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Resolution No.: 24-477 Holidays for County Employees 2025

A motion was moved by David A. Lawrence and seconded by Steve Robinson to approve the following 2025 Holiday Schedule for County Employees:

State law establishes the following as paid holidays for county employees:

- New Year's Day – January 1
- Martin Luther King Day – January 20
- President's Day – February 17
- Memorial Day – May 26
- Juneteenth – June 19 observed
- Independence Day – July 4
- Labor Day – September 1
- Columbus Day – October 13
- Veteran's Day – November 11
- Thanksgiving Day – November 27
- Christmas Day – December 25

State law also sets the dates on which those holidays shall be observed. If any of those holidays fall on Saturday, the Friday immediately preceding shall be observed as the holiday. If any of those holidays fall on Sunday, the Monday immediately succeeding shall be observed as the holiday.

The appointing authority of a county office, department, commission, board, or body can establish "alternative schedules of ... holidays for employees of the appointing authority." R.C. §325.19(F).

Under the law the appointing authority may grant alternative holiday benefits that do not diminish the holiday benefits identified above. There is one "notice" requirement the appointing authority should follow. R.C. §325.19(F) provides that if the appointing authority grants alternative holiday leave, the appointing authority is to give "notification" of that to the Board of County Commissioners. An email notice will be sufficient. Please note, the statute says only give "notification" to the Board. The Board does not suggest or require that you must seek "permission" to set alternative holidays.