

## Memo

**Date:** April 2, 2026

**To:** Agency Payroll, Human Resources, and Accounting Staff

**From:** Katie Karow, Director, Statewide Payroll Services

### **RE: Vacation Minimum/Floating Holiday Reports**

The following reports are available in Standard Report Viewer/InfoPac. Agencies must review these reports and notify employees before the established deadlines, after which employees may lose leave. Information regarding vacation minimum and floating holiday requirements at fiscal year-end is also posted for employees on the Announcements page in the Self Service Portal.

#### **Reports**

- **FIHR6440, Listing of Employees Who Have Not Used Floating Holiday** (Standard Report Viewer/InfoPac ID HP6440) - *Available now*  
This report includes all employees who have **NOT** yet used their floating holiday this fiscal year.
- **FIHR6510, Report of Employees Who Have Not Reached the Required Vacation Minimum** (Standard Report Viewer/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 July 1, 2025, and who may lose vacation at fiscal year-end if the minimum requirement is not met. The report is run biweekly and will list only these employees through pay period ending June 16, 2026, for fiscal year 2026.  
**NOTE:** Determinations of if an employee has reached the minimum for the fiscal year, the following formula is used:  
Beginning Balance – Taken + Adjusted – Paid Off – Donated – Converted = Fiscal Year Minimum Balance.
- **FIHR6511, Report of Employees Who Have Lost Vacation Leave** (Standard Report Viewer/InfoPac ID HP6511) – *Available July 6, 2026*  
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 June 30, 2026. 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
  - June 30, 2026 – Donations entered in Self Service.
  - July 1, 2026 – Donations entered by agency staff on the Leave Donation page, using a Donation Date no later than June 30, 2026.
- Vacation Conversion
  - June 30, 2026 – Conversions entered in Self Service or by agency staff on the Deferred Comp Conv/Mtch Option page.

## Vacation Cap Extension Adjustments

Employees who have requested and have been granted a Vacation Cap Extension by Labor Relations will need to manually adjust the employee's leave balance on or after July 13, 2026, in SEMA4. Agencies may reference [SEMA4 Help Vacation Cap Extension Adjustment - Steps](#) for information on this process.

## 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.

## Questions?

- Deferred Compensation Enrollment: Employees must [enroll in the Deferred Compensation Plan](#) but are not required to have a deferred compensation deduction set up to elect vacation conversion. The conversion will be invested in the Target Retirement Fund based on their date of birth and retirement year at age 65 until/unless they have directed MSRS otherwise of an alternative investment election. If you have questions about the Deferred Compensation Plan enrollment process, 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 651-201-8206 or [by email](#) if there are questions.

**PLEASE SHARE THIS INFORMATION WITH APPROPRIATE AGENCY STAFF**