BOARD OF DIRECTORS
MARYLAND ENVIRONMENTAL SERVICE
RESOLUTION
(95-04-2R)

A RESOLUTION authorizing
The Maryland Environmental Service ("Service") to adjust the salaries of certain employees of the Service.

R E C I T A L S

The Service was created by, exists under, and exercises the powers contained in Sections 3-101 to 3-130, inclusive, of the Natural Resources Article of the Annotated Code of Maryland (the "Act") including (among others) the power to appoint employees and determine their compensation.

The Board of Directors of the Service (the "Board") has determined that the Service should develop and implement a program for compensating Service employees based upon an appraisal of employees' performance (the "performance based pay plan"). However, the Board anticipates that the performance based pay plan will not be fully implemented until Fiscal Year 1997. The Board deems it essential that prior to implementing the performance based pay plan the Service implement a pay plan that establishes a transition from the State of Maryland Standard Pay Plan, and that also fairly compensates employees. Therefore, the Board intends to provide to all eligible employees (as defined herein) a cost of living allowance increase in base pay. The Board also intends to provide to certain eligible employees additional compensation based on the employees' performance.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE MARYLAND ENVIRONMENTAL SERVICE, THAT:

1. (a) In this resolution the term "eligible employee" means an officer or employee of the Service.

(b) "eligible employee" does not include:

i. The members of the Board of Directors who are not officers of the Service;

ii. Assistant Attorneys General assigned to the Service;

iii. Temporary employees of the Service; and

iv. Employees of the Service assigned to the Baltimore Metropolitan Council.

2. Effective July 5, 1995, the Service shall, as a cost of living allowance, increase the base salary of each eligible employee by two percent (2%) of the employee's base salary in effect on July 1, 1995.

3. **(a)** Effective November 8, 1995, the Service shall increase the base salary of each eligible employee by an amount equal to the next step increase the employee would receive under the State of Maryland Standard Pay Plan if the employee **(i)** has been recommended to receive a salary increase as a result of the employee's 1994 performance appraisal; **(ii)** has an anniversary date of hire that is in the months of July through December; and **(iii)** is not at the top of the employee's grade under the State of Maryland Standard Pay Plan.

(b) Effective May 8, 1996, the Service shall increase the base salary of each eligible employee by an amount equal to the next step increase the employee would receive under the State of Maryland Standard Pay Plan if the employee **(i)** has been recommended to receive a salary increase as a result of the employee's 1994 performance appraisal; **(ii)** has an anniversary date of hire that is in the months of January through June; and **(iii)** is not

at the top of the employee's grade under the State of Maryland Standard Pay Plan.

4. This Board shall evaluate the fiscal status of the Service during the last quarter of Fiscal Year 1996. As a result of the Board's evaluation the Board may determine that additional compensation should be paid to employees of the Service, based on an evaluation of employees' performance.

5. Except as otherwise provided herein, this Resolution shall take effect immediately.

ADOPTED, this 9th day of May, 1995.

SEAL

MARYLAND ENVIRONMENTAL SERVICE

BY: James W. Peck
JAMES W. PECK, DIRECTOR

BY: Annette Anselmi
ANNETTE ANSELMI, TREASURER

BY: Carolyn D. Davis
CAROLYN D. DAVIS, SECRETARY