District Government Closure – Friday, December 26, 2014



District Personnel Manual Bulletin No. 12-301

Effective Date

Expiration Date

Related DPM Chapters

December 17, 2014

December 31, 2014

12



NOTE: This bulletin provides general information on the District government closure on Friday, December 26, 2014.

Overview

In celebration of the Season, the District of Columbia Government will be closed on the day after Christmas, Friday, December 26, 2014. District government offices will be closed and employees who do not perform essential duties should not report for work.

In this bulletin

Administrative Closing	2
Administrative Closing Pay	
E-Time Entry in the PeopleSoft System	
Alternative Work Schedules (AWS)	
Collective Bargaining Agreements	
Definitions	
Authority for Leave	3
Applicability	
Inquiries	
Attachment 1 – Non-Union Quick Reference	
Attachment 2 – Union Reference Guide	

Administrative Closing

- 1. On Friday, December 26, 2014, the District government offices will be closed. **Non-essential** and **non-emergency employees** will not need to report for duty.
- 2. Non-essential and non-emergency employees who previously requested and were approved leave for any period during Friday, December 26, 2014 will not be charged leave.

Administrative Closing Pay

- 1. On Friday, December 26, 2014, **essential and emergency employees** who are required to perform non-overtime work are entitled to "Administrative Closing Pay."
- 2. Administrative Closing Pay is additional compensation provided on an hour-for-hour basis, equivalent to the employee's rate of basic pay, as compensation for work actually performed.

E-Time Entry in the PeopleSoft System

For purposes of entering time in PeopleSoft for the above closure, enter time as follows:

- Government Closure on Friday, December 26, 2014 Non-essential/non-emergency employees should enter "Administrative Closing Pay"
- Government Closure on Friday, December 26, 2014 Essential and Emergency who are required to work should enter "Administrative Closing Worked"

For further guidance on recording time in PeopleSoft, attached is a quick reference guide for entering administrative closing pay and administrative closing worked. Employees may also contact their agency Payroll Supervisor, Quality Assurance Liaison, or Timekeeper.

Alternative Work Schedules (AWS)

A District government employee whose regular AWS day off was scheduled on Friday, December 26, 2014 shall treat the relevant day as their AWS day. Employees under an AWS agreement are not entitled to an additional "in lieu of" day off because of the closure that will occur on Friday, December 26, 2014.

Collective Bargaining Agreements

The provisions of a collective bargaining agreement, for employees covered thereby, will take precedence over the provisions of this E-DPM bulletin, to the extent that there is a difference.

Definitions

As used in this bulletin –

- "Essential Employees" means employees required to report to work regardless of a
 declared emergency or other government closing. Such employees who fail to report for
 duty, even when the government closes, may be charged with Absence Without Official
 Leave ("AWOL"), in accordance with Chapter 12 of the regulations. Employees
 charged with AWOL may be subject to additional disciplinary action. (See Chapter 16 of
 the District Personnel Manual.)
- "Emergency Employees" means employees who have been so designated by their agency head. In the event of an early dismissal, government shutdown, declared emergency, or where most employees are excused from reporting to work, emergency employees must either report to work, remain at their duty station, or telecommute as directed by their agency head.

Authority for Leave

- 1. Statutory Authority: D.C. Official Code § 1-612.01 et. seq.
- **2.** Regulatory Authority: Section 1266 Administrative Leave, of Chapter 12 of the D.C. personnel regulations, Hours of Work, Legal Holidays and Leave.

Applicability

The provisions of this DPM bulletin apply to employees in the Career, Legal, Excepted, and Management Supervisory Services, but excludes the following:

- Uniformed members of the Metropolitan Police Department; and
- Uniformed members of the Fire and Emergency Medical Services Department.

Uniformed members of the Metropolitan Police Department and the Fire and Emergency Medical Services Department who are required to work on December 26, 2014, are not entitled to, and shall not receive, Administrative Closing Pay. (For additional information, refer to §§ 1123.1 and 1201.2 of the District Personnel Manual.)

Inquiries

Inquiries concerning the provisions of this DPM bulletin can be directed to the Policy and Compliance Administration, DCHR, at (202) 442-9700.

