

RESOLUTION

RECALIBRATION IMPLEMENTATION

WHEREAS, the Board authorized a Recalibration Study to determine the competitiveness of County salaries; and

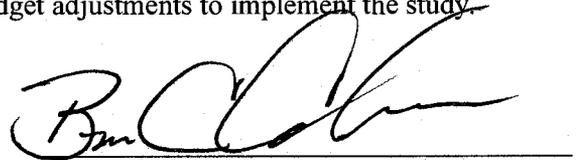
WHEREAS, new salary ranges and salary adjustments were recommended based on the data gathered; and

WHEREAS, frontline jobs such as Police Officer, Paramedic, Environmental Inspector, etc., are in need of the largest adjustment based both on the Study findings and turnover and retention problems experienced by the County; and

WHEREAS, sufficient funds from turnover savings are available to fund the Recalibration for the last three months of FY 2006 at a cost of approximately \$278,000 to the General Fund; and

WHEREAS, it would be in the best interest of the County to implement the Recalibration as soon as possible to take advantage of the more competitive salaries to attract and retain quality employees.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby implements the Recalibration, effective April 1, 2006, and authorizes the County Administrator to make the necessary budget adjustments to implement the study.



Bruce C. Goodson
Chairman, Board of Supervisors

ATTEST:



Sanford B. Wanner
Clerk to the Board

<u>SUPERVISOR</u>	<u>VOTE</u>
HARRISON	AYE
ICENHOUR	AYE
MCGLENNON	AYE
BRADSHAW	AYE
GOODSON	AYE

Adopted by the Board of Supervisors of James City County, Virginia, this 14th day of March, 2006.

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