



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR MOBILITY COMMAND**

11 April 2025

MEMORANDUM FOR ALL AMC PERSONNEL

FROM: AMC/CC

SUBJECT: AMC Pass Day Policy for Calendar Year 2025

1. In alignment with recent Department-level guidance, AMC is refining its approach to Family Days for the remainder of Calendar Year 2025. With the rescission of the previous Department-wide policy, commanders retain discretion to authorize liberal leave or pass days based on mission needs and unit readiness.
2. To maintain predictability for our Airmen and families—and in recognition of our team's exceptional service—the following dates are designated as HQ AMC-level leave/pass days, subject to mission requirements:

DATE	IN CONJUNCTION WITH
Friday, 23 May	Memorial Day
Friday, 20 June	Juneteenth
Monday, 7 July	Independence Day
Friday, 28 November	Thanksgiving
Friday, 26 December	Christmas
Wednesday, 31 December	New Year's Day

3. Subordinate commanders may adjust or not observe these dates, based on local operational demands or by tying them to readiness-driven objectives. For example, units may designate "goal days," awarded only if specific training or mission outcomes are met.
4. This approach intends to provide structure and flexibility—reinforcing accountability while supporting our Airmen. It empowers commanders to manage tempo, reward performance, and sustain readiness without defaulting to entitlement-based time off.
5. For our civilian teammates, supervisors may approve the use of accrued leave, comp time, or time-off awards in accordance with DoDI 1400.25V630 and DAFI 36-1004. Group time-off awards used solely to create a day off remain prohibited.
6. I trust AMC leaders to apply this guidance with the professionalism and care that define our command. By maintaining readiness while giving space for recovery and recognition, we continue to prove that Air Mobility Command delivers—anytime, anywhere.

JOHN D. LAMONTAGNE
General, USAF
Commander