



COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

FROILAN C. TENORIO
Governor

JAN 16 1996

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JESUS C. BORJA
Lt. Governor

The Honorable Jesus R. Sablan
President of the Senate
Tenth Northern Marianas
Commonwealth Legislature
Saipan, MP 96950

The Honorable Diego T. Benavente
Speaker, House of Representatives
Tenth Northern Marianas
Commonwealth Legislature
Saipan, MP 96950

Dear Mr. President and Mr. Speaker:

I am transmitting with this letter Executive Order 96-1, which amends the Second Reorganization Plan of 1994.

We now have over sixteen months of experience under the reorganization and, for the most part, it is working well. However, as a result of this experience and of consultation with government officials and employees, private sector representatives, and others, I believe we can do even better.

The amendments in this Executive Order are designed to fine-tune the reorganization and further promote the efficient administration of our government.

Of particular note, we have restored certain authority to the Civil Service Commission, regularized existing excepted service employment, and provided safeguards and limitations for future excepted service contracts. The amendments also provide greater autonomy to the Commonwealth Utilities Corporation, including removing the Secretary of Finance and the Special Assistant for Management and Budget from its Board of Directors. The Board of Professional Licensing and the Historic Preservation Review Board have been restored to their previous status. In addition, fishing in the 200-mile Exclusive Economic Zone surrounding the Commonwealth will now be subject to law, rather than a 1981 executive order. The government health and life insurance programs will now be administered by the Retirement Fund. However, the government, not the Retirement Fund, will continue to be liable for the liabilities of these programs.

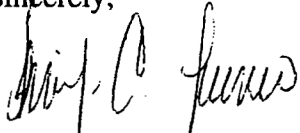
As with the Second Reorganization Plan of 1994, some of the changes made by this executive order do not affect existing law and are not subject to disapproval or modification by the Legislature. However, to avoid confusion, they are included here along with those changes that do affect existing law.

Mr. President and Mr. Speaker
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I look forward to implementing these provisions after the 60-day waiting period and to working with you in the future to improve our government even further.

Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Froilan C. Tenorio". The signature is written in a cursive style with a large initial "F" and "T".

FROILAN C. TENORIO

Enclosure



EXECUTIVE ORDER NO. 96-1

SUBJECT : Amendments to Reorganization Plan No. 2 of 1994

AUTHORITY: Constitution, Article III, Section 15

WHEREAS, Reorganization Plan No. 2 of 1994, as set forth in Executive Order No. 94-3, has been in effect since August 1994; and

WHEREAS, the Governor, after consultation with a variety of persons in and out of government, has determined that certain modifications of Reorganization Plan No. 2 of 1994 will further enhance the efficient administration of the Commonwealth Government; and

WHEREAS, some of these modifications do not affect existing law and, therefore, are not subject to legislative modification or disapproval; and

WHEREAS, for reasons of simplicity, it is desirable to include such modifications in a single document together with those modifications that do affect existing law;

NOW THEREFORE, to comply with the mandate of the Constitution and to promote efficient administration, it is hereby

ORDERED:

That Reorganization Plan No. 2 of 1994 is modified as set forth in this Order:

Section 1. References. As used in this Order, references to three-digit section numbers shall be taken as references to the corresponding sections of Reorganization Plan No. 2 of 1994.

Section 2. Department of Health. Strike "Department of Public Health" and "Secretary of Public Health" each time either term appears in Reorganization Plan No. 2 of 1994 and insert in lieu thereof "Department of Health" and "Secretary of Health", respectively.

Section 3. Planning.

(a) Subsection (a) of Section 202 is amended by adding a new sentence at the end of such section, as follows:

"The Special Assistant for Planning shall, in addition to any other duties, oversee the simplification, coordination, and integration of the development permit and public land leasing process required by Section 306(d) of this Plan."

(b) Section 202 is further amended by revising subsection (c) of such section to read as follows:

"(c) The functions of the Special Assistant for Management and Budget relating to land use planning are transferred to the Secretary of Lands and Natural Resources, who shall exercise such functions under the guidance of the Special Assistant for Planning."

Section 4. Health Planning and Coordination. Section 205 is revised to read as follows:

"Section 205. Health Planning and Coordination. The Health Planning and Development Agency and the Health Coordination Council are abolished. Any remaining records, property, facilities, equipment, and supplies of the Council and the Agency are transferred to the Department of Health."

