

**Department of Human Resources
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: 2012 Holiday Informal Time Off	REFERENCE NUMBER: 2012-043
DATE ISSUED: 12/04/12	SUPERSEDES:

This memorandum should be forwarded to:

**Personnel Officers
Employee Relations Officers**

FROM: Department of Human Resources
Labor Relations Division

CONTACT: Personnel Services Branch
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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 25, or the day before January 1. 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, 2013, 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.

Note: Retired Annuitants are eligible for ITO if they have worked in December and are scheduled during the holiday season. The scheduled time does not need to be December 24th or 31st. Use the chart for intermittent employees to determine the amount of ITO a retired annuitant will receive. The ITO must be used/paid in the December 2012 pay period.

2. Employees using ITO must report it on their Absence Report forms.
3. FLSA-exempt employees (WWG E/SE) 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.

Examples:

- A WWG E/SE employee takes the full day off. The employee's timesheet should reflect 4 hours leave credits (i.e. vacation, annual leave) used and 4 hours ITO used to equal a full day.
 - A WWG E/SE employee works 4 hours and leaves 4 hours early. The employee's timesheet should reflect the use of 4 hours ITO.
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.
 7. For Permanent Intermittent employees the ITO is based on hours worked and employees are given a prorated amount based on the chart above.
 8. ITO is based on the employee's time base and is not prorated. See chart above.
 9. ITO is available as of the date of the PML.

For questions related to this PML, state department personnel office designated liaisons should contact CalHR's Personnel Service Branch by emailing questions to PSB@CalHR.ca.gov or calling (916) 323-3343.

/s/Mary Sue Paul

Mary Sue Paul, Manager
Personnel Services Branch