

visory machinery to assure effective implementation is vested in each agency or department. Each unit chief, either personally or through an immediate subordinate, is charged with the development and continuing review of plans, programs, procedures and reporting practices to assure compliance.

It would also be my hope that the two major organizations of State employees — the Maryland Classified Employees' Association and the American Federation of State, City and Municipal Employees — will take an active and continuing interest in assuring implementation on the part of their members. The Code will be printed, and by its provisions a copy will be made available to each employee in the State service.

It is my desire that within 90 days each of you will have set policy and initiated action to effect the Code. Needless to say, my office and my staff are prepared to help you in any and every way. In the next months, Dr. Ware will be exploring paths to assure uniform, effective policy patterns. I know he will shortly be in contact with you to gain additional ideas to make this a coordinated, cooperative executive effort.

Finally, I believe this Code has great implications that reach beyond its immediate objectives. I believe that it not only reflects the conscience of government but represents a concern for fair play and an insistence upon free opportunity that can only encourage administrative talent, improve administrative service and enlarge governmental respect. We are not simply executing legislation, we are exemplifying it — and shall through example and experience prove its rightness and wisdom.

NEWS CONFERENCE

December 21, 1967

OPENING STATEMENT BY THE GOVERNOR

I have been disturbed and concerned because of the reactions to certain reports about what's in store for the State with regard to major taxation on individuals, and I want to take this opportunity to clear up every misconception that I think probably may exist in the minds of people, particularly in the Washington area. First of all, there is no intention on our part to increase the local burden to the individual on the sales or the income tax as things stand right now. We have every hope that the new graduated tax, as its growth