

## EXECUTIVE ORDERS

(c) Such other information as the Administrator of the State Energy Office may, from time to time, require.

6. This Executive Order shall take effect immediately.

Given, under my hand and seal this 12th day of  
 [SEAL] December, in the year of Our Lord, one thousand nine  
 hundred and seventy-four, of the Independence of the  
 United States, the one hundred and ninety-ninth.

/s/ BRENDAN BYRNE,  
*Governor.*

Attest:

/s/ DONALD LAN,  
*Executive Secretary to the Governor.*

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STATE OF NEW JERSEY,  
 EXECUTIVE DEPARTMENT.

## EXECUTIVE ORDER NO. 14

WHEREAS, Equal employment opportunity regardless of race, color, religion, sex or national origin has been the law of this nation and of this State since passage of the federal Equal Employment Opportunity Act of 1972, and the New Jersey Law Against Discrimination; and

WHEREAS, Equal pay for equal work in governmental service has been guaranteed by the Fair Labor Standards Act amendments enacted in April of 1974; and

WHEREAS, Executive Order No. 21 issued June 24, 1965 by Governor Richard J. Hughes established this State's goal of eliminating discrimination in State employment, facilities and services; and

WHEREAS, The Executive Branch of State Government should employ both minorities and women at least in proportion to their population in the relevant surrounding Labor Market Area as defined by the Department of Labor and Industry, and should employ both minorities and women at all levels of responsibility;

NOW, THEREFORE, I, Brendan Byrne, Governor of the State of New Jersey, by virtue of the authority vested in me by the Constitution and by the statutes of this State, do hereby proclaim that:

1. All departments and instrumentalities of the Executive Branch of State Government shall update and revise affirmative action plans previously submitted to the Department of Civil Service so as to rectify defects in them delineated by the Department of Civil Service, and so as to conform them to the goals established by Section 2 of this Executive Order. The Department of Civil Service shall make public the plans originally submitted, any defects delineated and the plans finally accepted.
2. The affirmative action goals for each department and instrumentality of the Executive Branch of State Government are that by December 31, 1975 each shall employ both minorities and women at least in proportion to their population in the relevant surrounding Labor Market Area, and at all levels of responsibility.
3. All departments and instrumentalities of the Executive Branch of State Government shall submit bi-monthly reports to the Department of Civil Service detailing progress in achieving the goals of their affirmative action plans. The Department of Civil Service shall make public the statistics contained in the bi-monthly reports.
4. The Department of Civil Service will, by increased recruitment efforts, ensure that the pool of applicants for all vacant provisional, temporary and permanent classified positions in all departments and instrumentalities of the Executive Branch of State Government includes both minorities and women.
5. The Department of Civil Service will also ensure that the pool of applicants for all vacant unclassified positions in all departments and instrumentalities of the Executive Branch of State Government includes both minorities and women.
6. All job titles and descriptions will be analyzed to determine whether or not the stated prerequisites are bona fide occupational qualifications. Any prerequisites which tend to exclude minorities or women, including test questions and height and weight criteria, will be eliminated if they are not bona fide occupational qualifications.
7. All minorities and women who inquire with or apply to any department or instrumentality of the Executive Branch of State Government for employment will be requested to file an application and to apply to take any test required for employment in the classified service regardless of whether vacancies exist at the time

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of the application. These applications will be reviewed promptly, and if acceptable, held pending a vacancy if there is no outstanding active list of eligibles.

8. One person in each department or instrumentality of the Executive Branch of State Government will be assigned the responsibility for implementing this Executive Order.

9. There is hereby established an Affirmative Action Officer reporting directly to the Governor to review affirmative action plans submitted by the departments and instrumentalities of the Executive Branch of State Government; to review the recruitment efforts of the Department of Civil Service; to ensure that the goals for employment of both minorities and women in the Executive Branch of State Government at least in proportion to their population in the relevant surrounding Labor Market Area, and at all levels of responsibility are being pursued actively; and to ensure that departments and instrumentalities of the Executive Branch which attain the standards established by Section 2 of this Executive Order continue to pursue actively the goals of affirmative action in the employment of minorities and women.

10. This Executive Order shall take effect immediately.

Given, under my hand and seal this 23rd day of  
[SEAL] December, in the year of Our Lord, one thousand nine  
hundred and seventy-four, of the Independence of the  
United States, the one hundred and ninety-ninth.

/s/ BRENDAN BYRNE,  
*Governor.*

Attest:

/s/ DONALD LAN,  
*Executive Secretary to the Governor.*

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STATE OF NEW JERSEY,  
EXECUTIVE DEPARTMENT.

## EXECUTIVE ORDER No. 15

WHEREAS, In our representative form of government, it is essential that the conduct of public officials shall hold the respect and confidence of the people; and