

April 30, 1968

Present: F. Elliott Burch  
J. Wilmer Bowles  
George R. Aud

Meeting convened at 10:00 a.m.

Civil Defense Funds

Gen. R. Hogaboom, Gen. Van Brunt, Mr. O'Connell, Col. Rich, Major Ellison, Mr. O. Wood, Mr. J. Romm, Mr. Stanley Donaldson, Mr. O. Guyther. Mr. Romm said that the matching funds for salaries which we have been receiving have been an exception to the general policy, and he does not feel such an exception should have been made. Now these funds have been withdrawn. However, as we now have the fall-out shelter, we can get maintenance funds for the equipment within the building. This includes communications equipment, all utilities, etc.

Gen. Hogaboom said he will try to establish that some of the personnel are necessary for civil defense and we might get funds for this. Mr. Romm said that the problem is that many things that are needed are everyday functions, and all of the normal functions are not necessary for civil defense measures. The fact that the center operates so well in an emergency does not make it an emergency operation. He mentioned that he thought Mr. C. Donaldson was about the finest local communications man he has ever seen. Mr. Romm said that those employees other than the operators and all of the operations functions will qualify for funds, along with the maintenance.

Mr. Donaldson pointed out that we were told that if the civil defense employees were placed under a federally approved merit system we would get the matching funds, and this was done. Mr. Romm said this was when the exception was made, and actually was beyond the authority and administrative ability of their agency.

Mr. O'Connell said that there is a possible solution. He feels that by taking a look, the county can maintain about the same rate of income from federal funds by picking up certain items. Mr. Romm agreed, and by picking up the items mentioned above, the county may have a little more money than they have in the past. Col. Rich stated that the center will probably come out ahead so far as the maintenance is concerned, as this includes everything but the operators themselves.

Mr. Burch said that the county raised money for the new center and was counting on the matching funds. Now when the new building is in operation, we find the funds have been withdrawn. Mr. Bowles also stated that the county is actually maintaining an emergency service for the federal government, but Mr. Romm said this is considered as a service being rendered to the people of the county.

Gen. Van Brunt said that the funds provided by his agency are just for furniture and equipment, and not for personnel and administration.

They have asked for funds for the latter but have not gotten them. Mr. Romm mentioned that the landscaping may be included in the maintenance, and we will also get matching funds on our radio repair, which we have not gotten in the past.

Gen. Hogaboom said he will work out some figures to present to the commissioners so they will know what to consider for the budget. The only salaries in question are those of the communication clerks, and this is matching funds in the amount of approximately \$15,000.

### Board of Education

Dr. R. E. King, Mr. H. Kanowicz, Mr. O. Guyther, Mr. S. Donaldson, Mr. H. Sterling, Mr. E. Fitzgerald, Mr. F. Dean and Mr. Purcell. The Board of Education people were informed that the commissioners have been reviewing figures back to 1963 and the amount of supplements since that time. Last year's supplement was over three times as much as the previous ones. According to a statement made by Mr. F. Dean, it would take \$212,000 to meet the requests for salaries and fringe benefits. After much consideration and discussion the commissioners have decided that they will approve the same supplement of \$405,000 that was approved last year, conditioned upon the Board of Education meeting the salary increase requested for the teachers. There will be \$495,000 available to the Board of Education over last year's funds: \$217,000 from the state, \$129,000 from the federal government, and \$148,000 from the county. Dr. King and Mr. Kanowicz said that what the commissioners were asking was impossible, but Mr. Burch said that the commissioners felt it could be worked out.

Mr. Guyther pointed out that there is approximately half-million dollars in increases over last year coming to the Board of Education and it will have to fit expenditures to operate within these figures. Even with the budget the commissioners are proposing, there will have to be an increase of approximately 35 cents in the tax rate, and the budget of every other county agency has been drastically cut. Dr. King said that if \$600,000 is deducted from their budget, it will have to be taken from the teachers, the technical center, and personnel. Mr. Bowles informed the gentlemen that the commissioners have been more lenient with the Board of Education than with any other department as the commissioners are favorable to the education of our children, but we cannot have a sound fiscal policy in the county with such a tax increase as would be necessary if the Board of Education budget was granted as requested.

There followed discussion concerning teachers salaries, and Mr. Kanowicz said that the state does participate in the step increases, but any funds over the state maximum are contributed by the county. Mr. Dean stated that speaking as a teacher, he appreciates making the \$212,000 inviolate, and he has worked for increases, but at the present time the Board of Education needs to buy materials to teach with. Perhaps he might request that the Board of Education be given some way to adjust this. The teachers might be willing to reduce their salaries to generate more money for instructional materials. Speaking on behalf

of the association, they could work with them, and see what could be done, and would like to meet with the Board of Education and Dr. King for this purpose. However, they will have to talk to the teachers in the county, and Mr. Purcell agreed. The latter stated that this would be a big sacrifice for the teachers and they are asking that the commissioners meet them somewhere along the line, and grant more than the \$405,000 they are appropriating. Dr. King said they still have to be concerned about salaries in Calvert County and Charles County, because if ours are lower, this will have a serious impact on our school system. He stated that his department has no authorization to make the reduction requested, and will have to meet with the Board of Education. It was decided this would be done and those present would return for further discussion this evening.

