



OFFICE OF HUMAN RESOURCES


Marc Elrich  
County Executive

Traci L. Anderson  
Director

MEMORANDUM

October 10, 2025

TO: Department & Office Directors

FROM: Traci L. Anderson, Director, Office of Human Resources 

SUBJECT: Holiday Schedule for Calendar Year 2026

The following dates are the official County holidays for the calendar year 2026.

Holiday	Date
New Year's Day	Thursday, January 1
Dr. Martin Luther King's Birthday	Monday, January 19
Presidents Day	Monday, February 16
Memorial Day	Monday, May 25
Juneteenth	Friday, June 19
Independence Day	Friday, July 3 (Official)* or Saturday, July 4 (Actual)
Labor Day	Monday, September 7
Veterans Day	Wednesday, November 11
Thanksgiving Day	Thursday, November 26
Christmas Day	Friday, December 25

These official holidays are the only County holidays for the purposes of the Montgomery County Personnel Regulations (MCPR).<sup>1</sup> The holiday period is from 12:00 a.m. to 11:59 p.m. on the published dates.

Full-time and part-time employees receive holiday leave based on the number of hours they would normally be scheduled for on that day of the week (e.g., a part-time employee who works 8 hours on a typical Monday, would receive 8 hours of holiday leave for a Holiday that falls on a Monday).

<sup>1</sup> MCPR Section 24-2(a)

In 2026, Independence Day occurs on a Saturday. When an Actual holiday occurs on a Saturday, the County observes the Official holiday on the preceding Friday.<sup>2</sup> However, a director of a department that provides services on Saturday may require an employee to work:

1. On the Actual holiday (Saturday, July 4, 2026) ***instead*** of the Official holiday (Friday, July 3, 2026);
2. On the Official holiday (Friday, July 3, 2026); or
3. ***Both*** the Actual (Saturday, July 4, 2026) and Official holiday (Saturday, July 4, 2026).

Some employees are required to work on holidays to maintain critical operations. In addition, some offices or divisions within the County are approved to celebrate holidays based on their operational calendars (e.g., Sheriff's Office, School Health Nurses, Community Use of Public Facilities, etc.). In the event of collective bargaining or amendments to the MCPR, these holidays may be subject to change.

If you have any questions, please contact OHR at [OHR@montgomerycountymd.gov](mailto:OHR@montgomerycountymd.gov).

cc: Finance, MCtime  
Finance, Payroll  
HR Liaisons  
SEAAs

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<sup>2</sup> MCPR Section 24-3