

RESOLUTION

PAY STUDY

WHEREAS, the Board of Supervisors of James City County is committed to retaining and attracting qualified employees to provide high quality services to our citizens by providing competitive compensation; and

WHEREAS, the Board supports a market-based pay structure as proposed by the consulting firm of Watson Wyatt Worldwide and amended by County staff; and

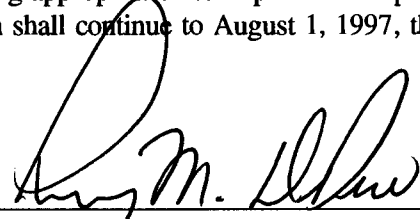
WHEREAS, to implement the market-based pay structure, the Board agrees that:

- o Pay Ranges 23 and below will remain as originally proposed with the midpoint of those ranges based on 100 percent of the market average. The top pay ranges will be based on a sliding scale beginning at 87 percent of the market average at Range 36 and increasing to 99 percent at Range 24.
- o Employees below the minimum of the salary range will be moved to the minimum.
- o Employees in full-time positions who are below the market average (mid-point) of the salary range will receive a \$100 per year of service market adjustment (\$50 for part-time positions) up to the market average.
- o The maximum pay increase any employee may receive in one year is \$2,500, exclusive of a pay for performance (merit) increase.
- o The work week will increase to 40 hours for all employees. County office hours will be 8:00 a.m. to 5:00 p.m.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby authorizes certain salary increases which may result from the implementation of the revised market-based pay structure as described above and further authorizes the transfer of \$398,161 from the FY 96 Operating Contingency into the following departmental budgets to fund those increases:

Legislative Services	\$ 1,391
Administrative Services	8,793
Elections	1,919
Financial Administration	37,869
General Services	45,964
Planning and Development	26,547
Refuse Collection/Disposal	1,050
Judicial Administration	1,468
Public Safety	160,009
Community Services	92,401
Public Health and Welfare	<u>20,750</u>
Total	<u>\$398,161</u>

BE IT FURTHER RESOLVED, that the Board of Supervisors authorizes the transfer of \$55,414 for FY 97 and \$10,545 for FY 98 from the FY 96 Operating Contingency to a special Pay Study account. That account shall have a continuing appropriation to implement the pay plan in those two fiscal years and the appropriation shall continue to August 1, 1997, then shall expire.



Perry M. DePue
Chairman, Board of Supervisors

ATTEST:



David B. Norman
Clerk to the Board

SUPERVISOR VOTE

SISK	AYE
EDWARDS	AYE
MAGOON	AYE
TAYLOR	AYE
DEPUE	AYE

Adopted by the Board of Supervisors of James City County, Virginia, this 5th day of June, 1995.

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