

# Voluntary Time Off (VTO)



The **Voluntary Time Off (VTO)** Policy is designed to provide flexible working hours for employees. This policy allows employees to reduce their time at work by 1%, 2%, 3%, 4%, 5%, 10% or 20% without losing many of the benefits available to them. The policy also permits employees to use this time to reduce their work day, work week or schedule blocks of time off. For more information, visit: <http://hr.smcgov.org/voluntary-time-vto>.

## Requesting for VTO

1. Click on the **Benefits Worklet**
2. Under Change, click **Benefits**
3. Under **Change Reason**, pick **Voluntary Time Off** from the drop down
4. Select the *beginning of the pay period (Sunday)* that you would like the VTO to take effect. Refer to the table [HERE](#) to see the number of hours a VTO would grant you for the rest of the fiscal year.

Change Reason \* Voluntary Time Off

Please select a date that starts on the beginning of a pay period \* 06/13/2021

Submit Elections By 06/13/2021

Benefits Offered (empty)

5. Click **Submit**.
6. Click on **Open**

**You have submitted**

Up Next: Apple Jacks, Change Benefit Elections, Due Date  
04/24/2021

[View Details](#)

**Open** →

7. Click on **Enroll**

**Additional Benefits**

Voluntary time off  
Waived

**Enroll**

8. Click on **Select**, then click on **Confirm and Continue**.

1 item

*Selection	Benefit Plan
<input checked="" type="radio"/> Select	County of San Mateo VTO
<input type="radio"/> Waive	

**Confirm and Continue** Cancel

9. Click on the **coverage** drop down menu.

Coverage \* Search

- 1%
- 2%
- 3%
- 4%
- 5%
- 10%
- 15%
- 20%

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10. Once you select the VTO %, click on **Save**.

**Coverage**

Select the coverage that you would like for this plan.

Coverage \* x 15%

Save Cancel

11. Your coverage % will be listed then click on **Review and Sign**.

**Additional Benefits**

**Voluntary time off**  
County of San Mateo VTO

Coverage 15%

Manage

Review and Sign Save for Later

12. **REQUIRED:** Before submitting, attach a JPG, Word or PDF document explaining how the VTO will be utilized (shorter work week, block of time, number of hours, etc. with the details on your planned usage)

**Example #1:**

I'm requesting 5% VTO to be used for child care commitments. I would like to leave 30 minutes early on Tuesday and Thursday.

**Example #2:**

I'm requesting 15% VTO to be used as block time off during FMLA.

**Attachments**

Drop files here

or

Select files

**Attachments**

VTO Request.docx  
✓ Successfully Uploaded!

Comment Attached is my detailed VTO request

Upload

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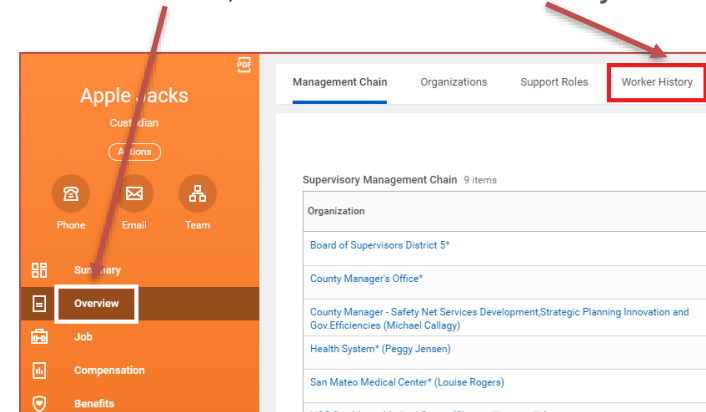
13. Sign via Electronic Signature by clicking the **I Agree** box and **Submit**.

The screenshot shows a form with a red box around the "I Accept" checkbox and another red box around the "Submit" button. Below the checkbox are three buttons: "Submit" (highlighted), "Save for Later", and "Cancel".

**IMPORTANT NOTE:** The Benefits department will **send the event back to you** if comment field is left blank

## Checking the Status of your VTO Application

1. Go to your Workday profile
2. Click on **Overview**, then select the **Worker History** tab



3. Find the VTO event under Worker History to locate the status of the event.
  - If "in progress", the event is not yet approved and is still in progress
  - If approved, the hours will be loaded in ATKS

The screenshot shows the "Worker History" table with a red box around the "Status" column. The table has the following data:

Business Process	Effective Date	Initiated On	Due Date	Completed On	Status	Assigned To
Benefit Change - Voluntary Time Off - Apple Jacks on 06/13/2021	06/13/2021	04/22/2021 11:58:51 AM	04/24/2021		In Progress	Ann Parada Cynthia Davis Iris Martinez Kim Pearson

**IMPORTANT:** You **cannot change** the % or withdraw from the VTO program before the next fiscal year **unless** you transfer to another department or promote to a higher classification that doesn't approve your VTO.