

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: 2011 Holiday Informal Time Off	REFERENCE NUMBER: 2011-047
DATE ISSUED: 12/06/11	SUPERSEDES:

This memorandum should be forwarded to:

**Personnel Officers
Employee Relations Officers**

FROM: Department of Personnel Administration
Labor Relations

CONTACT: Personnel Services Branch
(916) 323-3343
Fax: (916) 322-0765
Email: psb@dpa.ca.gov

In celebration of the holiday season and following historic tradition, the Governor has authorized informal time off (ITO) for all employees based on the following schedule:

Full-time employees		4 hours
Part-time employees	Less than ¼	1 hour
	¼ to ½ time	2 hours
	Greater than ½ time	4 hours
Intermittent employees	1-43 hours worked	1 hour
	44-87 hours worked	2 hours
	88 or more hours worked	4 hours

For most employees, the paid ITO this year will be either the day before December 24, or the day before December 31. The time off should be granted in a manner consistent with maintaining necessary services to the public. Employees required to work these days, or who would be scheduled to work but are on paid leave, should be granted the time off prior to June 30, 2012, if administratively feasible.

ITO Provisions

1. All employees who are scheduled to work are eligible for ITO. This includes temporary hires such as seasonal employees and retired annuitants.
2. Employees using ITO must report it on their Absence Report forms.
3. FLSA-exempt employees may either combine their ITO with paid leave to equal a full day off, or they may use their ITO to leave early after working a partial day.

4. ITO is not lost when employees transfer between agencies; employees retain their ITO balances until the hours are actually used.
5. ITO is not available for cash-out upon separation; agencies should allow employees to use their ITO prior to separation.
6. ITO does not count as hours worked for overtime purposes.

For questions related to this PML, your headquarters' personnel office staff should contact DPA's Personnel Services Branch at the telephone number or email address provided above.

/s/Julie Chapman

Julie Chapman
Deputy Director Labor Relations