

A TRAINING PROGRAM FOR PUBLIC ADMINISTRATORS

Maryland is no longer a series of sleepy communities. We are a large industrialized State with an annual budget approaching \$1 billion. We need highly trained public administrators to handle the State's business, to solve State problems, and to assure wise use of State resources. We all respect the dedicated public servants who staff our State agencies, but we must provide them with better training opportunities as well as provide a vehicle for bringing into State government persons with superior educational qualifications in the field of public administration.

This budget proposes to establish a public administration internship program within the Department of Personnel. We would like to accept up to 12 individuals each year and give them a combination of practical experience and academic training. We have made provisions to compensate a professor of public administration on a part-time basis to work on this program.

At the same time, we recognize that many of the existing State employees might benefit from such training and that the public administration interns could profit from their experience. Therefore, concurrently, we would like to establish an in-service training program for the selection of an equal number of present employees who have proven their ability to benefit from comparable training.

Our objectives are to provide the State of Maryland with a top-level group of administrators and to provide a vehicle for attracting and retaining outstanding personnel.

STATE EMPLOYEE SALARIES

I am greatly disturbed over the alarmingly high rate of turnover and the high level of vacancies in State positions. In some cases departments have been forced to shut down parts of State facilities due to lack of personnel. In other cases they have had to resort to overtime work with available staff.

An adjustment in State employees' salaries is critically needed.

Both the Maryland Classified Employees Association and the State Standard Salary Board have proposed new salary plans. In the short time available, I have not had an opportunity to formulate specific recommendations on what should be done. However, the need is great, and some action must be taken. I am presently studying this matter and will transmit further recommendations to you in the near future.