CITIZENS LEAGUE REPORT

No. 137

League Research & Action Program
1961-1962

July 1961
STATEMENT OF MAJOR OBJECTIVES

THE RESEARCH AND ACTION PROGRAM FOR 1961-1962

for the

CITIZENS LEAGUE OF MINNEAPOLIS AND HENNEPIN COUNTY

(Including committee assignments for and staff commentary on each project)
PART I. GENERAL

A. Comment

The Citizens League 1961-1962 Research and Action Program, consisting of 28 projects, has been divided into 15 primary projects and 10 supplemental projects. The main differentiation between a primary and a supplemental project is the determination of whether and to what extent staff time is to be given to the project. No staff time is to be allocated to supplemental projects if it will materially lessen the likelihood of properly carrying out primary projects.

Many factors have been taken into consideration in determining whether and where a project should be included in the program. These factors, among others, include: (1) The amount of staff and volunteer time that might be required. (2) The availability of interested and qualified League members willing to volunteer time on the project. (3) The urgency of undertaking the project immediately. (4) The efforts of other community organizations -- attempting to avoid duplication. (5) The prospects that League efforts and recommendations will make a substantial contribution toward achieving the desired objective.

The formal Research and Action Program in no way precludes committees from taking on additional projects during the year, provided they do not interfere with progress on assigned projects, and provided they do not require staff assistance.

Obviously, events beyond our control will necessitate our making additions and modifications in this program during the year.

B. Recommendations

1. That the Legislative Action Committee, which has functioned during the last two legislative sessions, be continued, and the scope of its activities be broadened to include implementation of League recommendations requiring action by public bodies other than the State Legislature. The membership of this committee should be appointed by the President and approved by the Board of Directors. The committee would have no authority to set policy for the League.

The Legislative Action Committee will advise and assist the President and the League staff in efforts to implement League legislative recommendations. The committee would also increase the ability of the League to speak out publicly on timely and controversial issues on which the League has previously adopted a policy position.

2. That the Forms and Structure Committee and the Metropolitan Area Study Committee be merged into a single research committee to be known as the Metropolitan Impact Committee.

Research project No. 1, listed in Part II, is tremendously broad in scope and will tax the full resources of the membership of both the Forms and Structure Committee and the Metropolitan Area Study Committee. It seems appropriate, therefore, to merge the two committees. Doing so will give greater assurance of reaching the soundest possible conclusions in a more coordinated way.
3. That a new committee to be known as the Municipal Court Committee be established, and that research project No. 16 in Part II be assigned to it.

None of the permanent League committees seem appropriate to undertake this type of research project. It is envisioned that this will be a temporary committee which should go out of existence once its assignment is completed.

4. That the following 28 projects, 18 of which are primary projects and 10 of which are supplemental projects, be adopted as the League's 1961-1962 Research and Action Program.

PART II. RESEARCH AND ACTION PROGRAM FOR 1961-1962

A. PRIMARY PROJECTS. The following 18 projects are to be given top priority during the year in the allocation of staff time.

No effort has been made to rank the projects in any order of importance, and therefore no significance is to be attached to the fact that one might be listed as No. 1 and another as No. 11.

1. Ascertain those local governmental services in the Twin Cities metropolitan area, if any, which cannot be handled adequately by existing units of government, either individually or cooperatively, and recommend the most suitable means of providing these services.

Comment: (Metropolitan Impact Committee). That existing units of government will not be able to handle adequately certain services without the formation of one or more additional units or levels of government is a viewpoint which is gaining momentum rapidly. The proposed creation of a Metropolitan Sanitary District is but one example of this viewpoint that additional unit(s) must be established in order to provide properly for certain services.

Certain services which should be reviewed from this standpoint come to mind readily. They include: (a) Sewage disposal and treatment, (b) a coordinated civil defense program, (c) provision of a safe and adequate supply of water, (d) regulation and possible operation of a public transportation system, (e) provision of park and open space land. Other functions might lend themselves to similar review.

The committee, in determining whether a service can be provided "adequately" by existing units of government, either on an individual basis or by cooperation, should take a number of factors into consideration. These include: (a) Whether either from a financial or functional standpoint the service can be provided at all. (b) The relative cost of providing the service under alternative systems. (c) The impact on other communities and on the total metropolitan area of having each unit of government handle a service in its own way. (d) The right of each citizen in the metropolitan area to participate in the political processes by which decisions are made. (e) The visibility to the voter of the decision-making process in providing the service. There are, of course, other considerations which might well be of equal importance to those listed above.
2. Review the present liquor licensing system in Minneapolis and propose ways to strengthen it. This project might well be divided into the following two parts:

(a) Recommendations for improving procedures in the granting of liquor licenses within the framework of the present basic system.

