

PUBLIC EMPLOYMENT

TABLE 8.7

State Employees: Paid Holidays**

State or other jurisdiction	Major holidays (a)	Martin Luther King's Birthday (b)	Lincoln's Birthday	President's Day (c)	Washington's Birthday (c)	Good Friday	Memorial Day (d)
Alabama	★	★(h)	...	...	★(i)	...	★
Alaska	★	★	...	★	★
Arizona	★	★	...	★	★
Arkansas	★	★(h)	...	...	★(i)	...	★
California	★	★	...	★	★
Colorado	★	★	...	★	★
Connecticut	★	★	★	...	★	★	★
Delaware	★	★	★	★
Florida	★	★	★
Georgia	★	★	(l)	...	★
Hawaii	★	★	...	★	...	★	★
Idaho	★	★(h)	...	★	...	...	★
Illinois	★	★	★	...	★	...	★
Indiana	★	★	(m)	...	(m)	★	★
Iowa	★	★	★
Kansas	★	★	★
Kentucky	★	★	★(n)	★
Louisiana	★	★	★	★
Maine	★	★	...	★	★
Maryland	★	★	...	★	★
Massachusetts	★	★	★	...	★
Michigan	★	★	...	★	★
Minnesota	★	★	...	★	★
Mississippi	★	★(h)	...	...	★	...	★(v)
Missouri	★	★	★	...	★	...	★
Montana	★	★	...	★	★
Nebraska	★	★	...	★	★
Nevada	★	★	...	★	★
New Hampshire	★	★(h)	...	★	...	...	★
New Jersey	★	★	...	★	...	★	★
New Mexico	★	★	...	(o)	...	...	★
New York	★	★	(j)	...	★	...	★
North Carolina	★	★	★	★
North Dakota	★	★	...	★	...	★	★
Ohio	★	★	...	★	★
Oklahoma	★	★	...	★	★
Oregon	★	★	...	★	★
Pennsylvania	★	★	...	★	★
Rhode Island	★	★	★
South Carolina	★	★	...	★	★
South Dakota	★	★	...	★	★
Tennessee	★	★	...	★	...	★	★
Texas	★	★	...	★	...	(r)	★
Utah	★	★	...	★	★
Vermont	★	★	...	★	★
Virginia	★	★	★	...	★
Washington	★	★	...	★	★
West Virginia	★	★	...	★	★
Wisconsin	★	★	★
Wyoming	★	★	...	★	★
Dist. of Columbia	★	★	★	...	★
American Samoa	★	★	...	★	...	★	★
Guam	★	★	★
CNMI*	★	★	...	★	...	★	★
Puerto Rico	★	★	...	★	...	★	★
U.S. Virgin Islands	★	★	...	★	...	★	★

See footnotes at end of table

TABLE 8.7

State Employees: Paid Holidays** (continued)

State or other jurisdiction	Columbus Day (e)	Veteran's Day	Day after Thanksgiving	Day before or after Christmas	Day before or after New Year's	Election Day (f)	Other (g)
Alabama	★	★	(k)	(k)	...	...	★
Alaska	...	★	...	...	...	...	★
Arizona	★	★	...	...	...	...	...
Arkansas	...	★	(k)	Before	...	...	★
California	...	★	★	...	...	...	★
Colorado	★	★	...	...	...	...	★
Connecticut	★	★	...	...	...	...	...
Delaware	...	★	★	...	...	★	★
Florida	...	★	★	...	...	...	★
Georgia	★	★	(l)	(l)	...	...	★
Hawaii	...	★	...	...	...	★	★
Idaho	★	★	...	...	...	...	...
Illinois	★	★	★	...	...	★	...
Indiana	★	★	(m)	(m)	...	★	...
Iowa	...	★	★	...	...	...	★
Kansas	...	★	★	...	...	...	★
Kentucky	...	★	★	★	★	★(t)	...
Louisiana	...	★	...	...	...	★(u)	★
Maine	★	★	★	...	...	...	★
Maryland	★	★	★(aa)	...	...	★	...
Massachusetts	★	★	...	...	...	...	★
Michigan	...	★	★	Before	Before	★(z)	...
Minnesota	...	★	★	...	...	...	★
Mississippi	...	★	(k)	(k)	...	...	★
Missouri	★	★	...	...	...	...	★
Montana	★	★	...	...	...	★	...
Nebraska	★	★	★	...	...	...	★
Nevada	...	★	★(cc)	...	...	...	★
New Hampshire	...	★	★	...	...	...	★
New Jersey	★	★	...	...	...	...	★
New Mexico	★	★	(o)	...	...	(w)	...
New York	★	★	...	...	...	★	...
North Carolina	...	★	★	(x)	...	...	...
North Dakota	...	★	...	(p)	...	...	...
Ohio	★	★	...	...	...	...	...
Oklahoma	...	★	★	Before	...	...	...
Oregon	...	★	★	...	...	...	...
Pennsylvania	★	★	★	...	...	...	...
Rhode Island	★	★	...	...	...	★	★
South Carolina	...	★	★	Both	...	...	★
South Dakota	(y)	★	...	...	...	...	...
Tennessee	(q)	★	(q)	...	...	...	...
Texas	...	★	★	Both	...	...	★
Utah	★	★	...	...	...	...	★
Vermont	...	★	(dd)	...	...	...	★
Virginia	★	★	★	(ee)	...	...	★
Washington	...	★	★	...	...	...	★
West Virginia	★	★	★	(s)	(s)	★	★
Wisconsin	...	...	...	Before	Before	...	...
Wyoming	...	★	...	...	...	...	...
Dist. of Columbia	★	★	...	...	...	...	★
American Samoa	★	★	...	...	...	...	★
Guam	...	★	...	...	...	...	★
CNMI*	(ff)	★	★
Puerto Rico	★	★	...	Before	★
U.S. Virgin Islands	(gg)	★	...	(bb)	★

