

which might seem to them to weaken the Civil Service regulations.

I must, also, take into consideration the feeling of security or insecurity of the great number of State employees. To encourage them to put forth their best efforts in the performance of their duties, they must not feel that efforts are being made to deprive them of the safeguards surrounding their tenure of public positions.

The State Law Department, in the formal opinion upon outstanding measures, brings to my attention another important fact. The opinion states that it is likely that, if this measure is signed, it will nullify Chapter 385 (Senate Bill 203) passed at the recent session and providing for a three-man Salary Standards Board. This latter important measure is considered a great advance in administration of Civil Service laws and the opposition advanced by the State Law Department to approving House Bill 240 is that, under the Salary Standards Board measure, it is provided that one member shall be the State Employment Commissioner. Undoubtedly, confusion and possibly worse would result in the set-up of the Salary Standards Board if the office of one of its members were abolished, as no alternative is provided.

It is my considered judgment that, before making any radical change in the set-up of the State Employment Commissioner's Office, exhaustive study should be made to determine how any different set-up would likely function in this State. Fortunately, such a study can be made by the Legislative Council over the period of the next two years before the convening of the 1941 session of the General Assembly and I earnestly suggest that this far-reaching question be taken up for consideration by the Council.

I might add that in arriving at this decision, I have had a full and frank discussion of the entire situation with the President of the Senate, Senator Arthur H. Brice, Senator Dudley G. Roe, the majority floor leader of the Senate, Delegate John S. White, the majority floor leader of the House, who introduced the measure, Senator Philip H. Dorsey and others who voted for passage of the Bill.

I conclude that three factors must be controlling with me in my decision:

1. That exhaustive study and thorough consideration of the possible effects of a change in the Merit System laws should be made before a change is effected and that such study and consideration can and should be given by the Legislative Council; and that, at the conclusion of such full study and consideration, public sentiment will be crystallized in support of the preferable system, whatever that happens to be.