Section 5. Scholarships. Section 211 is revised to read as follows:

"(a) All functions of the Northern Marianas College Board of Regents relating to student scholarships, except those donated, bequeathed, or granted to the College by parties outside the Commonwealth Government, are transferred to the Office of the Governor. Notwithstanding any other provision of law, the Office of the Governor may accept donations for scholarships from public or private sources.

"(b) The scholarship program shall be administered by a Scholarship Officer, who shall be appointed by and serve at the pleasure of the Governor. The Scholarship Officer shall consult with the Council established by subsection (c) of this section on a regular basis and shall make a general report to the Governor and the Council at least once per year.

"(c) There is hereby established in the Office of the Governor a Scholarship Advisory Council consisting of nine members who shall be appointed by and serve at the pleasure of the Governor. At least two of the members shall be from Tinian, and at least two shall be from Rota. Not more than five of the Council members shall be associated with a single political party. The Council shall review applications for scholarships and make recommendations to the Scholarship Officer and the Governor with respect thereto. The Council shall also recommend objective standards for the award of scholarships. The provisions of Public Law No. 8-41 shall not apply to the Council.

"(d) As used in this section, the term "scholarships" includes student grants, student loans, and other programs of student financial assistance."

Section 6. Personnel Management

(a) Section 214 is amended by revising subsections (d) and (e) of such section to read as follows:

"(d) The following functions of the Personnel Office shall be retained by the Civil Service Commission (which may establish an appropriate administrative structure for such purpose) and may be delegated in whole or in part to any or all of the appointing authorities or to the Office of Personnel Management (hereafter referred to in this section as "OPM"):

"(1) Exemption of positions from Civil Service classifications.

"(2) Development and maintenance of position classification and compensation plans.

"(3) Development and maintenance of qualification standards in connection with examination or other evidence of competence for appointment and promotion based on merit and fitness.

"(4) Employee appeals and grievances.

"(5) Development, evaluation, and improvement of the Personnel Service Performance Standards and Appraisal System.

"(6) Personnel Management Evaluation.

"(e)(1) The function of taking any personnel action is, subject to the policies set forth by the Civil Service Commission, vested in the respective appointing authorities and shall not require approval by the OPM (or other servicing personnel office or employee) or by the Civil Service Commission. However, all such actions shall be subject to the oversight of the Civil Service Commission, which may enforce its policies, procedures, rules, and regulations, including ordering the reversal of any action inconsistent therewith.

"(2) The OPM (or other servicing personnel office or employee) shall promptly process and document each personnel action, certify that it complies with applicable laws and regulations, and transmit a copy of such documentation to the Civil Service Commission and to any other appropriate person or agency. If the OPM (or other servicing personnel office or employee) refuses to provide such certification, or does not process and document such action within 90 days of a request therefor (or other applicable standard period of time established by OPM or such other office or employee), the appointing authority is authorized to take and certify such action, provided, that the appointing authority shall immediately notify the Civil Service Commission, the Governor (and any applicable board or commission), and the OPM (or other servicing personnel office or employee) that such action is being taken under such conditions.

"(3) The signature of the appointing authority indicating that a personnel action has been taken shall serve to certify, for payroll purposes, that the employee has been appointed and employed in accordance with the provisions of the Commonwealth Civil Service Act and the rules and regulations adopted thereunder. 1 CMC §8143 is repealed."

(b) Section 214 is further amended by adding a new subsection at the end thereof as follows:

"(h) Any function of the Personnel Office or any other agency relating to housing for government employees or officials is transferred to the Special Assistant for Administration. The OPM (or other servicing personnel office or employee) shall inform the Special Assistant of future housing needs as such needs become known and shall notify the Special Assistant when a government employee becomes eligible for housing benefits and when such eligibility expires."

Section 7. Emergency Operations. Section 216 is revised to read as follows:

"Section 216. Emergency Operations. The Disaster Control Office and the Office of Civil Defense are consolidated in an Emergency Management Office in the Office of the Governor, which shall have at its head an Emergency Management Director."

Section 8. Customs Service.

(a) Strike "Department of Labor and Immigration" and "Secretary of Labor and Immigration" each time either term appears in Reorganization Plan No. 2 and insert in lieu thereof "Department of Labor, Immigration, and Customs" and "Secretary of Labor, Immigration, and Customs", respectively.

(b) Section 301 is amended by adding a new subsection at the end thereof, as follows:

"(d) Customs.