See footnotes at end of table

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TABLE 8.7

State Employees: Paid Holidays** (continued)

**Holidays in addition to any other authorized paid personal leave granted state employees.

Source: The Council of State Governments' survey of state personnel office websites, 2018.

Note: In some states, the governor may proclaim additional holidays or select from a number of holidays for observance by state employees. In some states, the list of paid holidays is determined by the personnel department at the beginning of each year; as a result, the number of holidays may change from year to year. Number of paid holidays may also vary across some employee classifications. If a holiday falls on a weekend, generally employees get the day preceding or following.

*Commonwealth of Northern Mariana Islands

Key:

★—Paid holiday granted.

...—Paid holiday not granted.

(a) New Year's Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

(b) Third Monday in January.

(c) Generally, third Monday in February; Washington's Birthday or President's Day. In some states the holiday is called President's Day or Washington-Lincoln Day. Most frequently, this day recognizes George Washington and Abraham Lincoln.

(d) Last Monday in May in all states indicated, except Vermont where holiday is observed on May 30. Generally, states follow the federal government's observance (last Monday in May) rather than the traditional Memorial Day (May 30).

(e) Second Monday in October.

(f) General election day only, unless otherwise indicated. In Indiana, primary and general election days.

(g) Additional holidays:

Alabama—Mardi Gras Day (Baldwin and Mobile counties only)(day before Ash Wednesday), Robert E. Lee's Birthday celebrated with MLK day, Confederate Memorial Day (fourth Monday in April), Jefferson Davis' Birthday (first Monday in June).

Alaska—Seward's Day (last Monday in March), Alaska Day (October 18).
Arkansas—Employee is granted one holiday to observe his or her birthday.

California—César Chávez Day (March 31), one personal holiday (employees become eligible for a personal holiday once they have completed six months of state employment).

Colorado—State employees may have César Chávez Day (March 31) off in lieu of any other legal holiday that occurs on a weekday in the same fiscal year.

Delaware—Eligible employees are granted two floating holidays per calendar year, Return Day after 12:00 noon (second day after a general election) in Sussex County only.

Florida—Full-time employees are entitled to one personal holiday each year. Personal holidays are credited to eligible employees on July 1, and must be taken by the employee by June 30 of each year.

Georgia—Formerly known as Confederate Memorial Day, renamed to State Day in 2016 (fourth Monday in April).

Hawaii—Prince Jonah Kuhio Kalaniana'ole Day (March 26), King Kamehameha I Day (June 11), Statehood Day (third Friday in August).

Iowa—State employees are granted two days of paid leave each year

to be added to the vacation allowance and accrued under certain provisions.

Kansas—One discretionary holiday that can be used any time during the calendar year.

Louisiana—Mardi Gras Day (Tuesday before Ash Wednesday), Inauguration Day (every four years, in Baton Rouge only).

Maine—Patriot's Day (third Monday in April).

Massachusetts—Patriot's Day (third Monday in April), Evacuation Day (March 17—Suffolk County only), Bunker Hill Day (June 17—Suffolk County only).

Minnesota—Regular and temporary employees with at least six months of employment shall receive two floating holidays each payroll year.

Mississippi—Confederate Memorial Day (last Monday in April).

Missouri—Harry Truman's Birthday (May 8).

Nebraska—Arbor Day (last Friday in April).

Nevada—Nevada Day (last Friday in October).

New Hampshire—Employees who are employed on a full-time basis are eligible for two floating holidays.

