



Spencer J. Cox  
Governor

**EXECUTIVE ORDER**  
**2024-02**

*Increasing Military Leave for State Employees*

**WHEREAS**, Utah supports service members and veterans throughout the state;

**WHEREAS**, Utah is the proud home of nearly 140,000 veterans and 15,000 active, guard, and reserve service members;

**WHEREAS**, many service members in Utah also play a vital role as state employees;

**WHEREAS**, Utah law ordinarily limits paid military leave for state employees to no more than 15 days per year;

**WHEREAS**, Utah Code § 71A-8-102 authorizes the governor to adopt exceptions, rules, or policies that provide more than 15 days of paid military leave;

**WHEREAS**, the state of Utah seeks to encourage and support the continued military service of state employees;

**WHEREAS**, increasing military leave will support state employees in serving the state and country as service members;

**NOW, THEREFORE**, I, Spencer J. Cox, governor of the state of Utah, by the authority vested in me by the Constitution and laws of this state, hereby order the following:

1. **Application.**
  - a. This executive order applies to all state executive branch agencies.
2. **Definitions.** As used in this order:
  - a. "Agency"
    - i. includes:
      1. a department, division, office, bureau, or other organization within the state executive branch, including the State Tax Commission, the National Guard, and the Board of Pardons and Parole; and
    - ii. does not include:
      1. an institution of higher education;
      2. the Utah Board of Higher Education;
      3. the State Board of Education;
      4. an independent entity as defined in Utah Code § 63E-1-102;
      5. the Attorney General's Office;

6. the State Auditor's Office;
  7. the State Treasurer's Office;
  8. the Legislative Branch; or
  9. the Judicial Branch.
- b. "State employee" means a benefited agency employee who is a member of the organized reserve of the United States armed forces, including the Utah National Guard.

**3. Exception.**

- i. Beginning Jan. 1, 2025, state employees shall be allowed full pay for all time not in excess of 20 days per year spent fulfilling the service requirements of the reserve components of the armed forces of the United States, including the National Guard of this state. This leave shall be in addition to any annual vacation leave with pay to which an employee may be entitled.

**4. Other Requirements.**

- a. The Division of Human Resource Management (DHRM) shall amend its rules and issue guidance and policies to ensure implementation of this Order.

**THIS ORDER** is effective immediately and shall remain in effect until otherwise modified, amended, rescinded, or superseded.



**IN WITNESS WHEREOF**, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done in Salt Lake City, Utah, on this, the 25<sup>th</sup> day of October, 2024.

A handwritten signature in black ink, appearing to read "Spencer J. Cox".

Spencer J. Cox  
Governor, State of Utah

A handwritten signature in black ink, appearing to read "Deidre M. Henderson".

Deidre M. Henderson  
Lieutenant Governor, State of Utah

ATTEST: