

parable duties, experience, responsibilities and authority shall be paid in accordance with the standard salary schedule. In establishing rates of pay, the State Employees Standard Salary 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 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.

The said State Employees Standard Salary Board is hereby authorized, whenever in its judgment the same is warranted on account of the cost of living and the general employment conditions in the particular area, to approve increases in salaries of employees of County Welfare Boards created by the State Department of Public Welfare, up to but not exceeding twenty per centum (20%) over the salary fixed for such positions by said Board, subject to the approval of the County Commissioners of the particular county where salaries are proposed to be increased, such increases to be prorated on the same basis as the basic salaries of such employees.

SEC. 2. *And be it further enacted*, That this Act is hereby declared to be an emergency law and necessary for the immediate preservation of the public health and safety, and being passed by a yea and nay vote, supported by three-fifths of all members elected to each of the two Houses of the General Assembly, the same shall take effect from the date of its passage.

Approved April 27, 1945.