' dialog box. The 'Type' is 'Furlough Indicator'. The 'Shutdown Furlough Indicator' is set to 'F' (Subject to Furlough). Other fields include 'Administrative Furlough Indicator' (F), 'Furlough Action Effective Date', 'Furlough NTE Date', 'Furlough Start Date - Non-continuous Furlough', 'Furlough End Date - Non-continuous Furlough', and 'Furlough Hours - Non-continuous Furlough'.

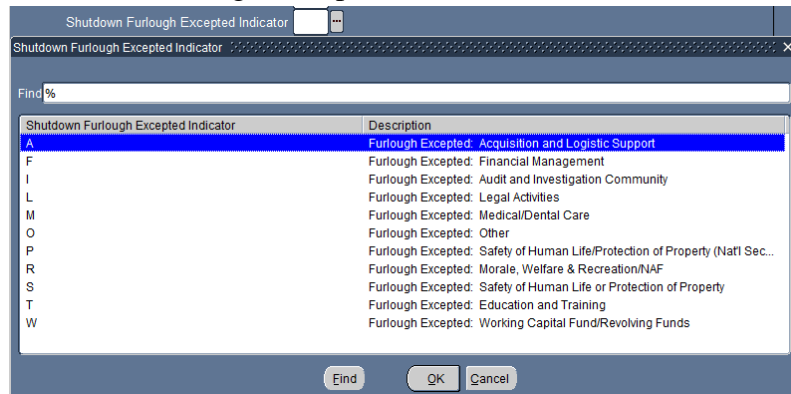
- (1) The Shutdown Furlough Indicator DDF is located in the Person → Assignment → Extra Information → Furlough Indicator in DCPDS.
- (2) The Furlough Indicator DDF contains 11 data elements. Only the following data elements will be used during a shutdown/lapse of appropriations furlough period. All other data elements are used during a Sequestration Furlough.

(a) Shutdown Furlough Indicator

The screenshot shows the 'Shutdown Furlough Indicator' dropdown menu. The 'Shutdown Furlough Indicator' is set to 'F' (Subject to Furlough). The dropdown menu shows options: 'F' (Subject to Furlough), 'H' (Not Subject to Furlough), and 'X' (Excepted from Furlough (will work for delayed pay)).

1. This data element is used to identify whether an employee could be impacted should a shutdown or lapse of appropriations furlough occur.
2. List of Values for a Lapse of Appropriations Furlough
 - a. “F” – Subject to Furlough
 - b. “E” – Exempt from Furlough
 - c. “X” – Excepted from Furlough
3. The Shutdown Furlough Indicator data element is required to be coded in the employee’s record if either the Mass Furlough Process – Pay500 Only or the Mass Non-Pay Duty Status processes will be used.
4. Date Tracking – The field must be updated with a date value equal to or less than the effective date of the furlough when processing mass actions.

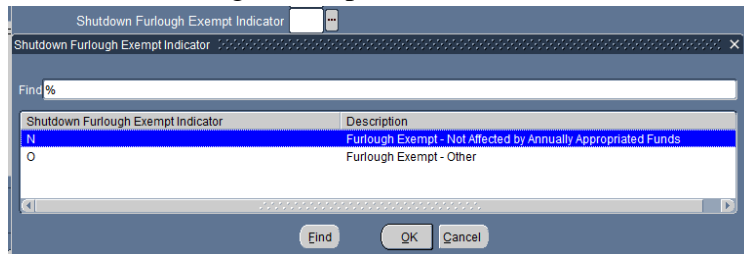
(b) Shutdown Furlough Excepted Indicator



1. This data element is used to identify the type of exception used to except an employee from a shutdown furlough.
2. This data element is required if the Shutdown Furlough Indicator = “X”
3. List of Values
 - a. A – Furlough Excepted: Acquisition and Logistic Support
 - b. F – Furlough Excepted: Financial Management
 - c. I – Furlough Excepted: Audit and Investigation Community
 - d. L – Furlough Excepted: Legal Activities
 - e. M – Furlough Excepted: Medical/Dental Care
 - f. O – Furlough Excepted: Other (Note: This value is used for excepted employees not covered by the other exception categories)

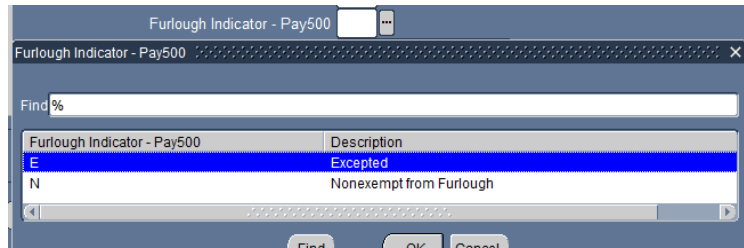
- g. P – Furlough Excepted: Protection of Life/National Security
- h. R – Furlough Excepted: Morale, Welfare & Recreation/NAF
- i. S – Furlough Excepted: Safety of Persons and Protection of Property
- j. T – Furlough Excepted: Education and Training
- k. W – Furlough Excepted: Working Capital Fund/Revolving Funds

(c) Shutdown Furlough Exempt Indicator



1. This data element is used to identify the reason the employee is exempt from a shutdown furlough.

(d) Furlough Indicator – Pay500



1. This data element indicates those employees where a furlough action has been sent to DCPS through the Mass Furlough Process – Pay500 Only and no SF-50 has been produced.
2. These values will help the HR specialist distinguish between employees who are excepted from furlough and are those who were furloughed.
3. This data field can only be updated through the Mass Furlough – Pay500 Only Process.
4. List of Values
 - a. “N” – Furloughed
 - b. “E” – Excepted from Furlough

(e) Furlough Action Effective Date – The Furlough Action Effective Date indicates the effective date an action was flowed through the

Pay500 to indicate an employee was placed in a non-pay status as a result of a lapse of appropriations furlough.

