

**EXPECTATION THAT BOARD WILL BE ABLE TO FUND COLLECTIVELY BARGAINED FOR  
WAGE AND SALARY INCREASES FOR FISCAL YEAR 2012**

WHEREAS the Board is expected to collectively bargain agreements with labor organizations for fiscal year 2012

afforded the collective bargaining organizations on behalf of the staff which was effective during the

2. The adoption of this resolution shall not impair or restrict the Board's inherent, statutory, or

authority over its budget or over the size or composition of its workforce.

3. Nothing in this Resolution shall be construed to provide wage or salary table increases or

in the case of the Financial Services CBA, a pool for performance-based increases that is greater than that set forth in this resolution or agreed upon in the CBAs.