



COUNTY OF HUMBOLDT

For the meeting of: 1/6/2026

File #: 26-10

To: Board of Supervisors

From: County Administrative Office

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Ratification of December 26, 2025 as a Paid County Holiday

RECOMMENDATION(S):

That the Board of Supervisors:

1. Ratify the designation of Friday, December 26, 2025 as a Paid County Holiday for all regular County employees, consistent with the Federal Executive Order declaring December 26, 2025 a federal holiday; and
2. Affirm that this action was a one-time observance in recognition of employee service in 2025 and does not establish a recurring Paid County Holiday.

STRATEGIC PLAN:

The recommended actions support the following areas of the Board of Supervisors' Strategic Plan:

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3003 - Enhance employee recruitment and retention

DISCUSSION:

On December 18, 2025, a Federal Executive Order declared December 26, 2025 a federal holiday. In alignment with the federal declaration, and in recognition of the significant workload, staffing shortages and service demands faced by County of Humboldt personnel throughout 2025 - the County Administrative Officer authorized December 26, 2025 as a one-time Paid County Holiday for all regular employees.

This action was intended to:

- Provide parity with federal employees;
- Demonstrate appreciation for County of Humboldt staff following a year of fiscal constraints and organizational transition; and
- Support employee wellness and retention by extending the winter holiday period.

County of Humboldt offices were closed on December 26, 2025, with essential services operating at levels consistent with standard holiday practices. This report seeks Board ratification of that action, in

accordance with County of Humboldt policy and longstanding practice when observances fall outside the established holiday schedule.

This ratification does not modify the County of Humboldt's adopted holiday calendar or establish December 26th as a standing holiday in future years.

SOURCE OF FUNDING:

All Humboldt County funds.

FINANCIAL IMPACT:

The financial impact of approving December 26, 2025 as a County Holiday will mainly be in lost productivity. There will be additional holiday pay costs related to employees that were required to work in order to maintain critical services. Those costs are currently unknown and will be managed by the impacted departments.

STAFFING IMPACT:

Staff will be provided a paid holiday time in accordance with their negotiated bargaining unit memorandums of understanding.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Meeting of: None

File No.: None