



State of North Dakota

OFFICE OF THE GOVERNOR
600 E. BOULEVARD — GROUND FLOOR
BISMARCK, NORTH DAKOTA 58505-0001
(701) 224-2200

GEORGE A. SINNER
GOVERNOR

**LOAN
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Bismarck, ND 58505

EXECUTIVE ORDER 1991-4

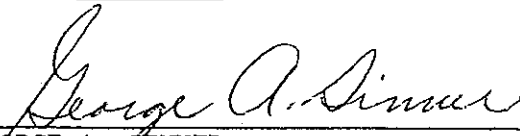
I, GEORGE A. SINNER, GOVERNOR OF THE STATE OF NORTH DAKOTA, BY THE AUTHORITY VESTED IN ME, DO HEREBY ESTABLISH THE COUNCIL OF STATE EMPLOYEES, TO BE MADE UP OF 15 REPRESENTATIVES OF THE VARIOUS AGENCIES AND INSTITUTIONS OF NORTH DAKOTA STATE GOVERNMENT, WITH A BOARD OF DIRECTORS SELECTED FROM AMONG THE EMPLOYEES OF THE STATE IN A MANNER SPECIFIED BY THE BOARD OF DIRECTORS AND APPROVED BY A VOTE OF STATE EMPLOYEES.

DUTIES OF THE DIRECTORS RELATING TO THE COUNCIL OF STATE EMPLOYEES WILL BE CONSIDERED A PART OF THEIR STATE EMPLOYMENT RESPONSIBILITIES; THEIR SERVICES WILL BE REGARDED AS IN THE LINE OF STATE EMPLOYMENT; TIME SPENT IN PERFORMING DUTIES AS A BOARD MEMBER MAY NOT BE CHARGED AGAINST ANY EMPLOYEE'S ACCUMULATED ANNUAL OR ANY OTHER TYPE OF LEAVE, AND EMPLOYEE'S EXPENSES FOR ATTENDANCE AT BOARD MEETINGS WILL BE REIMBURSED, AT STATE RATES, BY THE AGENCY EMPLOYING THE DIRECTOR.

This order is issued upon the following bases and for the following reasons:

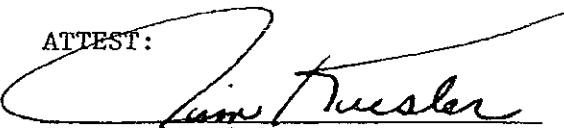
1. The Governor is vested with the executive authority pursuant to Article V, Section 1 of the North Dakota Constitution.
2. Recent surveys of state employees indicate levels of morale that seriously affect productivity of the state service.
3. Many state agencies and institutions have organized employee committees to enhance productivity and morale.
4. The intraagency employee entities can be effective within agencies, but a need exists for an interagency entity to plan government-wide programs and make government-wide recommendations for enhancing employee morale and productivity.
5. The creation of an interagency council of state employees is essential for improving the productivity and morale of all state employees.

Executed at Bismarck, North Dakota, this 6th day of May, 1991.



GEORGE A. SINNER
Governor

ATTEST:


Secretary of State

Deputy