



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Monday, November 27, 2000
CPM 2000-16

MEMORANDUM FOR: Human Resources Directors

FROM: Henry romero Associate Director for Workplace Compensation and Performance

Subject: Christmas Day 2000, New Year's Day 2001, and Inauguration Day

The Christmas Day 2000 and New Year's Day 2001 holidays both fall on a Monday.

Full-time employees who are not regularly scheduled to work on Monday, December 25, or Monday, January 1, are entitled to an "in lieu of" holiday. In such cases, the employee's holiday is the basic workday immediately preceding the nonworkday. However, the head of an agency may designate a different "in lieu of" holiday for full-time employees under compressed work schedules if he or she determines that a different "in lieu of" holiday is necessary to prevent an "adverse agency impact." (See 5 U.S.C. 6131(b).)

Inauguration Day

Since Inauguration Day falls on Saturday, January 20, 2001, most Federal employees in the Washington, DC, area will **not** receive an Inauguration Day holiday. There is no authority for an "in lieu of" holiday when Inauguration Day falls on Saturday. (See 51 Comp. Gen. 586 (1972).)

Only Federal employees who would otherwise perform part of their regularly scheduled basic **nonovertime** workweek or basic work requirement on Saturday, January 20, and who are employed in the following areas will receive a holiday on Inauguration Day:

- the District of Columbia;
- Montgomery and Prince Georges Counties in Maryland;
- Arlington and Fairfax Counties in Virginia; and
- the cities of Alexandria and Falls Church in Virginia.

For additional information, please contact the Pay and Leave Administration Division by email at payleave@opm.gov.