State of Colorado

EXECUTIVE CHAMBERS

DENVER

RICHARD D. LAMM
Governor

EXECUTIVE ORDER

WHEREAS, the State of Colorado should continually explore innovative employment practices to meet the needs of the public and State employees; and

WHEREAS, job-sharing is such an approach to more progressive employment practices; and

WHEREAS, the United States Civil Service Commission has documented the following benefits of job-sharing:

(1)   Reduction in employee turnover by 2/3's,

(2)   Real worker productivity increases,

(3)   Improved employee work habits including reduced absenteeism and less frequent tardiness, and

(4)   Additional flexibility for many individuals' career circumstances and family responsibilities; and

WHEREAS, the marginal cost of job-sharing is modest and effectively returned to the State because of job-sharing benefits; and

WHEREAS, job-sharing has already been successfully tested on a limited basis in Colorado State government; and

WHEREAS, the State Department of Personnel has endorsed the job-sharing technique and established guidelines for its most appropriate use; and

WHEREAS, job-sharing can effectively be phased in to apply to appropriate positions without adversely affecting current employees by developing shared jobs in new or vacant positions or by allowing current employees to voluntarily shift to a shared job status; and

WHEREAS, a bipartisan group of Colorado State Legislators and the Colorado Commission on the Status of Women have urged the formal establishment of job-sharing procedures in State government;

NOW, THEREFORE, I, Richard D. Lamm, Governor of the State of Colorado, endorse the job-sharing approach as an appropriate and beneficial employment practice and strongly urge all State of Colorado appointing authorities to utilize this concept pursuant to Department of Personnel guidelines wherever they deem it to be appropriate.

GIVEN under my hand and the Executive
Seal of the State of Colorado this
___10___ day of June, 1977, A.D.

RICHARD D. LAMM
GOVERNOR