

Personnel Overseas Bulletin

January 10, 2007

DLA Human Resources Centers (DHRC)
Columbus, OH and New Cumberland, PA

Funded Environmental and Morale Leave (FEML) Travel Rest and Recuperation (R&R) Leave Travel

FEML – An employee is eligible for FEML if stationed for a prescribed tour of duty at an authorized FEML permanent duty station for 24 consecutive months or more. Examples of locations eligible for FEML are: Bahrain, Kuwait, and Turkey. In addition to the locations listed above, there are other locations that are eligible for FEML. If you are interested in FEML and unsure if your duty station is eligible, please check with your servicing DHRC.

NOTE: Two consecutive 12-month tours do not constitute a 24-month tour.

Dependents are eligible for FEML if the employee is authorized to have dependents at the permanent duty station and the dependents reside with the employee at the FEML permanent duty station.

Depending on the number of FEML trips an employee/dependents may take depends on the employee's tour length. Please see below table for the number of trips an employee may take during his/her overseas tour.

Tour Length	Number of FEML Trips Authorized
a. At least 24 months, but less than 36 months	1
(1) Tour extended at least 12 months	1 additional
b. At least 36 months	2
(1) Tour extended for any length of time	0 additional

No more than **two** FEML trips are authorized for any overseas tour including extensions to that tour.

FEML travel should not be performed within six months of the beginning or end of the 24-or 36-month tour. Additionally, it should not be performed within three months of the beginning or end of a 12-month extension to a 24-month /less than 36-month tour.

Transportation and expenses between the official traveler's permanent duty station and the FEML location may be reimbursed. Per Diem is not authorized for FEML.

R&R Leave Travel – An employee is eligible for R&R travel if assigned to a designated location outside the U.S. The number of R&R leave transportations authorized is:

One trip per 12-month period

If applicable, one trip per contingency tour - R&R is for DoD employees who are serving tour lengths under TDY travel authorizations for duty of 180-days or more consecutive days (to include extensions), and who have served at least 60 consecutive days in one or more location.

Some locations authorized R&R travel: Afghanistan, Bahrain, and Kuwait. If you are interested in R&R travel and unsure if your duty station is eligible, please check with your servicing DHRC.

Transportation costs may be reimbursed to the employee only. But, an employee taking an R&R trip may use military air transportation on a space required basis if reasonably available or commercial air transportation if military air transportation is not available.

IMPORTANT NOTES:

- FEML and R&R leave travel is charged to annual and/or home leave.
- A travel authorization is completed using DD Form 1610 prepared by the local travel or administrative office.

If you have any questions regarding your eligibility for FEML or R&R travel, please contact your servicing overseas HR specialist.

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