

**RESOLUTION**

**REVISIONS TO CHAPTER 2, EMPLOYMENT PRACTICES, AND CHAPTER 4,**

**COMPENSATION PLAN, OF THE JAMES CITY COUNTY PERSONNEL POLICIES**

**AND PROCEDURES MANUAL**

WHEREAS, James City County's compensation policies are designed to keep County salaries competitive in the labor market, provide flexibility, be easy to use and understand, support the County in selecting, training, motivating, and keeping highly qualified men and women as County employees, and, reward quality performance; and

WHEREAS, the current policies are being revised to enhance their effectiveness by establishing a common date for performance increases and salary structure adjustments, defining and setting a time frame for recalibration of the salary structure, and, allowing temporary salary adjustments for lengthy temporary assignments.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, does hereby adopt the attached revisions to Chapter 2, Employment Practices, and Chapter 4, Compensation Plan, of the James City County Personnel Policies and Procedures Manual to be effective July 1, 2004.



Bruce C. Goodson  
Chairman, Board of Supervisors

ATTEST:



Sanford B. Wanner  
Clerk to the Board

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

Adopted by the Board of Supervisors of James City County, Virginia, this 11th day of May, 2004.

revch2and4.res