(b) Recommendations envisioning possible changes in the basic system itself.

Comment: (Licensing Committee). Obviously, there are a great number of improvements which can and should be made in the system under which Minneapolis liquor licenses are granted and revoked. The grand jury has suggested a number of proposed improvements. Aldermen have suggested others. The Licensing Committee, during recent months, has been reviewing these recommendations, as well as formulating proposals on its own. The committee hopes to bring before the Board of Directors at least an interim report by the end of September.

Many, if not most, of the weaknesses in the issuance of liquor licenses in Minneapolis are brought about by the basic system itself. Severe limitations on the number of licenses which can be issued and on the ability to locate these licenses throughout the city inevitably have caused many of the existing problems. The Licensing Committee is now reviewing the soundness of the basic system itself, and should continue its work in this important area during the coming months.

3. Review the provisions contained in the CIVIC Charter and suggest possible modifications from the following two standpoints:

(a) Criticisms made of the language in terms of whether the language actually accomplished what was intended.

(b) Substantive criticisms of the CIVIC Charter in terms of possible alternatives which might broaden the base of community support.

Comment: (Minneapolis Government Reorganization Committee). It appears certain that a new attempt to achieve major charter revision for Minneapolis will be forthcoming within the next year or so. This is the single most important Minneapolis need, and therefore this project should be given the highest possible priority.

It appears likely that the CIVIC Charter will provide the starting point from which modifications will be made. The committee therefore should move promptly to review the CIVIC Charter and to suggest possible modifications. The committee should be prepared to suggest any proposed changes not later than at the November Board of Directors meeting.

4. Review present efforts being made to develop a long-range transportation plan for the Twin Cities metropolitan area and propose any additional means which might assure the earliest possible attainment of this objective.

Comment: (Transportation Committee). It is imperative that a comprehensive transportation plan be developed for the Twin Cities metro-
politan area at the earliest possible date. Considerable work already has been done and much of the statistical data necessary is now available. However, much of this information has never been made available to the public, and additional important information still must be collected and evaluated. A federal grant program is available to communities and metropolitan areas for the purpose of assisting in making these extensive studies.

The committee should review the information now available and determine what further data are necessary. The committee then should propose specific further steps to assure that the long-range transportation plan will be given the priority attention it so urgently needs.

5. Continue intensive analysis of the various Minneapolis, Hennepin County and metropolitan area governmental budgets.

Comment: (Minneapolis Budget Committee) (Hennepin County Budget Committee). This project includes staff attendance at all budget hearings on the various local governmental budgets. It also involves intensive analysis of these budgets by the appropriate League budget committee. The committees should give particular attention to comparative costs and procedures in other similar cities throughout the nation. Another important function of the budget committees will be to ferret out seeming suspicious or soft points which should be given intensive analysis, either by these committees themselves or by some other League committee.

6. Propose specific alternate sources of revenue for local government, in order to lessen the burden presently resting on the real and personal property tax.

Comment: (Taxation and Finance Committee). A growing and dangerous attitude of futility on the ability to reach agreement on any single major alternative local source of revenue appears to be gaining momentum. The League's steadfast support for a county earnings or income tax is a matter of record. The League must continue to provide leadership in bringing together organizations and individuals in endeavoring to achieve greater understanding and support for this source of revenue.

The Taxation and Finance Committee during the coming year should direct its efforts toward:

(a) Assessing the general level of state aids to local government, which are provided by the State of Minnesota, in comparison to that provided to comparable communities in other states.

(b) Making specific recommendations for increases in the level of state aids where justified.

(c) Determining the feasibility of attaching to some statewide tax, such as the income or sales tax, a local option provision which could provide additional or replacement revenue for local governmental units.
7. Review the present rate of progress in Minneapolis and throughout Hennepin County in attaining greater uniformity of assessment administration, and propose ways to increase the momentum of this improvement.

Comment: (Taxation and Finance Committee). The League should, of course, continue to press for action on its proposal for state legislation requiring assessors to post the ratios they are using. In addition, intensive efforts should be maintained to make the public as aware as possible of the discrepancies in assessing property, and to suggest ways to narrow further the gap between assessment ratios of the various types of property. The committee might again review the desirability, if any, of changing to a county system of making assessments.

