

salary, allowances, lump payments, or any other remedy.”

(2) The civilian employee’s signature.

c. The civilian employee is financially liable for any expenditure not approved and must repay the cost of any transportation provided by the Government if the travel is determined to have been unwarranted under the conditions governing EVT.

d. In 30 or fewer calendar days after travel is completed, the EVT traveler must provide a written certification to the AO detailing the name, address, and relationship to the traveler of the person visited. The certification must:

(1) Detail the circumstances that necessitated the EVT, including any illness, health conditions, or other circumstances at the time of travel that met the requirements for EVT.

(2) Attach a report from the attending physician or hospital, describing the nature of the dependent’s illness at the time of travel.

(3) Detail the parent’s health status when travel is for eldercare.

(4) Detail the exceptional circumstances requiring the EVT.

(5) Include the signed and dated statement: “I [declare, certify, verify, or state] under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.”

e. Based on the statement and supporting documentation that the civilian employee, spouse, or domestic partner provides, the AO determines if the travel satisfied all of the requirements for EVT.

(1) If the travel meets the EVT requirements, then the AO issues the appropriate travel order for the EVT.

(2) If the travel does not meet the requirements, then the AO notifies the civilian employee or dependent that the conditions did not satisfy the requirements for EVT. The civilian employee may request reconsideration by providing the AO additional supporting documentation.

3. EVT Affects Other Types of Travel. See [Chapter 5](#) for the effect of EVT on RAT and [Chapter 6](#) for the effect on family visitation travel.

C. Funding. The civilian employee’s command funds the EVT and reimburses the authorized expenses. The civilian employee is financially liable for any expenditure not authorized or approved. For information about charging leave, see [DoDI 1400.25, Vol. 630](#) (civilian employee leave) and [DoDI 1400.25, Vol. 1260](#) (civilian employee home leave).

0404 FUNDED ENVIRONMENTAL AND MORALE LEAVE (FEML)

The FEML policy is established for a Service member in [DoDI 1327.06](#) (Leave and Liberty). This policy is adopted and used for civilian employees.

040401. FEML Transportation

A. Eligibility

1. A Service member or a civilian employee may be eligible for FEML if he or she is stationed at an authorized FEML PDS for 24 or more consecutive months ([10 U.S.C. §1599b](#) and [22 U.S.C. §4081\(6\)](#)). The required 24 months can include a 12-month tour that is extended for an additional consecutive 12 months. FEML is not discretionary for travel under this paragraph when an individual meets eligibility requirements, unless otherwise prohibited in this regulation.

2. A dependent is eligible for FEML when residing with the Service member or civilian employee serving an accompanied tour, if the Service member's dependent is command-sponsored or the civilian employee's dependent is authorized. A student attending school away from the PDS is considered to be residing with the Service member or civilian employee in terms of FEML eligibility. An authorized dependent may travel separately or alone, even if the Service member or civilian employee elects not to travel.

3. FEML may be combined with other official travel or another funded-leave transportation program. However, each traveler is eligible to take only the number of trips authorized in [Table 4-11](#). Receiving dual allowances or comparable allowances from another Agency is not allowed. When two eligible Service members or civilian employees reside in the same household at the FEML PDS, each is authorized only one FEML trip. Any eligible dependent or family member who qualifies for FEML under both of the Service members or civilian employees may receive only one of the allowances. Similarly, if an eligible traveler's transportation is funded by a host government in a way that is comparable to FEML, the traveler is not eligible for a FEML trip.

4. The number of FEML trips an eligible traveler may take depends on the Service member's or civilian employee's tour length, as shown in [Table 4-11](#). A Service member executing an in-place consecutive overseas tour (IPCOT) is authorized additional FEML trips based on [Table 4-11](#), as is a civilian employee who signs a tour-renewal agreement. No more than two FEML trips are authorized for any overseas tour, including extensions to that tour.

5. The time frame for FEML travel is set closer to the middle of an eligible tour by limiting the number of months after it begins or before it ends when a traveler can use FEML. However, on a case-by-case basis, a Combatant Commander (CCDR) or the Secretary Concerned for members of the U.S. Public Health Service, may waive the following three-month rule and six-month rule. FEML must be performed before the traveler completes his or her tour of duty ([CBCA 1067-TRAV, June 26, 2008](#)) and:

a. Should not be performed within three months of the beginning or end of a 12-month extension to a tour that previously was at least 24 months long but less than 36 months.

b. Should not be performed within six months after the beginning or six months before the end of a 24- or 36-month tour of duty.

Table 4-11. FEML Trips Authorized by Assignment Length and Tour Extension		
Tour Length		FEML Trips Authorized
1	At least 24 months, but less than 36 months	1
2	Tour extended at least 12 months	1 additional

3	New tour assignment at least 24 months, but less than 36 months	1 additional*
4	At least 36 months	2
5	Tour extended for any length of time	0 additional
6	New tour assignment at least 24 months	1 additional*
7	New tour assignment at least 36 months	2 additional*
*A new tour assignment, such as a Service member's IPCOT or when a civilian employee signs a renewal agreement, starts the number of FEML trip authorizations over. When a traveler on a 12-month tour to a FEML location without a dependent extends for a consecutive second 12-month tour, the traveler is only eligible for one funded-leave transportation program: COT travel (Service member only), RAT (civilian employee only), or FEML.		

B. Allowances. An eligible traveler is authorized transportation from an authorized FEML origin to an authorized FEML destination. See [Funded Environmental and Morale Leave \(FEML\) Locations and Destinations](#). This site also specifies the authorities designated to certify a place as a FEML location or destination. A Service member or dependent and a civilian employee or family member may travel together or separately during FEML. Eligible travelers may not use cruise or tourist packages to or from the authorized destination. See [section 0401](#) for transportation and reimbursable expenses.

1. Alternate Destination(s) Transportation. An eligible traveler may select an alternate destination location, or multiple destination locations, rather than the one listed at [Funded Environmental and Morale Leave \(FEML\) Locations and Destinations](#), and be reimbursed transportation up to the cost of Government-procured transportation between the FEML PDS and the authorized destination.

a. An eligible student attending school away from the PDS may be authorized FEML to join the family at the authorized FEML location or alternate destination. The Government-funded transportation costs from the school to the designated FEML location or alternate destination must not exceed the Government's cost had the dependent traveled from the PDS to the authorized FEML location.

b. See [FEML computation example 1](#) and [FEML computation example 2](#).

2. FEML Repayment. A civilian employee must repay the Government-paid or Government-reimbursed FEML expenses when he or she does not complete the tour for reasons other than:

- a. A compassionate transfer.
- b. A management initiated transfer.
- c. An involuntary separation that is no fault of the civilian employee.
- d. Training needs.

e. A new assignment that shortens the length of the current tour, disqualifying FEML eligibility for a trip that was previously authorized and completed.

0405 TRAVEL FOR REST AND RECUPERATION (R&R) LEAVE

Regular R&R leave and Special R&R (SR&R) leave policy is established in [DoDI 1327.06](#) (Leave and Liberty). This policy is adopted and used for civilian employees. A dependent or family member is