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The State Commissioner of Personnel is the head of the State Merit System, which was established in 1920. The title of State Commissioner of Personnel was established by Chapter 310, Acts of 1953. The position had been previously known as the Commissioner of State Employment and Registration (Chapter 41, Acts of 1920). The Commissioner, who is appointed by the Governor for a six-year term, administers the Merit System Law, and with the approval of the Governor, makes such rules as he deems necessary to carry out the law. Such rules have the force and effect of law.

The purpose of the Merit System Law is to provide candidates for appointment to positions in the classified service after determining by practical tests the fitness of such candidates for the positions which they seek, without regard to their political or religious opinions or affiliations. It is also to provide adequate means for the prompt removal from positions in the classified service of persons who may be indolent, incompetent, inefficient, or otherwise unfit to remain therein, and to keep in a workable state the provisions for the promotion of employees as provided in the Law to ensure that the best class of candidates will be attracted to the classified service (Code 1957, Article 64A). The State Commissioner of Personnel is the chief personnel officer for the State of Maryland, which at present employs approximately 24,200 classified and 3,200 unclassified employees.

The State Commissioner of Personnel is also Chairman of the State Employees' Standard Salary Board which is responsible for preparing and recommending to the Governor a pay plan for the State's classified and unclassified employees (Code 1957, Article 64A). In addition, he is Chairman of the State Incentive Awards Board which is responsible for operating the State Incentive Awards Program for classified employees (Code 1957, Article 64A).

Appropriations	1965	1966
General Funds .....	\$645,882	\$673,948
Staff, 1965: 87; Staff, 1966: 90.		

**STATE INCENTIVE AWARDS BOARD**

Chairman: Russell S. Davis, Commissioner of Personnel  
 Ex officio member: James G. Rennie, Director, Department of Budget and Procurement.

Appointed members: George W. Phillips, 1966; George W. Koehler, 1966; Albert S. Gordon, 1966; Archer I. Schweizer, 1966.  
 William H. Schoenhaar, Secretary

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The State Incentive Awards Board, established by Chapter 65, Acts of 1958, is composed of the State Commissioner of Personnel, ex officio, as chairman; the State Budget Director; one member appointed by the Governor on nomination by the Maryland Classified Employees' Association; and three members appointed by the Governor.

The Board is empowered to authorize the payment of cash awards and to incur necessary expenses for honorary recognition of officers and employees in the classified service who, by their suggestion, invention, superior accomplishment or other personal effort, contribute to the efficiency, economy, or other improvement of State operation, or