

RESOLUTION

**TERMINATION OF THE COUNTY-FUNDED, LONG-TERM DISABILITY PROGRAM AND
CONTRACT AND RELATED REVISIONS TO CHAPTER 5, EMPLOYEE BENEFITS, OF THE
JAMES CITY COUNTY PERSONNEL POLICIES AND PROCEDURES MANUAL**

WHEREAS, it is the practice of the County to offer high quality benefits, at a reasonable cost to both employees and the County, which prove valuable and useful to employees; and

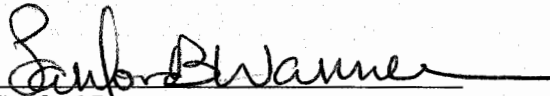
WHEREAS, employees covered by the County-funded Long-Term Disability program are also eligible for disability coverage under the Virginia Retirement System and the Social Security Disability Insurance program; and

WHEREAS, elimination of the County Long-Term Disability program would be a sound budgetary decision while still maintaining a focus on benefit programs that have a more meaningful impact on employees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of James City County, Virginia, that that the County-funded Long-Term Disability program and contract are terminated, effective June 30, 2009, and Section 5.6.C.1.b of the *Personnel Policies and Procedures Manual* is deleted, effective July 1, 2009.

James G. Kennedy
Chairman, Board of Supervisors

ATTEST:


Sanford B. Wanner
Clerk to the Board

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

Adopted by the Board of Supervisors of James City County, Virginia, this 23rd day of June, 2009.