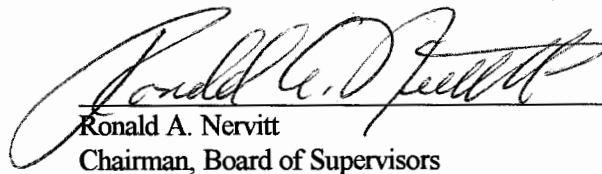


RESOLUTION


AGREEMENT/COMMISSIONER OF THE REVENUE/JAMES CITY COUNTY

WHEREAS, the Commissioner of the Revenue and the Board of Supervisors of James City County, Virginia, believe it to be in the best interests of the Commissioner's employees that they be on the County's personnel policies and the County's pay plan.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby authorizes and directs the Chairman to execute that certain Agreement dated January 3, 2000, by and between the County of James City and the Office of the Commissioner of the Revenue.


Ronald A. Nervitt
Chairman, Board of Supervisors

ATTEST:


Sanford B. Wanner
Clerk to the Board

<u>SUPERVISOR</u>	<u>VOTE</u>
MCGLENNON	AYE
HARRISON	AYE
GOODSON	AYE
KENNEDY	AYE
NERVITT	AYE

Adopted by the Board of Supervisors of James City County, Virginia, this 11th day of January 2000.

revenue.res

AGREEMENT

THIS AGREEMENT, made and entered into this 3rd day of January, 2000, by and between the County of James City, hereinafter referred to as "County," and the Office of the Commissioner of the Revenue, hereinafter referred to as "Officer,"

WHEREAS the County and the Officer are desirous of entering into an agreement setting forth their understanding as it pertains to pay plans and personnel policies as set forth in Section 15.1-7.1, et seq and Section 2.1-114.5:1 C.2.c. of the Code of Virginia, 1950, as amended.

WITNESSETH

That for and in consideration of the mutual covenants set forth herein the parties agree as follows:

1. Upon execution of this Agreement, the County of James City agrees to place the employees of the Commissioner of the Revenue in full- or part-time permanent positions, including deputies under the County's pay plan and personnel policies (Personnel Policies and Procedures Manual). In addition, employees of this office who are classified and compensated by the State, shall follow the County Personnel Policies and Procedures Manual. Unless specifically stated, this Agreement shall not apply to the Commissioner of Revenue, himself, except in the provision of employee benefits.
2. The County and the Officer agree that by virtue of the execution of this Agreement, all employees named in Paragraph 1 above shall be included under the County's pay plan and

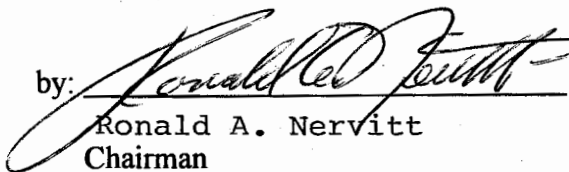
personnel policies. The pay plan shall include salary and all considerations relevant thereto and any and all benefits set forth thereunder. The personnel plan includes but is not limited to all rules, regulations, policies, and safeguards involved with or pertaining to employee recruitment, selection, and discipline, including grievance procedure and terminations.

3. The County and Officer agree that all paychecks and all payroll deduction checks shall be issued through the County Finance Office with reimbursement by the State or the Officer, when appropriate, made to the credit of the County General Fund.


4. The term of this agreement shall commence from the date of execution of this Agreement and shall terminate at the end of the Officer's elected term.

BOARD OF SUPERVISORS

by:

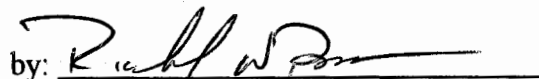

Ronald A. Nervitt
Chairman

ATTEST


Sanford B. Wanner, Clerk

CONSTITUTIONAL OFFICER

by:


Richard Bradshaw
Commissioner of the Revenue