"(1) The Customs Service is transferred to the Department of Labor, Immigration, and Customs and shall have the status of a division of that department. The Customs Service shall have at its head a Director of Customs.

"(2) The Secretary of Finance shall continue to provide cashiers as necessary at ports of entry or elsewhere for the purpose of collecting duties, excises, or other taxes or fees in connection with customs. With the agreement of the Secretary of Labor, Immigration, and Customs, the Secretary of Finance may designate appropriately trained employees of the Department of Labor, Immigration, and Customs to serve as special cashiers for such purpose."

Section 9. Commonwealth Utilities Corporation. Section 304(b) is revised to read as follows:

"(b) Commonwealth Utilities Corporation.

"(1) The Commonwealth Utilities Corporation is allocated to the Department of Public Works for purposes of administration and coordination. In order to provide greater autonomy to the Corporation, the Secretary of Finance and the Special Assistant for Management and Budget shall not be members of its Board of Directors as of the effective date of this paragraph. After the effective date of this paragraph, an individual may be appointed to the Board without regard to the managerial or financial experience of such individual, the provisions of 4 CMC §8131(a) notwithstanding.

"(2) Pursuant to conditions of a federal grant for 'Strengthening the Commonwealth Utilities Corporation (CUC) and Developing an Action Plan for Achieving Full Cost Recovery' agreed to by the Governor on March 1, 1993, the employment of officers and staff of the Commonwealth Utilities Corporation shall be exempt from the Civil Service System. The Corporation shall develop, adopt, and administer a merit personnel system that rewards productivity and service, provides management flexibility, and includes provision for employees to appeal serious disciplinary action. The

Executive Director of the Corporation and the Director of Personnel shall make recommendations to the Board of Directors of the Corporation and to the Civil Service Commission for an orderly transition from one system to the other, and such transition shall be completed not later than six months after the effective date of this paragraph.

"(3) Also pursuant to the conditions of such grant, the Commonwealth Utilities Corporation may exceed any salary ceiling set forth in Chapter 4 of 1 CMC, Division 8, Part 2, upon certification by its Board of Directors to the presiding officers of the Legislature that a higher salary is necessary to recruit or retain officers or staff of sufficiently high caliber to fulfill the purposes of the Corporation.

"(4) Also pursuant to the conditions of such grant, but without derogating the constitutional and statutory prerogatives of the Public Auditor, the Commonwealth Utilities Corporation shall appoint a qualified public accounting firm to conduct an annual audit of the financial records of the Corporation and shall make copies of such audit available to the Governor, the Legislature, and the public."

Section 10. Board of Professional Licensing. Section 304(c) is revised to read as follows:

"(c) Board of Professional Licensing. The Board of Professional Licensing is allocated to the Department of Public Works for purposes of administration and coordination. The Board may transfer jurisdiction for the licensing of any profession to another appropriate agency of the Commonwealth by agreement with the head of such agency and with the approval of the Governor."

Section 11. Environmental Quality. Section 304(d) is amended by adding a new sentence at the end thereof as follows:

"The Secretary of Public Works, with the concurrence of the Secretary of Health and the approval of the Governor, may transfer back to the Department of Health any function of the Division that lacks any significant engineering component and is more closely related to other functions of the Department of Health."

Section 12. Vocational Rehabilitation. Section 305 is amended by adding a new subsection at the end thereof as follows:

"(c) Vocational Rehabilitation. The head of the Office of Vocational Rehabilitation Services is authorized to sign, with the prior approval of the Governor, any grant agreement under Title 1 of the Federal Rehabilitation Act and the State plan for vocational rehabilitation services, and such office is designated as the State agency to administer such plan, subject to monitoring and supervision by the Secretary of Health and any other official designated by the Secretary for such purpose."

Section 13. Zoning.

(a) Section 306(c) is revised to read as follows:

"(c) Zoning Board.

"(1) The Zoning Board is abolished and, except as provided in Section 401(c) of this plan, its functions transferred to the Department of Lands and Natural Resources. Such functions shall be assigned to an existing or new administrative unit of the Department at the discretion of the Secretary of Lands and Natural Resources.

"(2) The Secretary of Lands and Natural Resources shall, within one year after the effective date of this paragraph submit to the Governor recommendations for a simplified system of zoning for the Third Senatorial District.

"(3) The Zoning Board of Rota, established by Rota Local Law No. 8-2, is not affected by this subsection."