Shawn Y. Stokes Director



Quick Reference Guide

Admin Closing Worked for Non-Union Employee:

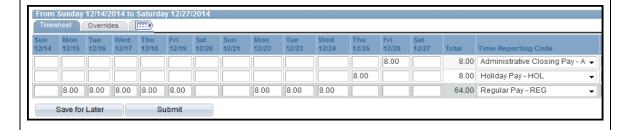
A new Time Reporting Code (TRC) has been added for employees in Grades 14 and under. This new TRC can be used by employees that have worked on an Administrative Closing Day. The TRC is **Admin Closing Worked (ACW).**

For example, if an employee is a Grade 12 and worked on the Admin Closing of December 26, 2014, this employee is entitled to use this TRC.

Who is affected by this new TRC:

 All Time Reporters (Employees and Timekeepers) and Approvers.

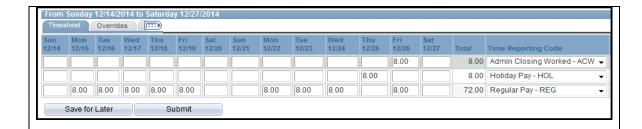
If a Non-Union Employee does not work on an Admin Closing day, the employee would post the following:



Entering Admin Closing Worked

- When an employee works on an Administrative Closing Day and is eligible to receive a premium, enter the time worked as ACW - Admin Closing Worked. (both Union and Non-Union)
- You must still report REG- Regular Pay for hours worked.

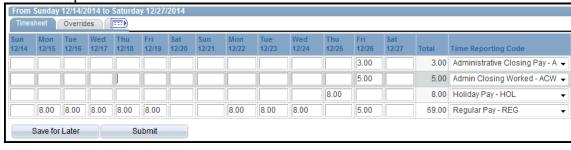
For Example:



Entering Admin Closing Worked (Employee Works Less than 8 Hours):

- When an employee works on an Administrative Closing Day and is eligible to receive a premium, enter the time worked as ACW - Admin Closing Worked.
- You must still report REG- Regular Pay for hours worked.
- Any hours not worked should be entered using an Administration Closing Day TRC, for example, Administrative Closing Pay (ACP)*.

For Example:





Quick Reference Guide

<u>Admin Closing Worked for Union Employee:</u>

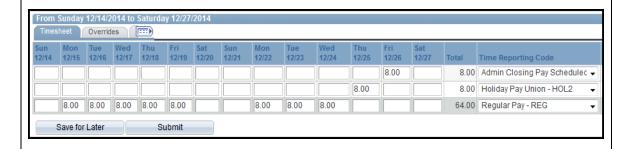
A new Time Reporting Code (TRC) has been added for employees in Grades 14 and under. This new TRC can be used by employees that have worked on an Administrative Closing Day. The TRC is **Admin Closing Worked (ACWSC).**

For example, if an employee is a Grade 12 and worked on the Admin closing of December 26, 2014, this employee is entitled to use this TRC.

Who is affected by this new TRC:

 All Time Reporters (Employees and Timekeepers) and Approvers.

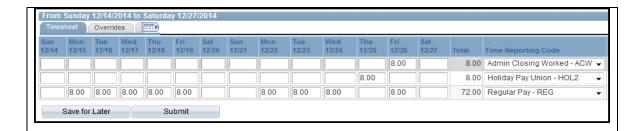
If a Union Employee does not work on an Admin Closing day, the employee would post the following:



Entering Admin Closing Worked

- When an employee works on an Administrative Closing Day and is eligible to receive a premium, enter the time worked as ACW - Admin Closing Worked. (both Union and Non-Union)
- You must still report REG- Regular Pay for hours worked.

For example:



Entering Admin Closing Worked (Employee Works Less than 8 Hours):

- When an employee works on an Administrative Closing Day and is eligible to receive a premium, enter the time worked as ACW - Admin Closing Worked.
- You must still report REG- Regular Pay for hours worked.
- Any hours not worked should be entered using an Administration Closing Day TRC for Union Employees, for example, Administrative Closing Pay Scheduled (ACPSC)*.

For Example:

