

EXECUTIVE ORDER No. 198

WHEREAS, P.L. 1986, c. 112, known as the "Civil Service Act," authorized the establishment within the Executive Branch of State Government of a Senior Executive Service (SES) which is intended to provide additional flexibility in the hiring and personnel practices of managerial, policy-executing and policy-influencing employees; and

WHEREAS, Creation of the SES within the Executive Branch will enable the State to maintain a corps of professional managers upon which the State may rely in responding to the myriad demands placed upon executive administration; and

WHEREAS, The State needs to attract and retain the best public managers possible; and

WHEREAS, A compensation program specifically for the SES needs to be established for this elite group of professional public managers;

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 hereby established the Governor's Performance Reward Committee which will be responsible for reviewing and approving compensation for, and any increases to, members of the SES. The Performance Reward Committee shall include the Commissioner of Personnel, the Director of the Office of Budget and Accounting, and the Governor's Chief of Staff, or his designee.

2. Salary increases for SES employees earning less than \$64,999 may be effected by individual personnel actions, unless otherwise agreed upon by the Governor's Performance Reward Committee.

3. Salary increases for SES employees earning \$65,000 or more must be submitted to the Governor's Performance Reward Committee. The Governor's Performance Reward Committee shall have 15 workdays to review and act upon such requests. If the Governor's Performance Reward Committee does not act on any request within the 15 workday review period, the salary increase shall be deemed approved. The salary program for SES members shall be implemented jointly by the Department of Personnel and the Department of the Treasury.

4. This Order shall take effect immediately.

Issued November 16, 1988.