8. Review present Minneapolis urban renewal programs to determine the adequacy of the rate of progress in terms of the need and the general soundness of the direction the programs are taking, and to formulate priorities for further programs.

Comment: (Urban Renewal Committee). Heretofore, the League has had little contact with issues involving the urban renewal programs for Minneapolis. These programs are assuming ever-increasing importance to the future of our community. Last year's League program recommended the establishment of a special urban renewal committee. Because of the pressure of other League commitments, this project did not get under way. It is imperative that this committee begin its work promptly, and that a high priority be given to assuring that progress is made in this important area.

The early activities of the committee obviously will be mostly by way of orientation. As soon as practicable, however, the committee should take a careful look at such pressure point areas as Riverside in terms of defining areas most urgently in need of renewal or rehabilitation.

9. Continue analysis of wage policies by the various governmental agencies to assure maintenance of a professional approach to the fixing of compensation of public employees, and to provide a level of compensation comparable to that paid for like work in private employment.

Comment: (Public Employment Committee). The League's previous work in this area has had much to do with the progress that has been made during recent years. Salary policies are on a much sounder footing in Minneapolis than they were in past years. The Public Employment Committee should maintain close contact with the decisions made during the coming year on wages, to make certain there is no retreat from the generally sound direction presently being taken and the rate of progress that is being made.

10. Analyze the Minneapolis municipal employees retirement program to ascertain (a) the fiscal soundness of the fund, and (b) the adequacy of the benefits provided in relation to their cost.

Comment: (Public Employment Committee). The Public Employment Committee's work during the past year with respect to the Public Employees Retirement Association program should be duplicated during the coming
year for the Minneapolis Municipal Employees Retirement program. The feasibility or desirability of coordinating the present program with social security should be an essential part of the assignment. League work in this area is doubly important since the Legislature failed to continue the life of its interim commission on public employees retirement programs.

11. Conduct research designed to bring about increased understanding, cooperation and coordination among the metropolitan area school districts in determining the rate of compensation for teachers.

Comment: (Education Committee). This is a continuing assignment from last year. The Education Committee has already done much of the preliminary planning for extensive contacts with teachers and school administrators throughout the Twin Cities metropolitan area. The survey which will be made will attempt to determine those factors which seem most significant in attracting and retaining teachers and to relate these factors into specific comparisons between the various school districts. It is hoped that out of League work in this area can come a more coordinated approach on the part of metropolitan area school districts in establishing policies that attract and retain teachers.

12. Review the criticisms being made of the proposed new Minneapolis zoning ordinance, ascertain their validity, if any, and suggest modifications where warranted.

Comment: (Planning & Zoning Committee). Adoption by the Minneapolis City Council of a new zoning ordinance is imperative at the earliest possible date. The League last year expressed its general support for the proposed new zoning ordinance and urged its early adoption. The Council began consideration of the proposed ordinance, but as the city election campaign progressed further action on the ordinance was deferred for the new City Council. Although no dates have been established yet for further consideration of the proposed ordinance, it is expected that the Council will begin hearings within the next several weeks. There have been a number of specific criticisms made of the present language of the proposed ordinance, some of which appear to be sufficiently serious to endanger early favorable action on the ordinance itself. The Planning and Zoning Committee should review these criticisms, plus any others that are raised during the next few weeks. In this way the League might well play a crucial role in advancing the prospects for adoption, as well as the date of a new zoning ordinance.

13. Determine the soundness of continuing to maintain separate jail facilities for both the City of Minneapolis and Hennepin County on the same floor of the same building.

Comment: (Public Safety Committee). Both the Minneapolis and the Hennepin County preliminary budget proposals contain requests for the expenditure of considerable money to improve the jail facilities in City Hall. The county jail facilities and the Minneapolis jail facilities are located side-by-side on the same floor of the City Hall. For all practical purposes they are completely separately. Before substantial sums of money are spent on the physical improvement of each facility, it seems important to resolve the more basic question
of whether the two facilities should continue to be operated separately. The Public Safety Committee should proceed with dispatch in making recommendations on this basic policy question.

14. Determine the future status of Minneapolis General Hospital from the standpoint of (a) its physical plant, and (b) the services it should provide and for whom.

