

**Table 7.5  
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)	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	*	*			*		*	*	*					*
Alaska	*	*					*	*	*					*
Arizona (k)	*	*	(l)	*			*	*	*					*
Arkansas	*	*	*		*		*	*	*	Before				*
California	*	*	*		*		*	*	*					*
Colorado (m)	*	*		*			*	*	*					*
Connecticut* (k)	*	*	*	*	*		*	*	*					*
Delaware	*	*	*	*	*		*	*	*					*
Florida (k)	*	*		*			*	*	*					*
Georgia* (k)	*	*		*	(n)		*	*	*	(n)				*
Hawaii	*	*		*			*	*	*					*
Idaho	*	*		*			*	*	*					*
Illinois	*	*		*			*	*	*					*
Indiana	*	*	(o)	*	(m,o)		*	*	*	(o)				*
Iowa	*	*		*			*	*	*					*
Kansas (k)	*	*		*			*	*	*					*
Kentucky (k)	*	*		*			*	*	*	(l)				*
Louisiana	*	*		*			*	*	*					*
Maine (k)	*	*		*	*		*	*	*					*
Maryland	*	*		*	*		*	*	*					*
Massachusetts	*	*		*			*	*	*					*
Michigan	*	*		*			*	*	*					*
Minnesota	*	*		*			*	*	*					*
Mississippi (k)	*	*		*			*	*	*					*
Missouri	*	*		*			*	*	*					*
Montana* (k)	*	*		*			*	*	*					*
Nebraska (k)	*	*		*			*	*	*					*
Nevada (k)	*	*		*			*	*	*					*
New Hampshire*	H	*	*	*	*		*	*	*					*
New Jersey	*	*	*	*	*		*	*	*					*
New Mexico	*	*		(q)	*		*	*	*	(q)				*
New York	*	*	(l)	*	*		*	*	*				(l)	*
North Carolina*	*	*		*	*		*	*	*					*
North Dakota (k)	*	*		*	*		*	*	*					*
Ohio (k)	*	*		*	*		*	*	*					*

See footnotes at end of table.

PERSONNEL

STATE EMPLOYEES: PAID HOLIDAYS — Continued

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)	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)
Oklahoma (k)	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Oregon (k)	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Pennsylvania	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Rhode Island	★	★	★	★	★	★	★	★	★	★	★	★	★	★
South Carolina (k)	★	★	★	★	★	★	★	★	★	★	★	★	★	★
South Dakota	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Tennessee	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Texas (t)	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Utah	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Vermont (k)	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Virginia*	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Washington*	★	★	★	★	★	★	★	★	★	★	★	★	★	★
West Virginia	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Wisconsin	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Wyoming	★	★	★	★	★	★	★	★	★	★	★	★	★	★
Dist. of Columbia	★	★	★	★	★	★	★	★	★	★	★	★	★	★

\*\* Holidays in addition to any other authorized paid personal leave granted state employees.  
 Source: The Council of State Governments' survey of state personnel offices, January 2000, except where denotes information from *The Book of The States, 1998-1999*.  
 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. Dates are given for 2000 and may change slightly for 2001. If a holiday falls on a weekend, generally employees get the day preceding or following.  
 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 holiday:  
 Alabama—Mardi Gras Day (day before Ash Wednesday) in Baldwin and Mobile Counties only; in other counties, state employees receive one floating holiday. 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's birthday.  
 California—One personal day.  
 Delaware—Return Day, after 12 noon (Thursday after a general election) in Sussex County only.  
 Florida—One personal day.  
 Georgia—Confederate Memorial Day (April 26).  
 Hawaii—Prince Johan Kūhiō Kalanianaʻōle Day (March 26), King Kamehameha I Day (June 11), Admissions Day (third Friday in August).  
 Illinois—Three personal holidays per year.  
 Iowa—Two floating holidays.  
 Kansas—Discretionary day (taken whenever employee chooses with supervisor's approval).  
 Louisiana—Mardi Gras Day (day 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) and Bunker Hill Day (June 17).  
 Minnesota—One floating holiday.  
 Mississippi—Confederate's 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 Mexico—One personal holiday to permanent incumbents who have completed the one year probationary period.  
 Oregon—Two discretionary days.  
 Rhode Island—Victory Day (second Monday in August).  
 South Carolina—One floating holiday.

**STATE EMPLOYEES: PAID HOLIDAYS — Continued**

- South Dakota—Native American's Day (second Monday in October).
- Texas—Confederate Heroes Day (January 19), Texas Independence Day (March 2), Cesar Chavez Day (March 31), San Jacinto Day (April 21), Emancipation Day (June 19) and Lyndon Johnson's Birthday (August 27). A state employee may observe Rosh Hashanah, Yom Kippur and Good Friday in lieu of any state holiday on which the employee's agency is required to be open.
- Utah—Pioneer Day (July 24).
- Vermont—Town Meeting Day (first Tuesday in March), Battle of Bennington Day (August 16).
- Washington—One floating holiday.
- West Virginia—West Virginia Day (June 20).
- District of Columbia—Inauguration Day (January 20, every four years).
- (h) Also for Robert E. Lee's Birthday.
- (i) Also for Thomas Jefferson's Birthday.
- (j) Floating holiday; employee may take the holiday on another day. State offices are open.
- (k) If a holiday falls on a Saturday, it is observed on the Friday before. If it falls on a Sunday, observed on the following Monday. In Oregon, it is rescheduled if it falls on someone's scheduled day off.
- (l) At the discretion of the governor. In South Carolina, the day after Christmas is an established holiday.
- (m) In Colorado, agencies have the discretion to observe an alternate holiday schedule in lieu of statutory holidays.
- (n) In Georgia, Robert E. Lee's Birthday is observed on the day after Thanksgiving, and Washington's birthday is observed the day after Christmas.
- (o) In Indiana, Lincoln's Birthday is observed on the day after Thanksgiving, and Washington's birthday is observed the day before Christmas.
- (p) In Kentucky half day. In Wisconsin not a paid holiday. Employees have an additional half-day of personal leave time each calendar year.
- (q) In New Mexico, President's Day is observed on the day after Thanksgiving.
- (r) In North Dakota, if the day before Christmas is a weekday, state offices close at noon.
- (s) In Tennessee, election day is a holiday in even-numbered years.
- (t) In South Carolina, election day is a holiday in even-numbered years.
- (u) In Texas, a state employee may observe Good Friday in lieu of any state holiday on which the employee's agency is required to be open.
- (v) In Texas, a state employee may observe Good Friday in lieu of any state holiday on which the employee's agency is required to be open.
- (w) Called Human Rights Day; celebrates Martin Luther King, Jr. and others who worked for human rights.
- (x) Called Lee/Jackson/King Day, after Robert E. Lee, Stonewall Jackson and Martin Luther King, Jr.
- (y) Half day on Christmas Eve and New Year's Eve if they fall on Monday, Tuesday, Wednesday or Thursday.
- (z) In West Virginia, both general and primary elections are holidays.
- (aa) Called Martin Luther King, Jr./Wyoming Equality Day.