Meeting adjourned at 5:00 p.m. and reconvened at 8:00 p.m.

Present: All commissioners, Mr. O. Guyther, Mr. W. S. Donaldson, Mr. H. Kanowicz, Mr. Harry Ocker, Mrs. Kitty Barnes, Mr. F. Dean, Mr. Charles Purcell, Mr. E. Fitzgerald, Mr. Ogden, Mr. Vanetta, Mr. K. Abell, Mr. Young, Mr. H. Sterling.

There was further discussion concerning the budget, and it was explained by Mr. Burch that the tax rate would have to be increased approximately 40 cents to grant the \$405,000 supplement. We need approximately one million dollars to balance the budget, and have already taken over \$260,000 out of the budget requests of all other departments, and still need over \$900,000.

Mr. Ocker said they would like to keep the salary scale for the teachers as they will have to compete for teachers. The areas they will have to cut will be \$78,000 for instructional equipment, \$20,000 for materials, text books, library books, etc., and \$40,000 by hiring 18 less teachers, and all athletic programs - \$12,000, discontinue cafeteria operations for \$40,000, eliminating the hot lunch program, and by keeping the technical center closed \$200,00, cease operation of kindergartens \$80,000, stop field trips \$6,600. This will be a total of approximately \$487,000 that will be cut out of their budget. Mr. Burch asked what the Board of Education will do with the \$495,000 they will receive, and Mr. Ocker said this will be used for the additional 500 pupils who will be coming into the county. The latter mentioned that everytime they reduce expenditures, the state and federal aid is reduced accordingly.

There was further discussion concerning salaries, state and federal aid, etc., and Mr. Purcell stated that his group had met, the executive committee and the salary committee. They agreed that as a gesture, that instead of the \$6,100 basic starting salary, they would start at \$6,000, and the saving of \$46,000 would go to the education program. Mr. Fitzgerald said they did not want to cut the first scale, but wanted to keep this where it is. The teachers recognize that the instructional program cannot suffer, and perhaps the \$46,000 they are willing to give up could be used to operate the technical center.

The commissioners adjourned from the meeting to discuss the matter, and returned and informed those present that the commissioners had agreed that they will provide the \$405,000 by increasing taxes sufficiently to take care of this provided the school board honors the request that was received tonight from the Teachers Association, the athletic program is retained, the cafeteria operation continues, the kindergarten program continues, and the technical center opens on schedule. Mr. Burch said that the Board of Education members are all professional people and can formulate a good sound program with the money available. What the commissioners are saying is to work it out or get by on the mandated program. Mr. Guyther pointed out that all the commissioners are asking is that the Board of Education cut their budget 10%, and there are areas where the budget can be cut without loss of any federal funds. He suggested cutting staff cars. Dr. King said they can stay within their payment of 8¢ per mile, and this would save approximately \$12,000, and Mr. Guyther said this would take care of the entire athletic program.

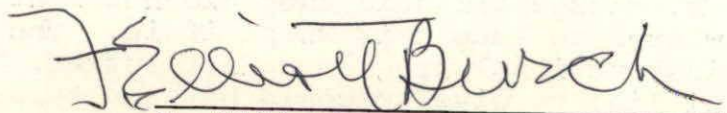
The commissioners left the room to allow the Board of Education to discuss matters. On their return, Mr. Abell said the cost of the conditions the commissioners are imposing will be \$498,000, and the \$405,000 will not underwrite this, and they are open to all suggestions as to how they can defray expenses.

Mr. Abell stated they are asking the commissioners for \$500,000 to provide the items demanded, and will keep all the programs and will work closely with Mr. Donaldson in an effort to do this. Teachers salaries would include the \$50,000 for the fringe benefits and the \$6,000 pay scale. Mr. Bowles suggested that perhaps when the Board of Education considers cutting pay scales, they begin at the upper level with the higher salaried people, rather than always at the lower level scales.

Mr. Burch said it is his understanding that the Board of Education will operate the programs with the \$500,000, and Dr. King said this will be done. The latter asked that if Mr. Donaldson at some time in the future agreed that they could not carry on the programs, would the commissioners be agreeable to them coming to them and asking for help. Mr. Burch stated that the commissioners are agreeing to grant the \$500,000 requested by the Board of Education, and Mr. Bowles stated that he would not commit himself to state what he would do if the Board of Education comes back in a month or so asking for help.

Meeting adjourned at 11:10 p.m.

Approved,



F. Elliott Burch  
President

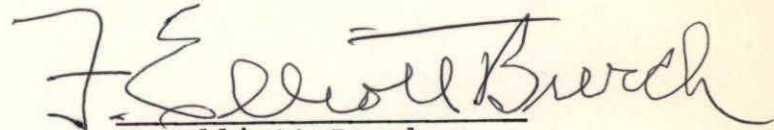
May 1, 1968

Present: F. Elliott Burch  
J. Wilmer Bowles  
George R. Aud  
W. S. Donaldson  
Benedict H. Sterling

Budget and Tax Rate

The commissioners set the tax rate for the fiscal year 1968-1969 at \$2.30, and signed the budget in the amount of \$4,732,456.00.

Approved,

A handwritten signature in cursive script that reads "F. Elliott Burch". The signature is written in dark ink and is positioned above the printed name and title.

F. Elliott Burch  
President