

NEWS RELEASE



Office of Performance Evaluations Idaho Legislature

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FOR IMMEDIATE RELEASE

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Application of the Holiday Leave Policy

Full report and one-page highlights are available on the OPE website:
<http://www.legislature.idaho.gov/ope/>

(BOISE)—Holiday leave is a part of the state’s total compensation plan, which seeks to attract, motivate, and retain a productive workforce to serve the citizens of Idaho. For the 21,000 plus benefitted states employees, statute directs that they be “compensated as if they actually worked” on the holiday.

An evaluation report issued by the independent, nonpartisan Office of Performance Evaluations found inconsistency in how agencies grant holiday leave to employees. Most agencies restrict holiday leave to a maximum of 8 hours per holiday, and some agencies grant holiday leave equal to the number of hours the employee would be regularly scheduled to work. To resolve this inconsistency, evaluators offer four options to policymakers to clarify the holiday leave benefit.

Evaluators recommend that, regardless of the policy option pursued, clear direction and guidance should be communicated to all agencies for the application of the holiday leave policy.

The Office of Performance Evaluations is a nonpartisan, independent office that evaluates whether state government programs and agencies are operating efficiently and cost-effectively, and are achieving intended results. OPE conducts all reviews in response to direction from an equally bipartisan committee of the Legislature, the Joint Legislative Oversight Committee. OPE's reviews are used by the Legislature to make policy and budget decisions, and by agencies to improve performance.