

RESOLUTION

COMPENSATION INITIATIVES

WHEREAS, the Board of Supervisors has participated in a special work session devoted to compensation initiatives.

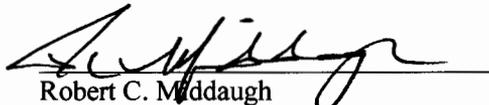
NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby authorizes the following:

- (a) An additional appropriation of the June 30, 2012, General Fund undesignated fund balance in the amount of \$625,000 to personnel contingency to:
 - 1. allow 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, 2012; (ii) have completed their initial introductory period by December 1, 2012; (iii) have attained a minimum rating of "Meets Expectations" on their FY 2013 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; and
 - 2. Fund a modified compensation study that would review County pay against market average; and

- (b) That the one-time bonus for qualified County employees be extended to the County Attorney, General Registrar, Commissioner of the Revenue, Commonwealth Attorney, Sheriff, and Treasurer, all of whom supervise employees who are eligible to receive the bonus.


John J. McGlennon
Chairman, Board of Supervisors

ATTEST:


Robert C. Mcdaugh
Clerk to the Board

	VOTES		
	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>
MCGLENNON	<u>X</u>	—	—
JONES	—	<u>X</u>	—
KENNEDY	—	<u>X</u>	—
ICENHOUR	<u>X</u>	—	—
KALE	<u>X</u>	—	—

Adopted by the Board of Supervisors of James City County, Virginia, this 27th day of November, 2012.

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