Comment: (Health, Hospitals & Welfare Committee). A decision must soon be made as to the future of Minneapolis General Hospital. The physical plant apparently is in sufficiently bad shape as to need either major renovations or perhaps construction of an entirely new hospital. A Minneapolis City Council-appointed citizens committee has been working for some time in formulating recommendations for the future use of General Hospital. A final decision involves much more than merely the physical condition of General Hospital. The Health, Hospitals & Welfare Committee should anticipate the early publication of the citizens committee's recommendations and be prepared to evaluate their basic soundness as promptly as possible. Assuming these recommendations are sound, then the committee should formulate specific recommendations which will lead to early implementation of the decision.

15. Review the various efforts being made to assess the need for and provide the financing to assure an adequate amount of open space and park land for the Twin Cities metropolitan area.

Comment: (Parks Committee). From all indications the Twin Cities metropolitan area will need much more in the way of open space and park land than is being set aside under present programs. The Federal Government has recently established a grant program under which open space can be purchased, with between 20-30% of the cost being paid for by the Federal Government. The Minnesota State Government has shown an interest in purchasing land in the metropolitan area for major park purposes. The Hennepin County Park Reserve District is, to the extent of its financial resources, moving rapidly to acquire additional park land. There is also a real possibility that further donations of suitable land by individuals can be stimulated through a coordinated program.

The Parks Committee should first review the amount of park and open space land that can be purchased under existing programs and measure this against what appear to be reasonable minimums. The committee then should formulate specific recommendations designed to narrow the gap between what is being acquired and what is needed. As at least a by-product of this committee work should come a better understanding of the proper relationship of the Federal, State, County and local governments in the total program.

16. Investigate the desirability of broadening our present municipal court system into a county system.

Comment: (Municipal Court Committee). There appears to be almost universal dissatisfaction with the present way of handling and financing court cases in Hennepin County. Minneapolis officials cite the
fact that 38% of the court load comes from suburban residents, but that
the suburbs make no financial contribution to the cost. Suburban in-
terests contend that if they are to share in the cost they should have
some right to participate in the election of judges. Many other impor-
tant factors are involved.

The Hennepin County Bar Association doubtless will be active in this
area during the coming year. There is a strong feeling, however, that
the Bar Association alone cannot be counted on to formulate the neces-
sary recommendations and work toward their implementation. By forming
a special committee consisting of members of the bench, the bar, and
laymen, the Citizens League can play a constructive and important role
in shaping the future direction of the court system in the Twin Cities
metropolitan area.

17. Maintain close contact with the Minneapolis Library Board's plans to
retain a consulting firm to make a survey of library procedures as a
means of bringing about greater public confidence in and financial as-
sistance to the library system.

Comment: (Library Committee). The Minneapolis Public Library system
will soon be faced with a financial crisis. The public appears unwilling
to vote additional revenues for library purposes, despite the seem-
ing need. Some express the view that the public lacks confidence in
the present administration of the Library. The proposed survey by out-
side consultants is intended to assure the public that its money is
being spent wisely.

The Citizens League during recent months urged strongly that this sur-
vey be conducted at the earliest practical date. The Board is proceed-
ing with plans to conduct such a survey, but a number of difficult
issues remain to be resolved, including the selection of a consulting
firm, a timetable, and the scope of the study. By assigning this issue
to the Library Committee as a continuing project, the League will better
be able to maintain close touch with this important problem.

18. Recommend any indicated procedural improvements in preparing and pub-
lishing the Voters Guide for candidates for local office.

Comment: (Elections & Candidate Review Committee). Work will begin
shortly after the first of the year on the Voters Guide for the Septem-
ber 1962 primary election. It is important that the League maintain a
constant effort to improve this voter service. It should be noted here
that a recommendation is also being made for the establishment of a
special committee of Board of Directors members to review the desir-
ability of continuing to participate in the preparation and publication
of the Voters Guide.

B. SUPPLEMENTAL PROJECTS. These projects are included in the program with the
hope that some progress can be made on many of them during the year. The
degree of progress will depend heavily on the amount of volunteer time that
can be marshalled. Staff time is not to be allocated if it will materially
lessen the likelihood of accomplishment of primary projects. The order in
which they appear is of no significance.
19. **Analyze the substantial expansion which has taken place during the past few years in providing such county services as highway construction, welfare, and court services.**

Comment: (Hennepin County Budget Committee). Rapid expansion in these programs during the past few years has resulted in considerable additions in the total number of employees. It would seem appropriate to take a look at these functions in terms of assuring that sound administrative procedures have been followed.