Rhode Island—Victory Day (second Monday in August).

South Carolina—Confederate Memorial Day (May 10).

Texas—The following are partial staffing holidays: Confederate Heroes Day (January 19), Texas Independence Day (March 2), San Jacinto Day (April 21), Emancipation Day in Texas (June 19) and Lyndon Baines Johnson Day (August 27). Staff offices are scheduled to be open on partial staffing holidays and optional holidays. An employee may observe optional holidays in lieu of any partial staffing holiday on which state offices are required to be open to conduct public business. Optional holidays include Cesar Chavez Day (March 31), Good Friday, Rosh Hashanah and Yom Kippur.

Utah—Pioneer Day (July 24).

Vermont—Town Meeting Day (first Tuesday in March), Bennington Battle Day (August 16).

Virginia—Lee-Jackson Day (Friday preceding the third Monday in January). State offices will close at noon on the day before Thanksgiving.

Washington—One additional paid holiday per calendar year.

West Virginia—West Virginia Day (June 20).

District of Columbia—Presidential Inauguration Day (January 20) and District of Columbia Emancipation Day (April 16).

American Samoa—American Samoa Flag Day (April 17), Manu'a Cession Day (July 16).

Guam—Guam History & Chamorro Heritage Day (March 6), Liberation Day (July 21), All Souls' Day (November 2) and Our Lady of Camarin Day (December 8).

Commonwealth of Northern Mariana Islands—Commonwealth Covenant Day (March 25), Citizenship Day (November 4) and Constitution Day (December 8).

Puerto Rico—Three Kings Day (January 6), Birthday of Eugenio Maria de Hostos (second Monday in January), Birthday of Luis Muñoz Marin (February 18), Emancipation Day (March 22), Birthday of Jose de Diego (third Monday in April), Birthday of Don Luis Munoz Rivera (third Monday in July), Constitution or Puerto Rico Day (July 25), Birthday of Dr. José Celso Barbosa (July 27), Discovery of Puerto Rico (November 19).

TABLE 8.7

State Employees: Paid Holidays (continued)**

- U.S. Virgin Islands—Three Kings Day (January 6), Holy Thursday (Thursday before Good Friday), Transfer Day (March 31), Easter Monday (Monday after Easter), Emancipation Day (July 3), Liberty Day (November 1).
- (h) In Alabama, Arkansas and Mississippi, also celebrated as Robert E. Lee's Birthday. In Idaho, also celebrated as Idaho Human Rights Day. In New Hampshire, also celebrated as Civil Rights Day.
- (i) In Alabama, celebrated as George Washington's and Thomas Jefferson's Birthday. In Arkansas, celebrated as George Washington's Birthday and Daisy Gatson Bates Day.
- (j) The state has designated Lincoln's birthday as a floating holiday in 2013 for state employees in certain bargaining units.
- (k) At the discretion of the governor.
- (l) In Georgia, Robert E. Lee's Birthday is observed on the day after Thanksgiving, and Washington's Birthday is observed the day before Christmas.
- (m) In Indiana, Lincoln's Birthday is observed on the day after Thanksgiving, and Washington's Birthday is observed the day before Christmas.
- (n) In Kentucky, half day.
- (o) In New Mexico, President's Day is observed on the day after Thanksgiving.
- (p) In North Dakota, state offices close at noon on Christmas Eve when it falls on Monday through Thursday.
- (q) In Tennessee, at the governor's discretion Columbus Day may be observed the day after Thanksgiving.
- (r) In Texas, Good Friday is an optional holiday. An employee is entitled to observe optional holidays in lieu of any partial staffing holiday in which state offices are required to be open to conduct public business.
- (s) Half day on Christmas Eve and New Year's Eve (closes at noon).
- (t) Tuesday after first Monday in November of presidential election years.
- (u) General Election Day is a state holiday the first Tuesday after the first Monday in November in even-numbered years.
- (v) Also celebrated as Jefferson Davis' Birthday.
- (w) Employees are allowed up to two hours paid administrative leave to vote.
- (x) Three days when Christmas Day falls on Tuesday, Wednesday or Thursday; two days when Christmas Day falls on Friday or Monday.
- (y) Celebrated as Native Americans Day.
- (z) First Tuesday in November, even-numbered years.
- (aa) Observed as American Indian Heritage Day.
- (bb) Observed as Boxing Day.
- (cc) Observed as Family Day.
- (dd) Most state offices will be closed the day after Thanksgiving.
- (ee) At the discretion of the governor. A paid holiday will be granted on the day before Christmas for 2013.
- (ff) Celebrated as Commonwealth Cultural Day.
- (gg) Also celebrated as V.I./P.R. Friendship Day.