

August 8, 2008

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Because the order exempts some employees who provide safety or 24-hour care, not all employees will be prohibited from overtime and, as a result, will not fall under the minimum wage rate in the White v. Davis case.

Beginning with the paycheck you are scheduled to receive at the end of August, you will be paid at one of the levels spelled out above, and will likely not be authorized to work overtime. But let me be clear: although you may temporarily be paid less, you are earning your full salary and benefits, and, once a state budget is passed, you will be fully reimbursed.

Thousands of state employees who are not being paid as a result of the late budget have already sought and received no-cost or low-cost loans from financial institutions that are helping state employees cover the amount of their typical paychecks. I encourage you to contact these institutions for assistance. The names of many participating institutions – and the answers to other technical questions you may have – are posted on the Department of Personnel Administration's website at www.dpa.ca.gov.

The administration is working diligently to conclude budget negotiations as quickly as possible, and I extend my sincere apologies that the budget impasse and our state's impending cash crisis have forced us to take this very difficult action. I am confident that a budget will be passed soon so we can get on with moving California forward to achieve great things. Thank you for your continuing dedication and work during this challenging time.

Sincerely,

A handwritten signature in black ink, appearing to read "Arnold Schwarzenegger", written over the printed name.

Arnold Schwarzenegger