

APA-1

TRANSMITTAL SHEET FOR NOTICE
OF INTENDED ACTION

Control: 670

Department or Agency: Alabama State Personnel Board Alabama State Personnel Department

Rule No.: 670-X-12-.01

Rule Title: Holidays

Intended Action Amend

Would the absence of the proposed rule significantly harm or endanger the public health, welfare, or safety? No

Is there a reasonable relationship between the state's police power and the protection of the public health, safety, or welfare? No

Is there another, less restrictive method of regulation available that could adequately protect the public? No

Does the proposed rule have the effect of directly or indirectly increasing the costs of any goods or services involved? No

To what degree?: N/A

Is the increase in cost more harmful to the public than the harm that might result from the absence of the proposed rule? NA

Are all facets of the rule-making process designed solely for the purpose of, and so they have, as their primary effect, the protection of the public? Yes

Does the proposed action relate to or affect in any manner any litigation which the agency is a party to concerning the subject matter of the proposed rule? No

Does the proposed rule have an economic impact? No

If the proposed rule has an economic impact, the proposed rule is required to be accompanied by a fiscal note prepared in accordance with subsection (f) of Section 41-22-23, Code of Alabama 1975.

Certification of Authorized Official

I certify that the attached proposed rule has been proposed in full compliance with the requirements of Chapter 22, Title 41, Code of Alabama 1975, and that it conforms to all applicable filing requirements of the Administrative Procedure Division of the Legislative Services Agency.

Signature of certifying officer

Laury B. Morgan
Laury Morgan

Date

Thursday, August 20, 2026

REC'D & FILED
AUG 20, 2026
LEGISLATIVE SVC AGENCY

ALABAMA STATE PERSONNEL BOARD
ALABAMA STATE PERSONNEL DEPARTMENT

NOTICE OF INTENDED ACTION

AGENCY NAME: Alabama State Personnel Board

RULE NO. & TITLE: 670-X-12-.01 Holidays

INTENDED ACTION: Amend

SUBSTANCE OF PROPOSED ACTION:

The proposed amendment reflects the Legislature's recognition of Juneteenth as a State holiday.

TIME, PLACE AND MANNER OF PRESENTING VIEWS:

Comments may be address to Lexie SoloRio, Alabama State Personnel Department, 64 North Union Street, Suite 300, Montgomery, AL 36130-4100 or by email at personnel@personnel.alabama.gov. Written comments must be received by October 5, 2026.

FINAL DATE FOR COMMENT AND COMPLETION OF NOTICE:

Monday, October 5, 2026

CONTACT PERSON AT AGENCY:

Lexie SoloRio, Legislative Counsel
Alabama State Personnel Department
64 North Union Street, Suite 300
Montgomery, AL 36130-4100
Telephone: 334-353-0541
Facsimile: 334-353-4481
Email:
Personnel@personnel.alabama.gov

Laury B. Morgan

Laury Morgan

(Signature of officer authorized
to promulgate and adopt
rules or his or her deputy)

Holidays.

(1) State offices may be closed only on all days made legal holidays by the laws of Alabama and on such other days as may be declared holidays by the Governor. When any holiday falls on Sunday, the following Monday may be observed. When any holiday falls on Saturday, the preceding Friday may be observed. An employee may only be paid for a holiday if ~~he is~~they are in pay status for the majority of the day prior to and after the holiday.

The following are legal holidays:

- New Year's Day (January 1)
- Martin Luther King, Jr./Robert E. Lee's Birthday - 3rd Monday in January
- Mardi Gras Day (only in Baldwin and Mobile Counties) (Personal Leave Day will be granted for all other counties.)
- George Washington's Birthday/Thomas Jefferson's Birthday - 3rd Monday in February
- Confederate Memorial Day - 4th Monday in April
- National Memorial Day - last Monday in May
- Jefferson Davis' Birthday - 1st Monday in June
- Junteenth (June 19)
- Independence Day (July 4)
- Labor Day - 1st Monday in September
- Columbus Day/Fraternal Day/American Indian Heritage Day - 2nd Monday in October
- Veterans' Day (November 11)
- Thanksgiving Day - 4th Thursday in November as designated by the Governor
- Christmas Day (December 25)

(2) Other than the designated legal holidays, State agencies can only be closed with the approval of the Governor. Any State agency may remain open on a State holiday upon written notice by the appointing authority to the Board at least 60 days in advance of the holiday.

(3) Each employee or their supervisor shall attempt to schedule any compensatory leave day provided in lieu of a regularly scheduled holiday, subject to the approval of the supervisor, during the quarter that the regularly scheduled holiday occurred. In the event that any compensatory leave day cannot be scheduled during the designated quarter, then the compensatory leave day may be accumulated at the request of the employee for a period up to one year. Supervisors failing to schedule compensatory leave days for employees within the quarter, unless the day is carried

forward at the request of the employee, must justify that action in writing to the Director and the employee shall receive pay at a rate not less than the employee's usual customary rate of pay for any compensatory leave day to which ~~he~~they may be entitled and which has not been taken.

Author: Laury Morgan

Statutory Authority: Code of Ala. 1975, §36-26-9.

History: Filed September 29, 1981. **Amended:** Filed March 19, 1986. **Amended:** Filed May 20, 2015; effective June 24, 2015.

Amended: Published ; effective .