

the entire country. The gains you have received as State employees under the system are numerous, of course, but in the long run it is the people of the State who have benefitted most from the establishment and development of a competent and reliable civil service.

In our various positions—and whether we are in the classified service or not—all of us are custodians and agents of the people's business of Maryland. We are their servants in the execution of the laws enacted by their legislative representatives. We are their agents in manning the institutions and providing the services which they have set up for the government of their State. In our work, therefore, we must be ever mindful of this relationship. We must not forget the loyalty that is demanded of agent to principal.

The people, in turn, must remember that they have their own obligations under such a relationship. They must not forget, for example, the age-old maxim that the "laborer is worthy of his hire"—that all who perform services are entitled to certain and adequate rewards for such services. In the more than four decades of the operation of the merit system, great strides have been made in the relationship of employer and employee in the State government. There have been consistent upward adjustments in the pay of employees.

It may be said, in passing, that the appropriations for State salaries have increased by more than \$9,000,000 during the two and one-half years I have held the office of Governor. Our standard salary plan operates under the theory of "equal pay for equal work." Under it, there is a continuing restudy and re-evaluation of jobs to keep them in line with the current labor market. The Standard Salary Board conducts this restudy and re-evaluation in acknowledgement that a satisfactory civil service cannot be maintained unless those engaged in it receive salaries commensurate with the type of work they perform. In this connection, let me say that I have asked the Standard Salary Board to conduct a study of the salaries of the some 2,300 State employees who are engaged in the work of hospital attendants.

We have worked out, over a period of years, a State employees retirement system which is second to none in the country. As State employees, you have a good pension system, a fair work week, complete coverage under Social Security, adequate vacations and many other benefits. All of which, I hasten to say, you are justly entitled to because of the loyalty and devotion you have shown to your jobs.

I should like to offer here a word of praise for the Maryland Classified Employees Association, which this year celebrated its twenty-fifth anni-