20. **Review the proposed 5-year capital improvements program for the Minneapolis public school system, particularly with respect to the proposed method of financing the program.**

Comment: (Education Committee). (Minneapolis Budget Committee). (Taxation & Finance Committee). Although the Education Committee should familiarize itself with the recommended new construction and rehabilitation program proposed by the Citizens Committee, no great purpose would be served in assigning the Education Committee the task of retracing the steps of another Citizens Committee in which the League had general confidence. The Taxation & Finance Committee should review carefully the alternatives, as well as the impact, for financing this capital improvements program. The Minneapolis Budget Committee should review the impact of this construction program on the operational budget during future years.

21. **Determine the adequacy of present methods of providing refuse collection and disposal within communities in Hennepin County.**

Comment: (Health, Hospitals & Welfare Committee). Communities throughout Hennepin County and the Twin Cities metropolitan area have various methods of collecting and disposing of garbage and refuse. With the impending closing of several existing dumps and the increasing distance from the place of collection to the place of disposal, there appears to be a need to re-examine the adequacy of the present methods of handling this local governmental service.

22. **Review the progress being made to bring greater uniformity to the level of library service to all communities throughout Hennepin County and appraise the desirability of consolidating the Minneapolis and Hennepin County Library systems.**

Comment: (Library Committee). There is a growing feeling among community leaders that consideration should be given to early consolidation of the Minneapolis and Hennepin County Library systems. Whether this viewpoint is justified by the facts should be ascertained by the Library Committee. No other organization to our knowledge is working in this field, and it is likely that the League could provide important leadership.

23. **Analyze the need for or the desirability of creating a State Department of Urban Affairs.**

Comment: (Metropolitan Impact Committee). Governor Andersen has expressed an interest in the establishment of a State Department of Urban Affairs, and it is likely that a proposal of this type will
be considered by the 1963 session of the State Legislature. The
League should be prepared to state its views on this subject well in
advance of convening of the State Legislature.

24. Review the continued justification for separate precinct police sta-
tions throughout Minneapolis.

Comment: (Public Safety Committee). Alderman Ogdahl recently propos-
ed the elimination of precinct police stations. Various community
organizations and newspapers strongly oppose their elimination.
League evaluation of these opposing arguments, followed by specific
recommendations, would appear to be a constructive and productive
endeavor.

25. Analyze the alternative methods of financing the proposed 20-year
county highway construction program.

Comment: (Taxation & Finance Committee). The Hennepin County Board
of Commissioners is considering embarking on a 20-year highway con-
struction program substantially in excess of the present rate of con-
struction. A policy determination must be made as to the most ap-
propriate method of financing this stepped-up program. Should it be
through the issuance of bonds? If it is to continue to be financed
out of current revenues, should it be from the property tax or from
some other source of revenue?

26. Review present levels of mass transit service in the Twin Cities
metropolitan area and proposals for modification of this service, and
recommend specific methods for improving the level of service.

Comment: (Transportation Committee). The Twin City Rapid Transit Com-
pany is presently proposing substantial changes in its routes and fre-
quency of service, and it is expected that the company will soon pro-
pose suggested changes to stimulate the use of mass transit. The
Transportation Committee should review these recommendations and
should formulate specific ways to provide improved transit service.

27. Review present legislative procedures for considering bills applying
to Minneapolis and Hennepin County and propose any modifications which
might lead to improved consideration of local bills.

Comment: (Legislative Action Committee). Many, if not most, of the
legislative proposals backed by the League pertaining to Hennepin
County or the City of Minneapolis bog down at each session of the
Legislature because of the method of considering local bills utilized
by the Hennepin County delegation. Whether the delegation is willing
to consider changing its method of handling special bills is somewhat
doubtful. However, the delegation will consist of many new legisla-
tors next session, and the prospects of improving the procedures
should therefore be much better than during past years. Also tied in
to this problem is the question of what, if any, machinery should be
established to enable the delegation to consider legislative proposals
between sessions. This whole subject, which affects the prospects for
passage of any of the bills backed by the Citizens League, would seem
worthy of our attention.
28. Review the experience with the Candidates' Code of Ethics during the past few elections and recommend for or against its continued use in future elections.

Comment: (Elections & Candidate Review Committee). We have now had the experience of working with the Candidates' Code of Ethics for several elections. During the recent city election campaign, several requests were made to review complaints of violation of the code. No enforcement machinery is available. Some review of the code itself and possible enforcement machinery would seem in order.

