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Brigadier General
The Adjutant General

TAG POLICY LETTER 23-01

23 March 2023

SCHEDULED DAY OFF (SDO)

1. The Department of Military and Veterans Affairs (DMAVA) Scheduled Day Off (SDO) program is modified to better meet the needs of our customers: the veterans and citizens of New Jersey, as well as the traditional members of the Army and Air National Guard.
2. This policy applies to all employees of DMAVA who participate in the SDO program, including the full-time military, State, and Federal technician employees of the Department.
 - a. DMAVA's Veterans' Memorial Homes, Veterans' Havens, Youth Challenge Academy and the Veterans Memorial Cemetery are excluded from the SDO Program.
 - b. All SDO's will be on Fridays. For DMAVA State employees, other than those assigned to military units, it will normally be the second Friday of the pay period. For reasons detailed below, the military components' Chiefs of Staff (COS) will have the flexibility to employ a floating Friday as long as there is only one SDO per pay period and as long as the criteria in paragraphs c. and d. are met.
 - c. Army and Air National Guard units will not have an SDO before their scheduled Unit Training Assembly (UTA) weekend. Due to operational requirements, not all units will have UTA's on the same weekend; therefore, as stated above, each component COS will have the flexibility to employ a floating SDO for assigned Federal and State employees.
 - d. In order to maximize energy savings, SDO's for Federal employees will be scheduled in conjunction with Federal holidays to achieve four-day weekends. Whenever possible State employees will try to maximize four-day weekends as well.
3. Scheduled Days Off will only be Fridays. When the Friday SDO coincides with a Federal or State holiday, the Thursday prior will be the SDO.
4. **Employees who work at the Lawrenceville complex who do not participate in the SDO program will report to their assigned location.**

5. Once assigned to an SDO, employees' SDO schedules will not be changed to accommodate personal purposes or to temporarily cover an area of responsibility. Managers cannot change an individual's SDO schedule with less than two (2) weeks' notice unless the employee agrees to the change. All new employees are automatically enrolled into the SDO program as a condition of employment.
6. For State employees, biweekly work schedules will reflect longer workdays during the 5-day workweek and shorter workdays during the 4-day SDO workweek.
7. For Federal technician and AGR military employees, work schedules will continue the 5/4x9 rules. To further maximize energy savings, the non-SDO Friday will be the eight (8) hour workday. This will result in every Friday being either an SDO or an eight (8) hour day, however, for 177th Fighter Wing will have four (4) ten-hour days.
8. An SDO/alternate day off program has been in effect at DMAVA since 6 January 2008.
9. *The Adjutant General reserves the right to alter or modify the SDO schedule based on the operational/emergent needs of the organization.*



LISA J. HOU, D.O.
Brigadier General, NJARNG
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