

Exhibit A

169.07 Compensation

(a) Reservation of Rights. Nothing in this Chapter shall derogate, diminish or interfere with any appointing authority's power to hire, fire, discipline, transfer, promote, demote or otherwise manage any of the employees under the appointing authority's jurisdiction. However, such actions are governed by the rules of the Human Resource Commission, certification of the availability of sufficient appropriated funds by the Department of Finance and Budget and County Council legislation. The Department of Finance and Budget shall advise an Appointing authority within a reasonable period of time whether sufficient appropriate funds are available for the appointment of a new employee or a pay increase for a current employee.

(b) Personnel Requisitions. All requisitions for positions, actions for promotion, hires, reassignments, demotions, temporary working levels, etc. must be submitted to the Director of the Department of Human Resources along with all required documentation, two (2) weeks prior to the effective date of such actions. The Director of the Department of Human Resources shall approve or disapprove the action and advise the appointing authority within ten (10) days.

(c) Salary Adjustments. No salary adjustments (e.g. merit, steps, bonus or other salary increases, etc.) shall be permitted unless the Department of Finance and Budget certifies the availability of sufficient appropriated funds for the adjustment and the adjustment is approved by County Council.

(d) On-call Duty pay. Employees in a supervisory position in the Department of Environmental Services ("DOES") may be scheduled to be on-call and available to respond to situations involving facilities or assets at times other than during the regularly scheduled workday (i.e. equipment failure, severe weather, flooding, etc.). The County Executive may issue an Executive Order authorizing the payment to such employees of a sum not to exceed \$1.75 per each hour that the employee is on-call and be required to respond to situations outside the regularly scheduled workday. Said payment shall be paid as compensation to an employee in the same manner as all other compensation, subject to withholding of taxes and other appropriate deductions. The County Executive shall also include in the aforementioned Executive Order any terms, requirements and/or prohibitions of activities that any employee shall adhere to during such time the employee is scheduled to be on-call and available to respond to situations outside the regularly scheduled workday.

Any payments made by the County to employees prior to the effective date of this Subsection (d) that would otherwise be governed by this Subsection (d) are hereby ratified, approved and authorized by County Council.