

PROGRAM. THESE RULES, REGULATIONS, AND GUIDELINES SHALL COMPLY WITH APPLICABLE FEDERAL AND STATE LAW GOVERNING EQUAL EMPLOYMENT OPPORTUNITY, THIS EXECUTIVE ORDER, AND THE STATE MERIT SYSTEM LAW.

(C) THE HEAD OF EACH AGENCY WITHIN THE EXECUTIVE BRANCH OF THE STATE GOVERNMENT SHALL COMPLY WITH THE RULES, REGULATIONS, AND GUIDELINES ISSUED BY THE SECRETARY OF PERSONNEL, AND SHALL PREPARE AN ANNUAL AFFIRMATIVE ACTION PLAN IN ACCORDANCE WITH THEM. THE AFFIRMATIVE ACTION PLAN SHALL INCLUDE:

(1) PROVISION FOR THE ESTABLISHMENT OF TRAINING AND EDUCATION PROGRAMS DESIGNED TO PROVIDE A MAXIMUM OPPORTUNITY FOR EMPLOYEES TO ADVANCE TO THEIR HIGHEST POTENTIAL;

(2) PROPOSALS FOR THE ALLOCATION OF PERSONNEL AND RESOURCES BY THE AGENCY TO IMPLEMENT ITS EQUAL EMPLOYMENT OPPORTUNITY PROGRAM, AND THE QUALIFICATIONS NECESSARY FOR THOSE PERSONS RESPONSIBLE FOR ITS IMPLEMENTATION;

(3) PROVISION FOR THE ESTABLISHMENT OF REASONABLE GOALS AND TIMETABLES FOR THE EMPLOYMENT OF WOMEN AND MEMBERS OF MINORITY GROUPS AND AFFIRMATIVE ACTIONS FOR MEETING THESE GOALS, GIVING DUE CONSIDERATION TO THE GEOGRAPHIC DISTRIBUTION OF THESE GROUPS THROUGHOUT THE STATE;

(4) PROVISION FOR AN ANNUAL EVALUATION OF THE PLAN AND THE RESULTS ACHIEVED THEREUNDER IN COMPARISON WITH THE GOALS AND TIMETABLES ESTABLISHED PURSUANT TO SUBPARAGRAPH (C) (3);

(5) PROVISION FOR NOTIFICATION TO EMPLOYEES AND APPLICANTS FOR EMPLOYMENT OF ACTIONS TAKEN ON COMPLAINTS OF DISCRIMINATION FILED BY THEM, AND RIGHTS OF APPEAL THEREFROM.

(D) THE SECRETARY OF PERSONNEL SHALL PERIODICALLY REVIEW AND EVALUATE THE EQUAL OPPORTUNITY PROGRAM WITHIN EACH AGENCY OF THE STATE GOVERNMENT, AND SHALL REQUIRE THE PROGRESS REPORTS HE DEEMS NECESSARY. HE SHALL CONSULT WITH AND SOLICIT THE RECOMMENDATIONS OF INTERESTED INDIVIDUALS AND ORGANIZATIONS.

(E) THE SECRETARY OF PERSONNEL SHALL UNDERTAKE A STUDY OF CURRENT TESTS AND OTHER SELECTION PROCEDURES AND PREFERENCES REQUIRED BY LAW OR OTHERWISE USED BY THE DEPARTMENT OF PERSONNEL TO DETERMINE THEIR IMPACT ON THE EMPLOYMENT AND PROMOTION OF WOMEN AND MEMBERS OF MINORITY GROUPS. UPON COMPLETION OF THE STUDY, THE SECRETARY SHALL REPORT HIS FINDINGS AND ANY RECOMMENDATIONS HE DEEMS APPROPRIATE TO THE GOVERNOR AND THE GENERAL ASSEMBLY. HE SHALL, IN ADDITION, TAKE SUCH