

STATE OF DELAWARE



588

EXECUTIVE DEPARTMENT
DOVER

EXECUTIVE ORDER
NUMBER EIGHTY-THREE

TO: Heads of All State Departments and Agencies
RE: Establishment of an Advisory Council on State Salary Administration

WHEREAS, the Governor's Task Force on Cost-of-Living Pay Increase Formulas has determined that substantial disparities exist between the salaries of many State employees and those paid in equivalent positions outside Delaware State government; and

WHEREAS, the Task Force has recommended salary adjustments for many categories of State employees; and

WHEREAS, an appropriate comparison of salaries for some categories of State employees, particularly those classified as "exempt" could not be conducted by the Task Force due to the nebulous manner in which many of these positions are defined; and

WHEREAS, the present Delaware Merit System Pay Plan covers a small portion of total State government employees; and

WHEREAS, the State of Delaware would realize benefits from a uniform system of job evaluation and compensation plan for all State employees;

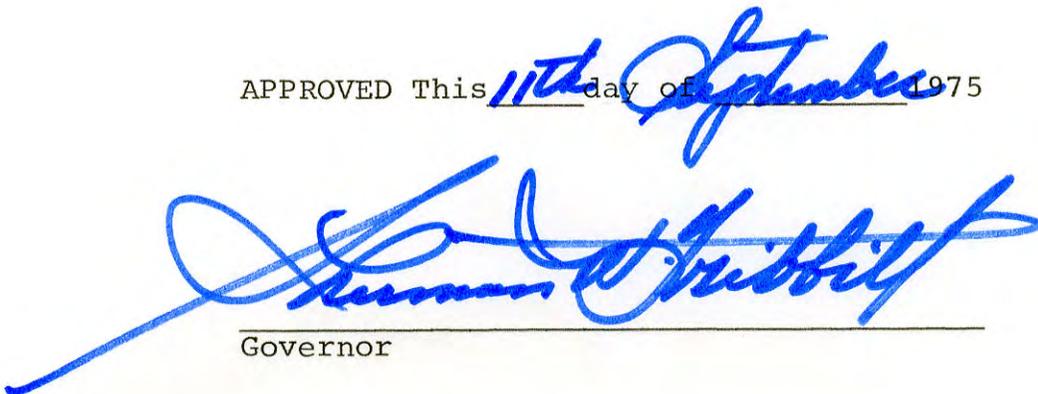
NOW THEREFORE, I, SHERMAN W. TRIBBITT, by the authority vested in me as Governor of the State of Delaware, do hereby declare and order as follows:

1. There is created an Advisory Council on State Salary Administration, whose primary responsibility will be to annually review State pay scales and to develop greater uniformity, consistency and equality among all State employee compensation plans.
2. The Council shall during Fiscal Year 1976 be responsible for developing a salary administration plan which provides:
 - a. Merit or incentive increments for all State employees on an equitable basis; and
 - b. A system for evaluating and determining appropriate pay scales for exempt employees classified as "all other."

3. The Council shall coordinate with the State Pension Trustees to achieve fair and equitable treatment of retired employees in terms of cost-of-living adjustments on monthly pension benefits.
4. In order to eliminate fragmentation of future State employee compensation adjustments, all pay raise requests are to be referred to the Council for initial consideration. The Council shall submit an annual compensation report containing their recommendations to the Governor, the General Assembly, the Budget Director, and the Controller General.
5. All State agencies shall cooperate in providing payroll and employment data to the Council as required.
6. Staff services required to conduct the necessary research for the Council shall be supplied by the Office of State Personnel.
7. Membership in the Council shall be as follows:
 - a. Three members appointed by the Governor who are engaged in personnel administration in private industry with one member residing in each of the three counties. At least one (1), but no more than two (2) of the members shall be affiliated with one of the major political parties.
 - b. Representatives from the following major employee groups shall be non-voting members:
 - (1) Classified Service (Merit System)
 - (2) Delaware Federation of Teachers
 - (3) Delaware State Education Association
 - (4) Judicial Branch
 - (5) Delaware Association of Professional State Employees
 - (6) Delaware Assembly of Governmental Employees
 - (7) Higher Education
 - (8) Council 81, A.F.S.C.M.E.
 - (9) Delaware State Police

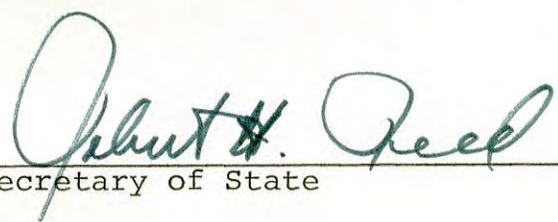
- (10) Delaware Association of School Administrators
- c. The Secretary of Finance shall serve as Executive Secretary of the Council.
 - d. The Members shall serve at the pleasure of the Governor.

APPROVED This 11th day of September 1975



Governor

ATTEST:



Secretary of State

