

EXECUTIVE ORDER No. 58

WHEREAS, The State Compensation Plan, applicable to the Executive Branch of State government, must be based on a nondiscriminatory evaluation system which establishes an equitable relationship between the value of work performed and the rate of compensation; and

WHEREAS, There is a desire to review the present job-evaluation process and analyze job titles in the State service which are predominantly held by persons of one sex, to ensure that the compensation program is fair and equitable; 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; and

WHEREAS, Executive Order No. 14, issued December 14, 1974, and Executive Order No. 61, issued October 12, 1977, by Governor Brendan T. Byrne, vested executive leadership in the Department of Civil Service to obtain compliance with federal and State laws and regulations in the area of equal employment opportunity and to seek correction of discriminatory employment practices and procedures in the State service; and

WHEREAS, C. 11:2D-1 et seq. delegates to the President of the Civil Service Commission the supervisory responsibility to ensure equality of opportunity in all areas of State employment;

Now, THEREFORE, I, Thomas H. Kean, Governor of the State of New Jersey, by virtue of the authority vested in me by the Constitution and statutes of this State, do hereby ORDER and DIRECT:

1. There is created a Task Force on State Compensation Equity, which shall be chaired by the President of the Civil Service Commission and which shall also include the Director of the Division on Women in the Department of Community Affairs, the Director of the Division on Civil Rights in the Department of Law and Public Safety, the Director of the Division of Classification and Compensation in the Department of Civil Service, and three other members to be appointed by the Governor, who shall be qualified in the area of job evaluation or compensation matters.

2. The task force shall:

a. Review the State Compensation Plan and recommend any changes in the current salary-range determination mechanisms to ensure pay equity;

b. Recommend revisions to the evaluation of titles in the State Compensation Plan;

c. Analyze those job titles that are predominantly held by persons of one sex and recommend specific job titles for salary re-evaluation review.

3. The task force is to be provided staff assistance by the Department of Civil Service, including a full-time executive director, and is authorized to call upon and receive from any department, office, division or agency of the State such data, information, personnel or support services as it deems necessary to discharge its responsibilities under this Order. Subject to available funds, the task force, through the Department of Civil Service, may contract for such experts and technical and professional services as may be required.

4. The task force shall make periodic reports to me on its progress as it proceeds with its review of the State Compensation Plan and job titles.

5. This Order shall take effect immediately.

Issued December 6, 1983.