

3. Advancement of a general pension system for State employees to a point that will permit its further definite consideration at the next general Assembly.

4. Further extension of promotion examinations, the State Employment Commissioner reporting that 68 tests have been given in the past ten months.

In talking facts, we are aware that recent rulings of the State Law Department have focused attention on certain phases of the present law. It must be understood that the Attorney General and his staff interpret the law as they find it and as they believe a Court would construe it. If any change in the law is desirable, the General Assembly must make it and I have placed before the Legislative Council the comprehensive opinion of the Law Department for its information and consideration. The point that I want to make abundantly clear is that, while there may be differences of opinion as to details or as to methods, there is no difference on the question of principle involved. I am for the Merit System. I believe that State employees, who have rendered faithful and efficient work, ought to be encouraged to continue that work under the most favorable circumstances. Furthermore, the public will get the benefit of this increased efficiency. Accordingly, when it is realized that economic security is one of the most potent factors in maintaining good morale, it would be a prudent investment for the State to undertake well-considered methods, based upon actuarial computations, for an improved retirement system so that State employees will have every inducement to perform their duties satisfactorily.

I conclude by repetition of what I said in the campaign and what was included in the platform. I meant it when it was said and I stand four square on that principle now. The two moving considerations combine to make this position the right one. The public interest is thereby fully subserved and, secondly faithful State employees are thus rewarded. My every intention shall be directed toward accomplishing the much-desired result, to wit, that employment for the State shall be a credit and a badge of merit and distinction.

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## TRAFFIC SAFETY CAMPAIGN CONCLUSION

Radio Station WBAL, State House, December 1, 1939

Annapolis

**W**E begin today December Safety Week, the third, and final, special effort of the year under the sponsorship of the Maryland Traffic Safety Committee, to reduce the appalling toll of fatal and serious accidents upon our roads and city streets. As Governor of Maryland, I appeal once more to every citizen of Maryland, man, woman, and child, to give thought to the purposes of this December Safety Week, and to lend whole-hearted cooperation. Even though you may never enter an automobile, you can cooperate by walking with greater care, particularly on our county roads, and thus avoiding accidents to yourself, and hazards to drivers of automobiles and trucks.

To review the situation for just a moment, I might explain that the Maryland Traffic Safety Committee was appointed by me three months ago, because it was felt that the time had come when the people of Maryland MUST