BOARD OF DIRECTORS
MARYLAND ENVIRONMENTAL SERVICE
RESOLUTION
(95-08-3R)

A RESOLUTION

AUTHORIZING THE CREATION OF AN EMPLOYEE DEVELOPMENT FUND, TRANSFERRING FUNDS FROM UNRESTRICTED RETAINED EARNINGS TO THE EMPLOYEE DEVELOPMENT FUND, AND AUTHORIZING THE USE OF EMPLOYEE DEVELOPMENT FUNDS BY 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 powers **(i)** to establish a personnel system and compensate employees based on performance, **(ii)** to determine terms of employment including compensation, and **(iii)** to create and establish project reserve funds

The Service intends to establish a bonus and incentive pay program ("Bonus and Incentive Pay Program") for its employees In order to fund the Bonus and Incentive Pay Program, the Service intends to establish an Employee Development Fund The Employee Development Fund will initially be funded from the Unrestricted Retained Earnings of the Service The Service considers the use of Unrestricted Retained Earnings for funding the Employee Development Fund to be in furtherance of the purposes of the Act and the Service

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

1 There is an Employee Development Fund of the Service The Employee Development Fund shall consist of such funds

as are made available to it by action of the Board of Directors

2 The Service is hereby directed to transfer $100,000 from the Unrestricted Retained Earnings of the Service to the Employee Development Fund

3 The Service shall disburse funds from the Employee Development Fund only in accordance with the terms and conditions of a Bonus and Incentive Program that has been created and approved by the Board

4 This Resolution shall take effect immediately

ADOPTED, this 17th day of August, 1995

SEAL

MARYLAND ENVIRONMENTAL SERVICE

BY _____
JAMES W PECK, DIRECTOR

BY _____
ANNETTE ANSELMI, TREASURER

BY _____
CAROLYN D DAVIS, SECRETARY