



Board Summary Report

File #: 25-643

Agenda Date: 11/18/2025

Agenda #: 7.n.

To: Board of County Commissioners

Through: Patrick L. Hernandez, Director, Human Resources

Prepared By:
Dusty Sash, Total Compensation Division Manager, Human Resources

Subject:
2026 Holiday Schedules

Purpose and Request:
Adoption of a resolution to formalize approval of the 2026 holiday schedules.

Alignment with Strategic Plan: Workforce and Community Prosperity - Provide competitive wages, benefits, and workforce policies that attract and retain top talent, as is financially sustainable.

Background and Discussion: During the August 5, 2025, Study Session, a proposed Holiday Schedule and Court Holiday Schedule for 2026 was reviewed and given informal approval. The attached resolution is being submitted for adoption to formalize the approval of the 2026 holiday schedule.

2026 Holiday Schedule

This is the Holiday Schedule being submitted for formal approval:

- New Years Day - Thursday, January 1
- Martin Luther King Day - Monday, January 19
- Presidents Day - Monday, February 16
- Memorial Day - Monday, May 25
- Juneteenth - Friday, June 19
- Independence Day - Friday, July 3
- Labor Day - Monday, September 7
- Arapahoe Day - Monday, October 5
- Veterans Day - Wednesday, November 11
- Thanksgiving Day - Thursday, November 26
- Day after Thanksgiving - Friday, November 27
- Christmas Eve - Thursday, December 24
- Christmas Day - Friday, December 25
- Floating Holidays (3)

2026 Court Holiday Schedule

This is the Court Holiday Schedule being submitted for formal approval:

- New Years Day - Thursday, January 1
- Martin Luther King Day - Monday, January 19
- Presidents Day - Monday, February 16
- Memorial Day - Monday, May 25
- Juneteenth - Friday, June 19
- Independence Day - Friday, July 3
- Labor Day - Monday, September 7
- Arapahoe Day - Monday, October 5
- Veterans Day - Wednesday, November 11
- Thanksgiving Day - Thursday, November 26
- Christmas Day - Friday, December 25
- Floating Holidays (5)

As paid leave, holidays are one component of Arapahoe County's Total Compensation package. This schedule, along with base pay and other benefits were evaluated from an overall perspective.

Alternatives: The BOCC could decide to remove or add holidays to the proposed schedule for 2026.

Fiscal Impact: As paid leave, holidays are one component of Arapahoe County's Total Compensation package. This schedule, along with base pay and other benefits were evaluated from an overall perspective.

Alignment with Strategic Implementation Strategies: N/A

Concurrence: The Human Resources Department supports approval of the proposed 2026 Holiday Schedules.