

**BOARD OF DIRECTORS
MARYLAND ENVIRONMENTAL SERVICE
RESOLUTION 16-04-1R**

A RESOLUTION

AMENDING RESOLUTION 99-10-07R; RESCINDING RESOLUTION 11-05-4R, AND GENERALLY RELATING TO THE PAYMENT OF COMPENSATION TO CERTAIN EMPLOYEES OF THE SERVICE.

R E C I T A L S

Pursuant to §3-103.1(b) of the Natural Resources Article of the Annotated Code of Maryland, the Maryland Environmental Service ("Service") is directed and authorized to establish a personnel system that is based on merit and compensates employees based on performance. The Service, in accordance with Resolution 99-10-7R, and after it extensively studied and reviewed various compensation programs of the private sector, government agencies, and non-profit entities, developed and implemented an Executive Incentive Program for certain senior level employees of the Service.

On May 23, 2011, the Board approved Resolution 11-05-4R, which amended Resolution 99-10-07R to reflect changes in job titles and to identify certain individuals who would be eligible for the Executive Incentive Program. Since Resolution 11-05-04R was adopted the Service has again reorganized and reassigned certain job duties. The job titles of certain individuals in the Executive Incentive Program have changed. The purpose of this Resolution is to update the Executive Incentive Program to reflect those changes.

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

1. Section 4 of Resolution 99-10-07R is hereby deleted and replaced with the following:

Only the following officers and employees of the Service are eligible for an Incentive Plan payment:

- (i) The Director and Deputy Director of the Service;
- (ii) The Chief of Staff and the Chief Financial Officer;
- (iii) The Assistant Director;
- (iv) The Group Executive Directors;
- (v) The Director of Business Development.

- 2. All other provisions of Resolution 99-10-07R are not changed, and shall remain in effect.
- 3. Resolution 11-05-4R is rescinded.
- 4. This Resolution shall take effect immediately. This Resolution shall continue in effect for subsequent fiscal years unless modified or rescinded by action of the Board of the Directors. Except as expressly set forth herein, this Resolution does not create any rights, vested or contingent.

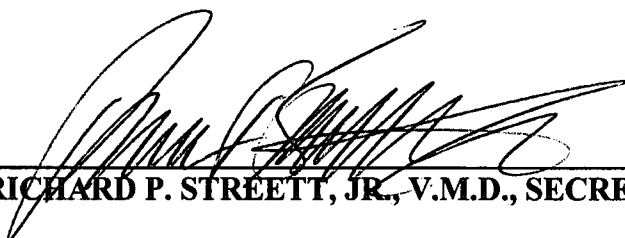
ADOPTED, this 28th day of April, 2016.

SEAL

MARYLAND ENVIRONMENTAL SERVICE

BY: 
JOHN O'NEILL, DEPUTY DIRECTOR

BY: 
JANET IRVIN, TREASURER

BY: 
RICHARD P. STREETT, JR., V.M.D., SECRETARY

**BOARD OF DIRECTORS
MARYLAND ENVIRONMENTAL SERVICE
RESOLUTION
16-12-1R**

A RESOLUTION

For the purpose of naming the headquarters building of the Maryland Environmental Service in honor of James W. Peck.

WHEREAS, James W. Peck served as director of the Maryland Environmental Service with honor and distinction from March 29, 1995 until his retirement on June 30, 2003; and

WHEREAS, the Service, under his leadership, became known throughout the State for its excellence in the services it provides its clients, and for its dedication to enhancing the environment; and

WHEREAS, James W. Peck exhibited the utmost ethical demeanor and instilled a high sense of duty in the Service's employees; and

WHEREAS, under his leadership, the Service experienced significant growth; and

WHEREAS, under his leadership the Service elevated in importance the morale and well-being of its employees, thereby promising continued success for the future of the Service; and

WHEREAS, James W. Peck spearheaded the acquisition, construction and innovative financing of the headquarters building of the Maryland Environmental Service; and

WHEREAS, through Colonel Peck's leadership the headquarters building includes numerous innovative features that reflect the Service's commitment to preserving, improving and managing the quality of the State's air, land, water and natural resources; and

WHEREAS, even after his retirement Colonel Peck maintained a keen interest in the success of the Service and its employees.

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


1. The headquarters building of the Maryland Environmental Service located at 259 Najoles Road is hereby rededicated and named in honor of James W. Peck.
2. The headquarters building shall hereafter be known as the "James W. Peck Building."

3. The Director and staff of the Maryland Environmental Service are hereby directed to install an appropriate marker declaring the headquarters building to be the "James W. Peck Building."

ADOPTED, this 15th day of December, 2016.

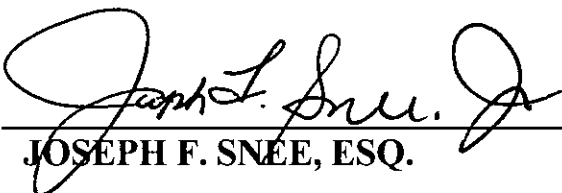
SEAL

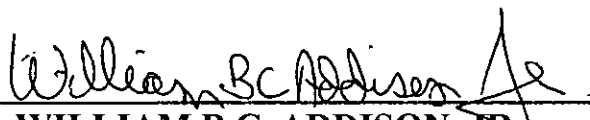
MARYLAND ENVIRONMENTAL SERVICE

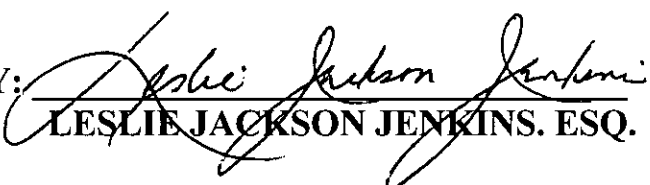
BY: 
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BY: 
JANET R. IRVIN, TREASURER

BY: 
RICHARD P. STREETT, JR., V.M.D. SECRETARY

BY: 
JOSEPH F. SNEE, ESQ.

BY: 
WILLIAM B.C. ADDISON, JR.

BY: 
LESLIE JACKSON JENKINS, ESQ.

BY: 
KEVIN HEDGE

BY: 
JOHN PARKER SMITH, JR.