(b) Any reference to zoning in Section 401 shall be inoperative during any period of suspension of the Saipan Zoning Law (Saipan Local Law No. 8-7). Any reference in such section to the Division of Zoning shall be deemed to be a reference to the unit of the Department of Lands and Natural Resources to which the functions of the Zoning Board are assigned pursuant to Section 306(c)(1).

Section 14. Permit Simplification, Coordination, and Integration. Section 306(d) is revised to read as follows:

"(d) Permit Simplification, Coordination, and Integration. The Secretary of Lands and Natural Resources, the Secretary of Public Works, and the head of any other agency regulating development shall simplify, coordinate and, to the maximum extent practicable, integrate the permitting and regulatory processes within, between, and among their agencies in order to expedite government decisions incident to private sector development. Such processes shall include automatic permit approval if an agency does not deny a permit within a specified time period after submission of a complete application. Such processes shall also provide for a prospective applicant to be given a list of items required for the application to be considered complete. The simplification, coordination, and integration required by this subsection shall be carried out under the oversight of the Special Assistant for Planning, who shall resolve any matter arising under this subsection in disagreement between or among any such agencies."

Section 15. Fishing in Exclusive Economic Zone.

(a) In order to complete the transfer of fishery management from the Governor to the appropriate departments, the scope of the Fish, Game, and Endangered Species Act (P.L. 2-51, 2 CMC §5101 et seq.) is extended to include management and conservation authority of fishery resources and fishing activities in the Exclusive Economic Zone established by Section 12 of the Marine Sovereignty Act of 1980 (P.L. 2-7, 2 CMC §1124), provided, that the Secretary of Commerce, with the participation of the Secretary of Lands and Natural Resources, shall be the lead agency for negotiating any license for foreign fishing in the Exclusive Economic Zone or Commonwealth waters.

(b) Upon the extension of the Fish, Game, and Endangered Species Act pursuant to subsection (a) of this section, such Act shall be deemed a law for the management of fishery resources and activities for purposes of Section 15(b) of the Marine Sovereignty Act of 1980 (1 CMC §1135(b)) and, upon the promulgation after the effective date of this section of regulations to manage such resources, Executive Order No. 20, dated January 30, 1981, is revoked.

Section 16. Government Health and Life Insurance.

(a) Section 307(c) is revoked and a new section is added after Section 407, as follows:

"Section 408. Government Health and Life Insurance. Any function of the Personnel Office or the Governor relating to administration of group health or life insurance programs for government employees is transferred to the Northern Marianas Retirement Fund, provided that the Civil Service status of current employees transferred to the Retirement Fund pursuant to this section and Section 504 shall not be affected thereby. The Retirement Fund Board of Trustees may create an appropriate administrative structure for the administration of such programs and may, by agreement, utilize the services of the Office of Personnel Management or other servicing personnel office or employee to process enrollment or other forms related to such programs. The liabilities of such programs shall be liabilities of the Commonwealth Government and not of the Retirement Fund, which shall serve in a fiduciary capacity with respect to employee contributions and as fiscal and administrative agent for the government. The Public Auditor shall conduct an audit of such programs in connection with such transfer and shall report the results of such audit to the Governor, the Legislature, and the public."

(b) Actions taken by the Department of Finance with respect to government health and life insurance programs pursuant to Section 307 prior to the effective date of this subsection shall remain valid and shall not be affected by the changes in Reorganization Plan No. 94-2 made by subsection (a) of this section unless and until modified by the Retirement Fund after such date.

Section 17. Department of Community and Cultural Affairs.

(a) Subsection (b) of Section 308 is amended by adding a new sentence at the end of such subsection, as follows:

"The Secretary of Community and Cultural Affairs shall consult with officials of the Association and shall make recommendations to the Governor regarding any change in the status of the Association that may enhance its ability to serve as sanctioning body for participation by athletes of the Commonwealth in international sports competitions."

(b) Subsection (f) of such section is revised to read as follows:

"(f) Historic Preservation Review Board. The Historic Preservation Review Board is allocated to the Department of Community and Cultural Affairs for purposes of administration and coordination."

Section 18. Mariana Islands Housing Authority. Section 407 is revised to read as follows:

"Section 407. Mariana Islands Housing Authority.

"(a) The Mariana Islands Housing Authority is abolished and its functions, assets, and liabilities transferred to the Commonwealth Development Authority, which shall establish a subsidiary corporation for such purpose, as provided for by 4 CMC §10203(29).

