BOARD OF DIRECTORS
MARYLAND ENVIRONMENTAL SERVICE
RESOLUTION
(95-4-1R)

WHEREAS, the Board of Directors of the Maryland Environmental Services is established pursuant to Section 3-103 of the Natural Resources Article of the Annotated Code, and

WHEREAS, the Director of the Service, pursuant to Section 3-103(c) shall carry out the Board of Directors' policies related to the Service; and

WHEREAS, the Service, pursuant to Section 3-103.1, shall establish a personnel system which is independent of the State Personnel Management System; and

WHEREAS, the Service, pursuant Section 3.103.1(b)(4)(iii), may take such actions that are necessary for the transition to the new personnel system; and

WHEREAS, the Service's Human Resources Regulations became effective January 1, 1995, after a series of reviews and discussion by the Board of Directors, meetings with the employees, and submittal to Administrative, Executive, and Legislative Review Committee and opportunity for public notice and comment; and

WHEREAS, on January 26, 1995, two employees addressed the Board of Directors at their monthly meeting regarding concerns about the new personnel system; and

WHEREAS, at its March 23, 1995 meeting, the Board held extensive discussion regarding the Service's response to the employees' concerns; and

WHEREAS, the Board of Directors requested this Resolution be prepared to advise employees that the Board has heard, and understands and has discussed, the concerns of Service employees. Further, the Board acknowledges a transition period to the new personnel system and the need to review its effect upon the employees and, possibly to initiate changes to assist the employees; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Maryland Environmental Service that:

1. The Service recognizes that the employees are the backbone of the Agency and its most valuable resource.

2. The Board intends to foster increased communication between employees and the Board, and to seek input from employees.

3. The Service implemented and will continue to implement policies regarding salary reimbursement, sick leave availability, health care benefits, compensatory time, and disability insurance.

These policies are based upon the objectives of maintaining and expanding the Service's client base and fostering a productive, fairly compensated workforce without economic hardship for the employee, the Service, or the client.

The policies recognize the Service's continuing need to increase productivity and maintain the Service's ability to offer competitive value for its services. The limited resources of the Service are key in establishing these policies.

4. The Service plans to review these policies in an ongoing basis to assure that employee protections are maintained and employees are adequately compensated.

These reviews will be based upon annual financial results and individual performance.

5. The Board of Directors will continue to monitor the welfare of the employees while carrying out the policies necessary to ensure that the Maryland Environmental Service continues to provide dependable, effective and efficient services, as intended by its legislative mandate.

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