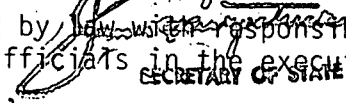


EXECUTIVE ORDER  
82-11

FILED

JUN 29 1982

WHEREAS, the State of Missouri has no entity provided by law with responsibility for reviewing recruitment, retention and compensation of officials in the executive, legislative and judicial branches of state government; and,  SECRETARY OF STATE

WHEREAS, an independent body is needed to review such matters on a periodic basis; and,

WHEREAS, the last such independent review was conducted by the Missouri Compensation Commission, established by Executive Order on December 21, 1976; and,

WHEREAS, since the last such independent review there have been numerous resignations from the judicial branch of state government as a result of the disparity between the levels of compensation provided by the state as compared to the private sector; and,

WHEREAS, in recent years there have been a substantial number of retirements from and uncontested seats in the General Assembly as a result of the failure of compensation provided to its members to reflect cost of living increases; and,

WHEREAS, stagnant salaries, at the middle and higher levels of management and in various professional technical areas of the executive branch of state government, have made recruitment and retention of qualified professionals exceptionally difficult; and,

WHEREAS, low levels of compensation and disparities in the levels of compensation for state and local law enforcement authorities, particularly in the urban areas, have made recruitment and retention of qualified professionals exceptionally difficult; and,

WHEREAS, the current and future shift of traditional federal responsibilities to the states will require the recruitment and retention of stronger leaders in all three branches of state government in the years ahead;

NOW, THEREFORE, I, CHRISTOPHER S. BOND, GOVERNOR OF THE STATE OF MISSOURI, by virtue of the authority vested in me by the Constitution and laws of the State of Missouri, hereby establish the MISSOURI ADVISORY COMMISSION ON STATE GOVERNMENT RECRUITMENT, RETENTION AND COMPENSATION. The Commission shall be composed of fourteen (14) members, five (5) of whom shall be appointed by the Governor, three (3) of whom shall be appointed by the President Pro Tem of the Senate, three (3) of whom shall be appointed by the Speaker of the House of Representatives, and three (3) of whom shall be appointed by the Chief Justice of the Missouri Supreme Court.

The Governor shall designate one of the members of the Commission to serve as chairman, and the chairman shall call meetings of the Commission. The state shall provide such staff assistance as is required by the Commission, and the reasonable and necessary expenses of the Commission shall be provided by the various appointing authorities on a pro rata basis.

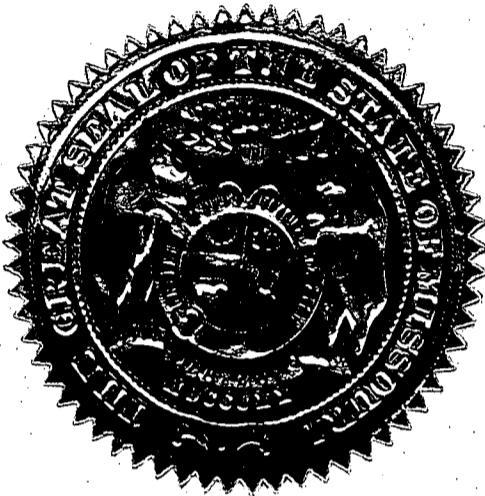
The duties of the Commission shall be to review, analyze, examine, study, recommend and report upon the following matters:

1. The scope and extent of responsibilities and the levels of compensation of the elected and gubernatorially-appointed officials of the three branches of state government, as compared to similar positions in other states and in the private sector;
2. The scope and extent of responsibilities and the levels of compensation of the top administrative, middle management, and professional technical positions of the three branches of state government, as compared to similar positions in other states and in the private sector; and
3. The scope and extent of responsibilities and the levels of compensation of the law enforcement personnel of the state and of the metropolitan police departments, as compared to each other and to similar positions in other states and metropolitan areas.

The Commission shall make its report, including any recommendations for legislative, executive or judicial action, to the Governor, the General Assembly and the Supreme Court as soon as is reasonably practicable.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, on this 24 day of June, 1982.

*Christopher S. Bond*  
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GOVERNOR



ATTEST:

*James Kirkpatrick*  
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SECRETARY OF STATE