"(b) The Commonwealth Development Authority shall select a name for the subsidiary. The Board of Directors of the Commonwealth Development Authority shall be the Board of Directors of the subsidiary, unless and until the Authority directs otherwise. The Board of the subsidiary shall be empowered to establish rules, regulations and policies, appoint officers and hire staff. The officers and staff of the subsidiary shall be exempt from the Civil Service System.

"(c) Assets and liabilities of the Mariana Islands Housing Authority shall be assumed by the subsidiary under the same terms and conditions existing at the time of transfer. Title to real and personal property, related legal documents, bank accounts, etc., shall be changed in favor of the subsidiary. Liabilities of the subsidiary shall not be liabilities of the Commonwealth Development Authority, unless the Authority so provides. Liabilities of the Mariana Islands Housing Authority to the Commonwealth Development Authority shall not be extinguished by the transfer made by this section, and shall remain due and owing by the subsidiary to the Commonwealth Development Authority. The financial statements of the Commonwealth Development Authority and the subsidiary shall not be consolidated, unless the Authority so directs."

Section 19. Administration and Coordination. Section 507 is amended by adding a new sentence at the end thereof, as follows:

"The expenditure and reprogramming authority of the allocated agency shall be as otherwise provided by law and shall not be affected by such allocation."

Section 20. Governor's Appointments; Excepted Service.

(a) For purposes of Section 509(a), the Deputy Director of Personnel in the Office of Personnel Management and the Emergency Management Director in the Emergency Management Office shall be the only positions in such offices deemed to be at the level of division director.

(b) Subsection (c)(1) of Section 509 is revised to read as follows:

"(1) Any position in the Office of the Governor (including the Office of the Lieutenant Governor), except the staff of the Office of Personnel Management and the staff of the Emergency Management Office."

(c) Section 509(d) is revised to read as follows:

"(d) Any person appointed pursuant to subsection (a) or (c) of this section, who was a member of the classified Civil Service immediately before such appointment shall, notwithstanding any other provision of law, not suffer a reduction in pay as a result of such appointment. Upon the termination of such appointment, such person shall be eligible for immediate reinstatement to any vacant position in such person's former agency for which such person is qualified at the grade and step previously held, except that, if the performance of such person has been sufficiently satisfactory, any within grade step increase that such person would have earned had such person remained in the classified Civil Service shall be awarded, provided, that if no such position exists in the former agency, such person shall have priority for appointment to any position in the classified Civil Service for which such person is qualified in any agency of the Commonwealth Government."

(d) In order to assure that persons may be hired to fill permanent positions on a temporary basis, when such action is necessary in the government interest, Section 509 is further amended by adding a new subsection after subsection (d), as follows:

"(e)(1) Notwithstanding any provision of 1 CMC §8131 to the contrary, any position in the Civil Service (whether temporary or permanent) may be filled on a temporary basis for a period not to exceed two years at a time without regard to rules and regulations applicable to the career service when--

"(A) it is necessary to recruit a person who maintains his or her bona fide principal residence outside the Commonwealth;

"(B) the public interest requires that the position be filled pending recruitment and appointment of a permanent employee; or

"(C) such action is otherwise required in the public interest as justified in writing by the appointing authority.

"(2) No person shall be employed to fill any position on a temporary basis pursuant to paragraph (1) of this subsection unless the merit and fitness of such person to hold such position has been demonstrated by examination or by other evidence of competence.

"(3) The terms of employment of any person employed pursuant to paragraph (1) of this subsection shall be as stated in a contract of employment and as set forth in Excepted Service Rules and Regulations promulgated by the Civil Service Commission. Rules and regulations applicable to the career service regarding premium pay shall apply unless excluded in the contract of employment. Except as provided in paragraph (4) of this subsection or in the Excepted Service Rules and Regulations, other rules and regulations applicable to the career service shall not apply.

"(4) Any position filled under the authority of paragraph (1) of this subsection shall be filled at or below the classification of that position. This requirement may be waived by the Governor (for positions in all agencies under the direction of the Governor) or other appointing authority and the position filled on an ungraded basis when a qualified candidate would not otherwise be available, in which case premium pay will only apply if so stated in the contract of employment. Such waiver shall require the concurrence of the Civil Service Commission or its designee, provided that the Civil Service Commission shall be deemed to have concurred if it has not taken action on such waiver within 30 days after receipt.

