

RESOLUTION

RESOLUTION PROVIDING FOR THE AUTHORIZATION OF A BONUS FOR

CERTAIN COUNTY EMPLOYEES

WHEREAS, the Board of Supervisors recognizes that employees of the County are a critical resource in the provision of services to the community; and

WHEREAS, no adjustments in employee compensation have been made since October 2008 and the County is one of only three, out of 21, localities and public sector entities surveyed in the area that have not adjusted employee compensation in either 2011 or 2012; and

WHEREAS, financial savings in FY 2011 of \$1.5 million would provide sufficient funding for a one-time bonus in a flat dollar amount; and

WHEREAS, a one-time bonus in this calendar year will demonstrate the Board's appreciation for the work, dedication, and contributions of its employees to the community.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors authorizes the County Administrator to distribute a one-time bonus this calendar year, which will have no impact on base pay, to certain County employees who would normally have been eligible for performance increases, which means they (i) are employed by the County on December 1, 2011; (ii) have completed their initial introductory period by December 1, 2011; (iii) have attained a minimum rating of "Meets Expectations" on their FY 2012 performance evaluation; and (iv) are employed in full-time/part-time *Regular* or *Limited Term* County positions or full-time/part-time *Other* positions with the Commonwealth Attorney, Sheriff, or Colonial Community Corrections.

BE IT FURTHER RESOLVED that the one-time bonus will be in the amount of \$1,000 for full-time employees and \$500 for part-time employees.

BE IT FURTHER RESOLVED that the Board authorizes the following appropriation:

General Fund:

Fund Balance:	\$567,964
Personnel Contingency:	\$567,964

Social Services Fund:

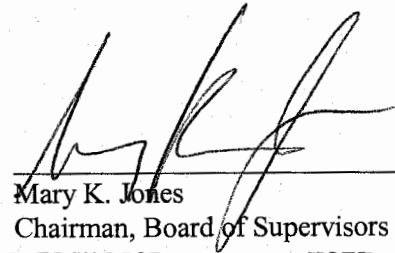
Fund Balance	\$52,669
Administration	\$52,669

Community Development Fund:

Fund Balance	\$11,305
Personnel	\$11,305

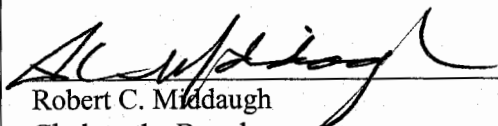
Colonial Community Corrections Fund:

Fund Balance	\$14,535
Administration	\$14,535



Mary K. Jones
Chairman, Board of Supervisors

ATTEST:



Robert C. Madaugh
Clerk to the Board

<u>SUPERVISOR</u>	<u>VOTE</u>
KENNEDY	NAY
GOODSON	AYE
MCGLENNON	AYE
ICENHOUR	AYE
JONES	NAY

Adopted by the Board of Supervisors of James City County, Virginia, this 13th day of December, 2011.

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