

other agencies of the State that positions shall be filled from civil service lists, and that selections shall not be subjected to the danger of political or personal favoritism. The grave apprehension expressed to me by the Maryland Classified Employees Association, and the individual employees of the University of Maryland, as to the consequences of House Bill 681 to their job security, and privileges, deserves consideration.

This bill would allow the University to pay its non-academic employees, chosen without regard to civil service, more than people of the same qualifications and in the same classifications and performing the same duties, are paid in other State offices. It has been suggested in defense of this provision that the salary scales established by the Standard Salary Board are inadequate for employees living in the Washington area. The plain answer is that the Standard Salary Board has power, under existing law, to authorize differentials to meet special conditions such as this is represented to be. If the facts sustain the claim, the Standard Salary Board should be applied to for appropriate action. Such a matter should not be determined at the will of one-man whose decision is beyond review.

The desire of every department head to be able to offer higher salaries at will is understandable. For good reasons, however, such a practice is not tolerated elsewhere, and little imagination is needed to foresee what it would do to the morale of other State employees' if the University were given *carte blanche* in respect to its employees' salaries. The grant of such authority in this instance can be expected to bring demands for similar autonomy in other departments. The consequence would be the ultimate abandonment of the whole classification and salary scale program of the State. There is not a personnel officer anywhere who would condone such a practice in public administration or private business.

The bill would make the University completely immune from all restraint, supervision or scrutiny, for example, by the State Planning Commission, whose responsibility it is to the Governor and the General Assembly to recommend a long-range comprehensive capital improvement plan for all State institutions. If, as the State Planning Commission has felt in the past, the University should in the future decide on so costly a program that the Commission deems it beyond the financial ability of the entire State to finance, the Commission would be without authority to so advise the Governor and the General Assembly. The University could by-pass the Planning Commission, thereby destroying the effectiveness of this body in developing an integrated State capital improvement program.

Architects for all public construction are now chosen upon the recommendation of the Department of Public Improvements and approved by the Board of Public Works. The bill