

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 and in the Unclassified 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.

The said Board shall, when necessary, visit the various State agencies to determine whether or not an employee is properly classified, whether or not his duties conform with his classification, and such other information as may be helpful in preparing said pay plan, and to that end, the Board may require any State employee to appear before it and give evidence.

17. The State Employees Standard Salary 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 the Board shall submit its report and recommendations to the Governor on or before November 15th, 1942, and the Governor shall approve or reject said report and recommendations on or before January 1, 1943.

SEC. 3. *And be it further enacted*, That this Act shall take effect June 1, 1941.

Approved March 31, 1941.