

Office Memorandum

Date: October 22, 2021
To: Agency Payroll, HR, and Accounting Staff
From: Mary Muellner, Director, Statewide Payroll Services
Subject: **Vacation Minimum/Floating Holiday Reports**

The following reports are available in DocumentDirect/InfoPac. Agencies should review these reports and notify employees before the deadlines at which point employees may lose leave. Currently, they are of primary importance to agencies with employees whose bargaining agreement or compensation plan requires that leave be taken or reduced before the end of the calendar year (rather than the end of the fiscal year).

Reports

- **FIHR6440, Listing of Employees Who Have Not Used Floating Holiday**
(DocumentDirect/InfoPac ID HP6440) - *Available now*
This report includes all employees who have **NOT** yet used their floating holiday this calendar year.
- **FIHR6510, Report of Employees Who Have Not Reached the Required Vacation Minimum**
(DocumentDirect/InfoPac ID HP6510) - *Available now*
This report lists employees whose vacation balances have not met the vacation minimum requirement specified in bargaining agreements and compensation plans. This report currently includes employees whose balances have exceeded the minimum since January 1, 2021, and who may lose vacation at **calendar year end** if the minimum requirement is not met. The report is run biweekly and will list only these employees through pay period ending December 21, 2021 for calendar year 2021.

NOTE: When making the determination if an employee has reached the minimum for the fiscal year, use the following formula:
Beginning Balance – Taken + Adjusted – Paid Off – Donated – Converted = Minimum Balance for the Pay Period
- **FIHR6511, Report of Employees Who Have Lost Vacation Leave** (DocumentDirect/InfoPac ID HP6511) – *Available January 10, 2022*
For employees who have not reduced their leave to the required minimum by the deadline, SEMA4 will automatically reduce their balance during the leave processing for pay period ending January 4, 2022. This report should be reviewed to make certain that employees who appear as losing leave, had their leave balances reduced appropriately.

Deadlines

For employees donating vacation or converting vacation to deferred compensation to reduce their vacation balances, the deadlines are:

- Vacation Donation
 - December 31, 2021 - Donations entered in Self Service.
 - January 4, 2022 - Donations entered by agency staff on the Leave Donation page, using a Donation Date no later than December 31, 2021.
- Vacation Conversion
 - December 31, 2021 - Conversions entered in Self Service.
 - January 4, 2022 – Conversions entered by agency staff on the Deferred Comp Conv/Mtch Option page, using a conversion date no later than December 31, 2021.

Assistance

SEMA4 Help

- Reports: Refer to SEMA4 Help for more information about [FIHR6440](#), [FIHR6510](#), and [FIHR6511](#).
- Vacation Donation: Review Minnesota Management & Budget Policy and Procedure, PAY0041, [Leave Donation](#), to help determine an employee's eligibility and the appropriate number of vacation hours that may be donated.
- Vacation Conversion: Review Minnesota Management & Budget Policy and Procedure, PAY0042, [Deferred Compensation Conversion/Match Options](#), along with the employee's applicable bargaining agreement or compensation plan to determine the appropriate number of vacation hours that may be converted.

NOTE: In December, instructions will be provided in reference to vacation cap extensions. The instructions will include the steps agencies will need to take in order to reduce the vacation balances for employees granted extensions to reduce their vacation balances at fiscal year end and have not been able to reduce their vacation balances below the minimum.

Questions?

- Deferred Compensation Enrollment: Employees are not required to have a deferred compensation deduction set up to elect a vacation conversion. Their conversion will be processed and invested in the Target Retirement Income Fund based on their date of birth and retirement year at age 65 until/unless they have directed otherwise by accessing [MNDCP \(Minnesota Deferred Compensation Plan\)](#) on the MSRS website, establishing an account, and choosing investment options. If you have questions about enrollment, contact the MSRS Employer/Payroll Support Team at 651-284-7729.
- Vacation Minimum/Floating Holiday: Agency Payroll, HR, and Accounting staff should contact Jody Dahl in Statewide Payroll Services at jody.dahl@state.mn.us or 651-201-8206 if there are questions.

PLEASE SHARE THIS INFORMATION WITH APPROPRIATE AGENCY STAFF