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 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/ BRENDA BYRNE,
Governor.

Attest:
/s/ DONALD JAN,
Executive Secretary to the Governor.

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
WHEREAS, Those in government hold positions of public trust that require adherence to the highest standards of honesty, integrity and impartiality; and

WHEREAS, The New Jersey Conflicts of Interest Law prohibits a State officer or employee from having any interest or engaging in any activity that is in substantial conflict with the proper discharge of his duties in the public interest or from undertaking any employment or service which might reasonably be expected to impair his objectivity or independence of judgment; and

WHEREAS, The New Jersey Conflicts of Interest Law prohibits a State officer or employee from acting in his official capacity in any matter wherein he has a direct or indirect personal financial interest that might reasonably be expected to impair his objectivity or independence of judgment; and

WHEREAS, It is the duty of government officials to earn the trust and confidence of the people by avoiding even the appearance of impropriety; and

WHEREAS, The disclosure of personal interests of public officials will serve to restore the public's faith and confidence in its government representatives and will guard against conduct violative of the public trust;

Now, THEREFORE, I, Brendan Byrne, Governor of the State of New Jersey, do hereby ORDER and DIRECT that:

1. Every public officer as defined in section 7 hereof shall file a sworn and duly notarized statement listing as of 5 days prior to the date of filing all the financial assets and liabilities, property and business interests and sources of income of such officer and those of his or her spouse. Each statement shall include the following information:
   a. The name and position of the public officer;
   b. Any occupation, trade, business or profession engaged in by the public officer or spouse that is subject to licensing or regulation by a State agency;
   c. A list of all assets, both tangible and intangible, in which a direct or indirect interest is held by the public officer or by his or her spouse, valued as of the statement date; provided, however, that when the value cannot be determined as of that date, a separate valuation date shall be specified for the particular asset. Where stocks and bonds are involved, there should be included the number of shares or bonds, the type and approximate value of such stocks,
and bonds and the name of the company or government agency issuing them; except that whenever such interest exists through ownership in a mutual fund or holding company, the stocks held by such mutual fund or holding company need not be listed; whenever such interest exists through a beneficial interest in a trust, the stocks and bonds held in such trust shall be listed only if the public officer has knowledge of what stocks and bonds are so held. Where more than 10% of the stock of a corporation is held, the percentage of ownership shall be stated. The list shall include any direct or indirect interest, whether vested or contingent, in any contract made or executed by a government instrumentality. In the case of real estate interests, there shall be given the location, size, general nature and acquisition date of any real property in which any direct, indirect, vested or contingent interest is held, together with the names of all individuals or entities who share a direct or indirect interest therein and the name of any government instrumentality that is a tenant on such property or that has before it an application, complaint or proceeding directly affecting such property;

d. A list of all liabilities of the public officer and of his or her spouse. This list shall include the name of the creditor, except when the liability is less than $5,000 and owed to a natural person;

e. A list of all sources of income of the public officer and of his or her spouse for the twelve months immediately preceding the statement date, including all compensated employment of whatever nature, all directorships and other fiduciary positions for which compensation has or will be claimed, all contractual arrangements producing or expected to produce income, and all honorariums, lecture fees and other miscellaneous sources of income; except that the amounts of such income received or to be received need not be supplied unless specifically requested by the Governor, the Attorney General or the Executive Commission on Ethical Standards. Not required to be reported as a source of income are:

(1) Cash gifts in an aggregated amount of less than $50 received during the preceding twelve months from a person;

(2) Non-cash gifts with an aggregated fair market value of under $100 received during the preceding twelve months from a person; and

(3) Gifts with an aggregate cash or fair market value of under $1,000 received during the preceding twelve months from a son, daughter, grandson, granddaughter, father, mother, grandfather,
EXECUTIVE ORDERS

grandmother, great-grandfather, great-grandmother, brother, sister, nephew, niece, uncle or aunt. Relatives by adoption, half-blood, marriage or re-marriage shall be treated as relatives of the whole kinship.

f. A list of any offices, trusteeships, directorships or positions of any nature, whether compensated or uncompensated, held by the public officer or by his or her spouse with any firm, corporation, association, partnership or business that either does business with or is licensed, regulated or inspected by a State agency.

2. Each statement shall contain a certification by the public officer that he has read the statement, that to the best of his knowledge and belief it is true, correct and complete and that he has not and will not transfer any asset, interest or property for the purpose of concealing it from disclosure while retaining an equitable interest therein.

3. a. Within forty-five days from the effective date of this Order, each public officer who has not already done so shall file the signed and notarized statement required herein with the Office of the Governor, the Executive Commission on Ethical Standards (2-copies), and with the Attorney General. In furtherance of its duties under the 1971 Conflicts of Interest Law, N. J. S. A. 52:13D-12 et seq., and pursuant to this Executive Order, the Executive Commission on Ethical Standards shall review each statement to determine its conformity with the provisions of this Order and other applicable provisions of law. Upon approving such statement, the Commission shall file a copy of it with the Secretary of State for public inspection and copying in accordance with the procedures set forth in N. J. S. A. 47:1A-1 et seq.;

b. Each prospective public officer before assuming office shall satisfy the filing requirements of this Order, unless the Attorney General grants an extension of not more than 30 days after assuming such office;

c. Updated statements shall be filed one year after the submission of the original statement and every year thereafter so long as such person is a public officer of this State as defined in section 7 of this Order.

4. The Secretary of State shall keep the approved statements on file for so long as the person submitting such statement is a public officer of this State as defined in section 7 of this Order, and for at least 5 years thereafter.
5. The Executive Commission on Ethical Standards shall have the primary responsibility for assuring the proper administration and implementation of this Order and shall have the power to perform the acts necessary and convenient to this end, including, but not limited to, preparing and distributing forms to be utilized by public officers in complying with this Order.

6. A public officer’s willful failure to comply with this Order shall constitute cause for his or her removal from office by those having the power of removal.

7. For the purposes of this Order:
   a. “Public officer” shall mean any person holding any of the following offices in the Executive Branch of State Government, together with any offices added to such list by subsequent gubernatorial executive order:
      (1) The head of a principal department;
      (2) The assistant or deputy heads of a principal department to include all assistant and deputy commissioners of such department;
      (3) The head and assistant head of a division of a principal department;
   b. “Government instrumentality” shall mean the Legislative, Judicial and Executive Branches of State Government, including any office, department, division, bureau, board, commission, council, authority or agency therein and any county, municipality, district, public authority, public agency or other political subdivision or public body in the State;
   c. “State Agency” shall mean any of the principal departments in the Executive Branch of State Government, any division, board, bureau, office, commission or other instrumentality within or created by such department, and any independent State authority, commission, instrumentality or agency;

8. This Order shall take effect immediately.

Given, under my hand and seal this 7th day of January, in the year of Our Lord, one thousand, nine hundred and seventy-five, and 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.