

Section 403. *Personnel Board*

There is established a Personnel Board composed of three members who are qualified voters of the County appointed by the Council. One member shall be appointed each year for a term of three years. Any member appointed to fill a vacancy occurring prior to the expiration of a term shall be appointed only for the remainder of that term. Appointments shall be made so that not more than two members of the Board shall be members of the same political party. No member shall hold political office or participate in any campaign for any political or public office during his term of office. Members of the Board shall be compensated as prescribed by law.

Section 404. *Duties of the Personnel Board*

The County Personnel Board shall, subject to the approval of the County Council, adopt regulations not in conflict with this Charter, covering the classification of all positions in the Executive and Legislative Branches under the merit system; minimum qualifications for any such positions, methods of determining such qualifications, and methods of selection for any such position; probationary periods, promotions, transfers; causes for removal from any such position and methods of removal, including demotions, furloughs and reduction of staff; annual, sick and other leave; prohibitions against political activity; maintenance of personnel records; and similar personnel matters. Such regulations shall have the force and effect of law. The Board shall prepare and recommend to the County Council a system of retirement pay and from time to time may prepare and recommend modifications thereof. Any employee under the merit system who is removed, demoted, or suspended shall have, as a matter of right, an opportunity for a hearing before the Personnel Board, and in such event the charges against him shall be stated in writing, in such form as the Board shall require. The decisions of the Personnel Board in such appeals shall not be subject to review except by a court of competent jurisdiction.

Section 405. *Prohibition Against Political Activity*

No officer or employee of the County whose salary or expenses are payable in whole or in part from County funds shall participate in any campaign for any political or public office. This prohibition shall not apply to an elected officer, or a person appointed to fill an elected vacancy, or a member of a board or commission unless otherwise provided in this Charter.

Section 406. *Prohibition Against Private Use of Public Employees*

No member of the Council, the County Executive, or any officer or employee of the County shall detail or cause any officer or employee of the County to do or perform any service or work outside of his public office or employment.

Section 407. *Prohibition Against Additional Compensation*

No member of the Council and no officer or employee of the County whose salary is fixed, in whole or in part, by this Charter, the laws of the County, or its personnel regulations, shall be entitled, directly or indirectly, to any other salary, expenses, or compensation from the County for performance of public duties except expenses for travel and subsistence incident to the performance of his official duties as prescribed by law.

Section 408. *Work During Official Hours*

All officers and employees of the Executive or Legislative Branches who receive compensation paid in whole or in part from County funds