

**STATE OF DELAWARE****EXECUTIVE DEPARTMENT  
DOVER**

EXECUTIVE ORDER  
NUMBER One Hundred and Four

TO: HEADS OF ALL STATE DEPARTMENTS AND AGENCIES

RE: ESTABLISHMENT OF THE MERIT SYSTEM REVIEW COMMITTEE

WHEREAS, the current statutes establishing the State's merit system were enacted in 1968;

WHEREAS, there is a need to comprehensively review this legislation in light of current needs;

WHEREAS, the existing merit rules by the State Personnel Commission also require a comprehensive review; and

WHEREAS, there is a need to increase employee management, incentive, flexibility, and operating efficiency in the State's personnel system;

NOW, THEREFORE, I, PIERRE S. du PONT, IV, Governor of the State of Delaware, do hereby declare and order as follows:

1. There is hereby established the Merit System Review Committee (the "Committee").
2. Membership on the Committee shall consist of:  
Director, Office of State Personnel  
Secretary, Department of Corrections, or designee  
Secretary, Department of Finance, or designee  
Secretary, Department of Natural Resources and Environmental Control, or designee  
Executive Assistant for Operations - Office of the Governor,  
who shall serve as chairperson.

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One member of the House of Representatives, to be designated by the Speaker.

One member of the Senate, to be designated by the President Pro Tem.

3. The Committee shall conduct a comprehensive review of the Merit System structure, regulations, and administrative operations. Further, applicable federal laws and regulations shall be reviewed to insure compliance where required.
4. On or before January 1, 1982, the Committee shall submit to the Governor and General Assembly its findings and recommendations, including legislative proposals where appropriate. Such recommendations shall be those that, in the Committee's best judgment, provide for:
  - (a) adequate protection of fundamental employee rights;
  - (b) maximum incentive for State employees to perform efficiently and advance in their careers in public service;
  - (c) an administrative system which maximizes, to the extent possible, efficiency in the processing of records, applications and other personnel documents;
  - (d) an appropriate degree of management flexibility; and
  - (e) consistency with Delaware's Affirmative Action Program.

APPROVED this *21<sup>st</sup>* day of *July*, 1981.

  
Governor

ATTEST:

  
Secretary of State

