

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



EXECUTIVE CHAMBERS
KE KE'ENA O KE KIA'ĀINA

October 22, 2025

EXECUTIVE MEMORANDUM

MEMO NO. 25-05

TO: All Department Heads

SUBJECT: Administrative Leave During the 2025 Holiday Season

As we approach the holiday season, I would like to extend my sincere appreciation for your continued dedication and service to the people of Hawai'i. In recognition of your contributions, department heads are authorized to grant all salaried employees eight (8) hours of administrative leave during this period.

Employees who can be spared from their duties may take a full day of administrative leave on either Friday, November 28, 2025; Wednesday, December 24, 2025; or Friday, December 26, 2025. This leave must be taken as a single, full, eight (8) hour day on one of the designated dates and may not be split into partial days.

I encourage department heads to ensure that these arrangements are made equitably, allowing as many employees as possible to participate while maintaining essential public services.

Please note that all full-time salaried employees are entitled to eight (8) hours of administrative leave, while part-time salaried employees shall be granted a proportionate amount of administrative leave from their scheduled work time. However, employees paid on an hourly basis (not on a monthly salary), employees on suspension or leave without pay status on any of the designated dates are not eligible for this leave benefit. Employees on scheduled paid breaks by collective bargaining agreement are not entitled to administrative leave.

If operations are such that employees must work and cannot be granted administrative leave on any of the designated dates, they shall not be entitled to overtime but shall be given equivalent administrative time off on another date as determined by the department head between Monday, December 15, 2025, and Friday, January 2, 2026.

Employees who are on vacation or sick leave on any of the designated dates should be charged only for the hours in excess of their applicable administrative leave. Should this adjustment result in any potential forfeiture of vacation credits, department heads are authorized to provide equivalent administrative leave on another day between December 15, 2025, through Friday, January 2, 2026.

Although administrative leave is being offered, please ensure that offices remain adequately staffed on Friday, November 28; Wednesday, December 24; and Friday, December 26 to continue serving the public. State offices shall remain open during regular business hours on these days.

Departments may also consider granting vacation leave requests from employees who wish to spend additional time with their families on a case-by-case basis, being mindful of the need to maintain adequate staffing levels so that customer service will not be negatively impacted.

As we celebrate this season, I encourage everyone to support our local businesses, the heart of our communities and key to preserving Hawai'i's unique character. By choosing to shop locally, we help sustain these vital establishments, strengthen our economy and foster resilience within our communities.

As we look ahead to the holiday season, I want to express my gratitude for your hard work and commitment throughout the year. Your dedication to moving Hawai'i forward is truly appreciated. I hope the coming months bring you and your family peace, joy and continued success.

If you have any questions, please contact your respective labor relations point of contact at the Department of Human Resources Development, Labor Relations Division.

Mahalo,

/s/

Josh Green, M.D.
Governor, State of Hawai'i