



STATE OF INDIANA
OFFICE OF THE GOVERNOR
State House, Second Floor
Indianapolis, Indiana 46204

Mike Braun
Governor

TO: ALL APPOINTING AUTHORITIES

The following is a list of the 2027 state holidays and the dates on which they are observed:

New Year's Day	Friday	January 1, 2027
Martin Luther King, Jr. Day	Monday	January 18, 2027
Good Friday	Friday	March 26, 2027
Primary Election Day	Tuesday	May 4, 2027
Memorial Day	Monday	May 31, 2027
Independence Day	Sunday	July 4, 2027**
Independence Day	Monday	July 5, 2027*
Labor Day	Monday	September 6, 2027
Columbus Day	Monday	October 11, 2027
General Election Day	Tuesday	November 2, 2027
Veterans Day	Thursday	November 11, 2027
Thanksgiving Day	Thursday	November 25, 2027
Lincoln's Birthday	Friday	November 26, 2027
Washington's Birthday	Thursday	December 23, 2027
Christmas Day	Friday	December 24, 2027*
Christmas Day	Saturday	December 25, 2027**
New Year's Day	Friday	December 31, 2027*

*For operations regularly scheduled Monday – Friday.

**For operations regularly scheduled on Saturday/Sunday.

All full-time, part-time and hourly employees occupying permanent positions must be compensated for all holidays listed above, in the following circumstances. To be eligible for compensation, the employee must work or use paid leave equal to the number of hours paid for each holiday during the week in which the holiday is observed; however, employees are not compensated for holidays which are observed prior to the first workday of employment or for holidays which are observed after their last workday of employment. Compensation for holidays for eligible active full-time employees is 7.5 hours of compensatory time off or 7.5 multiplied by the employee's base hourly rate. Eligible part-time or hourly employees will receive holiday pay or compensatory time off calculated as one-tenth of the regular biweekly hours assigned, rounded to the nearest quarter-hour. Eligible employees who are required to work on a holiday will be compensated for the hours worked and may opt to shift the holiday observance to another date within the same pay period, receive holiday pay, or bank compensatory time off for use in a future pay period. Eligible employees not required to work will receive holiday pay. For this purpose, the term "eligible employees" applies to employees in state civil service except Institutional Teachers at the Indiana School for the Deaf and the Indiana School for the Blind/Visually Impaired, and police officers who have elected a 28-day work period in accordance with 31 IAC 5-7-8(b). Intermittent and temporary employees shall not receive holiday pay. Intermittent and temporary employees who work on a date indicated above will be paid for the hours worked.

PLEASE DISTRIBUTE A COPY OF THIS MEMORANDUM TO ALL YOUR EMPLOYEES.

Mike Braun
