

Board; one member shall be the Director of the Budget, who shall serve as an *ex officio* member; one member who shall be familiar with industrial and commercial employment and pay policies in the State, shall be appointed by the Governor for a six-year term.

13B. After consultation with appointing authorities, the Salary Standards Board shall prepare and recommend to the Governor a pay plan for all classes of positions in the Classified Service to the end that all positions in the Classified Service involving comparable duties, experience, responsibilities and authority shall be paid in accordance with the standard salary schedule. In establishing rates of pay, the Salary Standards Board shall give consideration to experience, the prevailing rates of pay for the services performed, and for comparable services in public and private employment, living costs, maintenance or other benefits received by employees, and the State's financial condition and policies. Such pay plan shall take effect and shall have the force and effect of law when approved by the Governor. Amendments thereto may, from time to time, be recommended by the Board and when approved by the Governor shall have the force of law in the same manner as if they had been originally incorporated in the schedule. Each employee in the Classified Service shall be paid at one of the rates set forth in the pay plan for the grade or class of positions in which he is employed. The pay plan shall be used by the Governor in the preparation and submission of his budget.

13C. The Salary Standards Board shall formulate rules and regulations for the administration of this Act which shall include provisions for automatic increases, from minimum to maximum, of the rates established by the schedule; and such rules shall, after approval by the Governor, have the force of law in the same manner as other conditions herein prescribed. Provided, that the rate of pay of any employee, who at the time of the effective date of this Act is paid at a higher rate than the maximum rate of the scale prescribed for his class, shall not be reduced by reason of the establishment of the standard rates of pay prescribed, so long as he remains the incumbent of the same position and class, but the rate of pay for his successor in the same position and class shall conform to the rate of pay prescribed for his position and class.

SEC. 2. *And be it further enacted*, That this Act shall take effect on June 1, 1939.

Approved May 11, 1939.