PART III. PROJECTS CONSIDERED, BUT NOT INCLUDED IN THE RESEARCH AND ACTION PROGRAM

Naturally, in formulating any Research and Action Program which is realistically within the capacity of the League to undertake, many important projects have had to be postponed. The following projects were given careful consideration, but of practical necessity had to be eliminated, at least for the present. Each of these projects should be given additional study during the next several months, either by the Executive Committee or by the Legislative Action Committee for possible inclusion in the program. Were it not for the inadequacy of the total resources of the League, most of these projects would have been included in the program for 1961-1962.

1. Recommendation of a specific plan for redistricting Hennepin County Commissioner Districts which can be pressed at the 1963 session of the State Legislature.

2. Evaluation of the ability of minority groups to find adequate and fair housing in Minneapolis and its suburbs.

3. Analysis of those local governmental budgets which are financed on the basis of per capita spending limitations.

4. Projecting the future direction of costs of local governmental services with perhaps the suggestion that budgeting be projected on more than a single year basis.

5. Reviewing the report of the citizens committee which recommended the establishment of a municipal employees' code of ethics and an enforcement commission.

6. Recommendations for the more equitable handling and financing of poor relief throughout Hennepin County.

7. Analysis of the degree of coordination in the planning functions on the part of different agencies and departments of Minneapolis city government.

8. Investigation to determine whether the Minneapolis housing code is being strictly enforced.

9. Analysis of the proposed health and welfare program now under consideration for Minneapolis Board of Education employees, to assure that it will be soundly conceived.
10. Analysis of the special law modifying veterans' preference in municipal employment which applies to the City of Duluth, and determine whether a similar law would be helpful to Minneapolis municipal employment.

11. Determine the basic cause of the increase in the rate of the commission of crimes, and make suggestions which will help reverse the trend.

12. Review the present method of selection and tenure for the Minneapolis Police Chief, to determine if the system is having an adverse effect on the functioning of that department.

13. Evaluate the desirability of the proposal to construct a county asphalt plant now under consideration by the Hennepin County Board of Commissioners.

14. Review the recently-released report by Stanton-Pittelkow Associates recommending administrative improvements in the operations of the Minneapolis Civil Service Commission.

15. Recommendations on the need for or the desirability of establishing a formal civil service system for Hennepin County employees.

16. Evaluation of the degree of cooperation and coordination between the Minneapolis Board of Education and the City of Minneapolis in such interrelated functions as purchasing, providing legal services, etc.

PART IV. CONTINUING ACTION PROJECTS

The League over the years has made many specific recommendations for local governmental improvement. Listed below are recommendations made by the League during previous years, but which have not been fully implemented by the appropriate governmental body. It is expected that the League will continue during the coming year to the extent possible to press for implementation of these recommendations.

1. Legislation authorizing a county income tax.

2. Legislation to redistrict Hennepin County Commissioner Districts.

3. Legislation establishing a Twin Cities metropolitan sanitary district.

4. Adoption of proposed new zoning ordinance for Minneapolis.

5. Legislation to bring Minneapolis into the Hennepin County Park Reserve District.

6. Adoption of Minneapolis ordinance requiring a recommendation from the Mayor prior to Council action on the issuance or renewal of a liquor license.

7. Conduct of a management survey of the Minneapolis Public Library.

8. Action by the Minneapolis School Board and administration putting into effect recommended steps for improving the adequacy of the curriculum for the gifted child.
9. Legislation for coordination of PERA and OASI for county and suburban employees.

10. Legislation requiring assessors to post annually the ratios of true and full to market value on taxable property.

11. Continuation of efforts to achieve equalization of public and private pay policies, taking account of fringe benefits.

12. Legislation modifying veterans' preference in local public employment.

13. Replacement of present coroner system in Hennepin County with medical examiner system.

14. Eventual abolition of office of County Superintendent of Schools.

15. Further implementation of recommendations for improved management under the Municipal Building Commission.

16. Inauguration of an overall mutual aid organization for firefighting and prevention covering Hennepin and Anoka Counties.

17. Legislation establishing a county assessor with jurisdiction over suburban and rural Hennepin County.

18. Maximum use of business machines in Minneapolis city government.

19. Implementation of performance budgeting procedures by local governmental units in Hennepin County.

20. Establishment of a public employee suggestion system.