



State of Iowa

Executive Department

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

EXECUTIVE ORDER NUMBER 32

- WHEREAS, the use of sick leave by state employees together with its attendant costs and disruption of service is a serious concern of all state agencies; and
- WHEREAS, substantial reduction in sick leave use has been realized with the reduction of sick leave from thirty days per year to eighteen days per year combined with the addition of unlimited sick leave accrual; and
- WHEREAS, there is a need for a program which would provide an additional incentive for all state employees to conscientiously limit use of their sick leave; and
- WHEREAS, Chapter 79, laws of the 67th General Assembly, 1978 Session (also known as Senate File 2247) recognized such a need and provides that the Governor implement a vacation allowance provision in conjunction with a sick leave program;
- NOW, THEREFORE, I, Robert D. Ray, Governor of the State of Iowa, do hereby establish the following sick leave program to be effective July 1, 1978:
1. All eligible state employees who do not use sick leave for a full calendar month may elect to have one-half day (4 hours) added to their accrued vacation account in lieu of adding one and one-half days (12 hours) to their accrued sick leave account.
 2. Eligible employees are those permanent, full-time state employees
 - a. who have accumulated a minimum of thirty days (240 hours) in their sick leave account; and
 - b. who are not covered by a collective bargaining agreement negotiated under Chapter 20 of the Code of Iowa; and
 - c. who are not employees holding faculty rank within the institutions governed by the Board of Regents and not otherwise eligible for accrued vacation.

3. Employees who have made an election pursuant to this Executive Order will be allowed to accumulate up to an additional 12 days (96 hours) beyond twice their annual vacation and unscheduled holiday entitlement.
4. The State Comptroller is directed to promulgate all necessary procedures for the implementation of this sick leave program.

This Executive Order shall remain in effect until such time as legislation providing credit for the compensation of employees who have accrued sick leave is enacted.



IN TESTIMONY WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Iowa to be affixed. Done at Des Moines this 31st day of July in the year of our Lord one thousand nine hundred and seventy-eight.

Robert Roy

GOVERNOR

Attest:

W. Glenn Byham

SECRETARY OF STATE