- (f) Furlough NTE Date – The Furlough NTE Date indicates the NTE of the action that placed an employee in a non-pay status through the Pay500 as a result of the lapse of appropriations furlough.
- (3) Updating the Furlough Indicator – The Shutdown Furlough Indicator can be updated in one of two ways:
 - (a) Updating the employee record individually by the HR Specialist
 - (b) Updating the employee record in mass by organization (Furlough Indicator Mass Process)

b. Additional Leave Info EIT

- (1) The Additional Leave Info EIT contains 2 data elements that pertain to furlough and is located in the Person → Other → Financial Info

The screenshot shows a window titled "Additional Leave Info" with a close button (X) in the top right corner. The window contains a list of data elements, each with a corresponding input field:

- PP End Date
- FMLA Self or Family Care
- FFLA Family Care Death Adopt
- FMLA Military Family LV DM
- Telework Regular TW
- Telework Situational TS
- Telework Medical TM
- Alt Work Sch
- Furlough Used PP
- Furlough Accumulated Hrs

At the bottom of the window, there are four buttons: "OK", "Cancel", "Clear", and "Help".

- (a) Furlough Used PP – Each pay period an employee is placed in a furlough status, the furlough hours will be fed from DCPS into the Furlough Used PP EIT.
- (b) Furlough Accumulated Hours – This data element will be used to accumulate the total number of hours an employee is in a furlough status during a specified period of time. Each pay period an employee is placed in a furlough status, the hours are fed from DCPS into the Furlough Used PP and will be added into this data element.

3. Mass Processes within DCPDS used to Document Furlough – There are four mass processes that will be used to process the necessary furlough actions within DCPDS for lapse of appropriations. Please refer to the DCPDS Furlough Users Guide for specific instructions on how to use these mass processes.

a. Furlough Indicator Mass Update Process

- (1) This process is used by the HR Specialist to update the Shutdown Furlough Indicator Code in mass based on organizational entities.
 - (2) Update the Shutdown Furlough Indicator Code in the employee records with one of the following values:
 - (a) “F” – Subject to Furlough
 - (b) “X” – Excepted from Furlough
 - (c) “E” – Exempt from Furlough
 - (3) Only those employees coded with either an “F” – Subject to Furlough or “X” – Excepted from Furlough will be available in the Mass Furlough Process – Pay500 Only process
 - (4) Only those employees coded with an “F” – Subject to Furlough will be available in the Mass Non Pay Non Duty Status Process
- b. Mass Furlough Process – Pay500 Only** – This process is used to flow a NOA 472 Furlough NTE to DCPS at the beginning of a Lapse of Appropriations furlough to prevent employees from being paid during the furlough period. This mass process does not generate SF-50s.

- (1) Only those employee records that are coded with an “F” – Subject to Furlough or “X” – Exempted from Furlough will be available in this process
- (2) In addition, employees with the following assignment statuses will not be available in this process
 - (a) 2 – Suspend Assignment
 - (b) 28 – Furlough
 - (c) 29 – Furlough NTE
 - (d) 32 – Leave without Pay NTE
 - (e) 34 – Non-Pay
 - (f) 37 – Suspension NTE
 - (g) 38 – Suspension Indefinite
 - (h) 159 – Military Furlough
 - (i) 162 – LWOP Worker’s Compensation
 - (j) 193 – Leave Without Pay US
- (3) **To Place an employee in a Furlough status (non-pay status) – NOA 472**
 - (a) Furlough Indicator – Pay500: “N” – Update the individual employee records based on the following criteria in the Preview Screen
 1. If the Shutdown Furlough Indicator = “F” then the New Shutdown Furlough Indicator – Pay500 should = “N”
 2. If the Shutdown Furlough Indicator “X” then the New Shutdown Furlough Indicator – Pay500 should = “E”
 - (b) Furlough Action Effective Date: **March 24, 2024**
 - (c) Furlough NTE Date: **April 24, 2024**

- (d) Selection Criteria – Furlough Indicator – Pay500: Leave blank – Select all employees using the other Selection Criteria fields available in the mass process
 - (e) This will flow a NOA 472 action to DCPS placing employees in a non-pay status as of **March 24, 2024**
- (4) Cancelling a furlough action at the end of the furlough period**
- (a) Furlough Indicator – Pay500: “N” – Update the individual employee records based on the following criteria in the Preview Screen
 1. If the Shutdown Furlough Indicator = “F” then the New Shutdown Furlough Indicator – Pay500 should = “N”
 2. If the Shutdown Furlough Indicator “X” then the New Shutdown Furlough Indicator – Pay500 should = “E”
 - (b) Furlough Action Effective Date – **March 24, 2024** is the same as the original action
 - (c) Selection Criteria – Furlough Indicator – Pay500: Leave blank – this will select all employees in a furlough status
 - (d) This will flow a cancellation action NOA 001 cancelling the action and returning all employees to a pay status within the DCPS system
 - (e) Once this action is processed, the Furlough Indicator – Pay500, Furlough Action Effective Date and Furlough NTE Date are removed from the employee’s record