



JACKSON COUNTY

Human Resources Department

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FIRST RESPONDERS DAY

9/11 as First Responders Day was added to the list of legal public holidays when the Governor's veto of the Senate Bill 257 was overridden in both the NC Senate and NC House and became session law on June 28, 2017. Below is the where the holiday is added in NC GS.

§ 103-4. Dates of public holidays.

(a) The following are declared to be legal public holidays:

- (1) New Year's Day, January 1.
- (1a) Martin Luther King, Jr.'s, Birthday, the third Monday in January.
- (2) Robert E. Lee's Birthday, January 19.
- (3) Washington's Birthday, the third Monday in February.
- (3a) Greek Independence Day, March 25.
- (4) Anniversary of signing of Halifax Resolves, April 12.
- (5) Confederate Memorial Day, May 10.
- (6) Anniversary of Mecklenburg Declaration of Independence, May 20.
- (7) Memorial Day, the last Monday in May.
- (8) Good Friday.
- (9) Independence Day, July 4.
- (10) Labor Day, the first Monday in September.
- (10a) First Responders Day, September 11.**
- (11) Columbus Day, the second Monday in October.
- (11a) Yom Kippur.
- (12) Veterans Day, November 11.
- (13) Tuesday after the first Monday in November in years in which a general election is to be held.
- (14) Thanksgiving Day, the fourth Thursday in November.
- (15) Christmas Day, December 25.

(b) Whenever any public holiday shall fall upon Sunday, the Monday following shall be a public holiday. (1881, c. 294; Code, s. 3784; 1891, c. 58; 1899, c. 410; 1901, c. 25; Rev., s. 2838; 1907, c. 996; 1909, c. 888; 1919, c. 287; C.S., s. 2959; 1935, c. 212; 1959, c. 1011; 1969, c. 521; 1973, c. 53; 1979, c. 84; 1981, c. 135; 1983, c. 1; 1987, c. 25, s. 1, c. 851, ss. 1, 2, c. 853, s. 2.)

North Carolina state employee holidays are established by the State Human Resources Commission not to exceed 12 paid holidays per year, with three paid holidays being given at Christmas. NC GS on holidays below:

§ 126-4. Powers and duties of State Human Resources Commission

- (5) Hours and days of work, holidays, vacation, sick leave, and other matters pertaining to the conditions of employment. The legal public holidays established by the Commission as paid holidays for State employees shall include Martin Luther King, Jr.'s Birthday and Veterans Day. The Commission shall not provide for more than 12 paid holidays per year, with three paid holidays being given for Christmas.

Below is a summary of public entities in WNC and the State noting whether or not they observe First Responders Day as a paid holiday.

Entity	Paid Holiday in 2018	Notes
Cherokee County	No	
Graham County	No	
Haywood County	No	
Jackson County Schools	No	Follows OSHR
Macon County	No	Follows OSHR
OSHR	No	
Swain County	Undecided	Holidays voted on during budget process, paid the holiday in 2017.
Southwestern Comm. Coll.	No	Set by NC Community Colleges Systems Board
Town of Sylva	No	
Transylvania County	No	
WCU	No	Follows OSHR

2018 HOLIDAY SCHEDULE

Holiday	Observance Date	Day of Week
New Year's Day	January 1	Monday
Martin Luther King	January 15	Monday
Good Friday	March 30	Friday
Memorial Day	May 28	Monday
Independence Day	July 4	Wednesday
Labor Day	September 3	Monday
Veteran's Day	November 12	Monday
Thanksgiving	November 22, 23	Thursday, Friday
Christmas	December 24, 25, 26	Mon, Tues, Wed