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State of Colorado  
EXECUTIVE CHAMBERS  
DENVER



RICHARD D. LAMM  
Governor

EXECUTIVE ORDER

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

WHEREAS, flexitime is a progressive work scheduling approach; and

WHEREAS, the United States Civil Service Commission has documented the following benefits of flexitime:

- (1) Improved employee moral because of more responsible treatment of employees and greater employee control over work habits;
- (2) Increased productivity due to fewer distractions, more quiet time periods, and greater psychological alertness of employees;
- (3) Reduced usage of sick leave and leave without pay;
- (4) Very substantial reduction in tardiness and the counseling and organizational friction inherent in tardiness; and
- (5) Reduced traffic congestion in centers of clustered public employment; and

WHEREAS, the disadvantages of flexitime are marginal and can be minimized by proper managerial planning; and

WHEREAS, flexitime can be implemented for many employees without degradation of the services available to the public during the statutorily established state office hours of 8:30-5:00; and

WHEREAS, flexitime has already been successfully tested on a limited basis in Colorado State Government; and

WHEREAS, the State Department of Personnel has endorsed flexitime and established guidelines for its most appropriate use; and

WHEREAS, a bipartisan group of Colorado State Legislators, the Colorado Commission on the Status of Women, and the Colorado Association of Public Employees have endorsed the establishment of flexitime procedures in State Government;

NOW, THEREFORE, I, Richard D. Lamm, Governor of the State of Colorado, recognize that flexitime is 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.

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