"(5) Notwithstanding any other provision of law, the employment by contract executed prior to the effective date of this paragraph of persons to fill permanent positions for temporary periods is hereby ratified. Any such contract in effect on such effective date shall remain in effect pursuant to its terms and pursuant to the applicable Excepted Service Rules and Regulations promulgated by the Civil Service Commission. Rules and Regulations applicable to the career service shall not apply, except as provided by the Commission."

Section 21. Internal Reorganization. A new section is added after Section 511, as follows:

"Section 512. Internal Reorganization.

"(a) With the approval of the Governor, the head of any agency reporting to the Governor may, in the interest of efficient administration, reorganize such agency, create

or abolish administrative units (subject to the provisions of subsection (b) of this section), and reassign duties within such agency, provided that the head of an agency to which another agency has been allocated for purposes of administration and coordination shall not take any such action with respect to such other agency without the consent of the Board, Commission, or other head of such other agency.

"(b) No internal reorganization pursuant to subsection (a) of this section shall increase the total number of divisions or other administrative units, the heads of which are subject to appointment of the Governor.

"(c) The head of the agency desiring to effect an internal reorganization pursuant to subsection (a) of this section shall transmit all necessary information to the Governor, the Special Assistant for Administration, the Special Assistant for Management and Budget, and any other person designated by the Governor. In order to assure effective consideration of such information, the Governor will not take action on the internal reorganization for thirty days after such transmittal, unless he determines that an earlier period is urgently necessary. The Governor may approve, reject, or modify the internal reorganization, or may return it without action for further revision by the head of the agency."

Section 22. Nationality. A new section is added after Section 512 (as added by Section 21 of this Order), as follows:

"Section 513. Nationality. In order that the Commonwealth be able to avail itself of the service and expertise of individuals as department heads or as members of boards or commissions without regard to their nationality or residence, the second sentence of 1 CMC §2901(a) is revised to read as follows:

"The appointing authority may waive the requirement of Commonwealth residence, or United States citizenship or nationality, or both, when in its judgment the technical or professional expertise of a potential appointment is of critical importance, in which case no provision of law limiting the employment of nonresidents or of persons not of United States citizenship or nationality shall apply."

Section 23. Severability. A new section is added after Section 513 (as added by Section 22 of this Order), as follows:

"Section 514. Severability. If any provision of this Plan or the application of any such provision to any person or circumstance should be held invalid by a court of competent jurisdiction, the remainder of this Plan or the application of its provision to persons or circumstances other than those to which it is held invalid shall not be affected thereby."

Section 24. Typographical, Technical, and Conforming Amendments. The following typographical, technical, and conforming amendments are made to Reorganization Plan No. 2:

(1) In Section 102, strike "to the Governor".

(2) In Section 204(c), strike "he" and insert in lieu thereof "the".

(3) The section relating to Corporate Charters preceding Section 208 is re-designated Section 207, and the section relating to the Energy Office preceding Section 213 is re-designated Section 212.

(4) In Section 213(c), strike "1 CMC" and insert in lieu thereof "6 CMC" and, in the revision to 6 CMC §4207 made by such section, strike "Probation" and insert in lieu thereof "Parole".

(5) In Section 214(b), strike "section or in Section 307" and insert in lieu thereof "plan"

(6) In Section 214(c), strike "personnel management functions" and insert in lieu thereof "personnel administration functions".

(7) In Section 215(c), strike "Public Health and Environmental Safety" and insert in lieu thereof "the Departments of Health".

(8) In Section 215(e), after "All applications" insert "by Commonwealth government agencies".

(9) In Section 303(b), strike "Secretary" each time it appears and insert in lieu thereof "Commissioner".

(10) In Section 304(d), strike "land-based" and insert in lieu thereof "construction-related".

(11) In Section 307(b)(1), strike "Personnel Officer" and insert in lieu thereof "Director of Personnel".

(12) In Section 401(h), strike "Board of Zoning Appeals" and insert in lieu thereof "Board of Zoning Appeals".

(13) In Section 406, strike "Termination and Trusteeship" and insert in lieu thereof "Termination of Trusteeship".

(14) In Section 502, strike "of" the first two times it appears and insert in lieu thereof "or".

(15) In Section 504(b), strike "of the Excepted Service" and insert in lieu thereof "or the Excepted Service".

Section 25. Effective Date. This Order, including the amendments to Reorganization Plan No. 2 of 1994 made by this Order, shall be effective sixty days after submission to the Legislature, unless specifically modified or disapproved by a majority of each house of the Legislature.

DONE this 16th day of January, 1996.


FROILAN C. TENORIO
Governor