





Section 6. Personnel Policies. The appropriations herein made for personnel services shall be expended from such appropriations. Such expenditures shall be regarded as maximum amounts, as may be required by law, not to exceed the maximum that may be limited to personnel only as needed or

Notwithstanding any provision in this chapter, no person shall be employed in any position, the title of which may be analyzed, upon recommendation of the Budget Director and the Chief Executive Officer, whether such title is printed in the singular or plural. The salary or wage rate for such position, provided that the salary or wage rate is fixed shall not exceed the maximum salary or wage rate for the position in accordance with the salaries or wage rates are subject to change by the Board during the fiscal year. Collective bargaining agreements approved by the Board shall not apply to the salaries or wage rates of

Initial appointments may be made at a rate above the normal entrance rate. Entrance above the normal entrance rate shall be based upon the outstanding circumstances and a determination of the Board. An employee may be assigned to a title not appearing within the budget of the employee's organization unit in the organization unit. Such assignment may be requested and approved when the title requested is appropriate to the function of the organization unit and reflects the skills, training and experience of the employee. If no title is available, the Board may authorize the employee to be assigned to a title in another organization unit.

The salaries of all persons in the organization shall be subject to approval by Board action prior to the appointment. For all other persons, the Chief Executive Officer is required to submit to the Board a quarterly report (which shall include the names, titles, salaries and positions of all persons in the organization) for approval in the annual budget. Resignations shall be deemed irrevocable upon receipt by the Board. The Board may, at its discretion, suspend the irrevocability of a resignation if the resignation is approved through the Department of Human Resources. The Board may, at its discretion, suspend the irrevocability of a resignation if the resignation is approved through the Department of Human Resources.

The base salary of a newly appointed administrator shall be established in the appropriate grade in the Administrative Compensation Plan either at the first salary step or on the next higher salary step that will be approved by the Board. If a salary increase is not approved, the maximum salary shall be the maximum salary for the grade to which the position has been assigned. The salary for an administrator shall only advance to the next step on the salary schedule if the administrator's last recorded efficiency rating is equivalent to the next step on the salary schedule.

No employee shall have the right to demand continuation of employment or compensation after a vacancy in any position in the organization in which the vacancy occurs shall no longer exist. No employee shall have the right to demand continuation of employment or compensation after a vacancy in any position in the organization in which the vacancy occurs shall no longer exist. No employee shall have the right to demand continuation of employment or compensation after a vacancy in any position in the organization in which the vacancy occurs shall no longer exist.

Section 10 - Dispute Resolution. No expenditure may be made for the purpose of paying for any arbitration award or settlement of a labor dispute, except upon the approval of the Board; provided, however, that this section shall not apply to labor arbitrations. In those cases, the General Counsel is authorized to approve such documents and to extend such funds without approval of the Board.