

RESOLUTION

REVISIONS TO CHAPTER 4 OF THE JAMES CITY COUNTY

PERSONNEL POLICIES AND PROCEDURES MANUAL

WHEREAS, the James City County Personnel Policies and Procedures Manual is an important document that guides decisions; and

WHEREAS, it is the practice of the County to revise and update policies to reflect changes and improvements; and

WHEREAS, as the labor market has become more competitive, James City County needs the tools necessary to attract and retain qualified employees; and

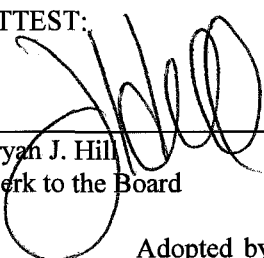
WHEREAS, staff recommends revisions to Chapter 4 of the Personnel Policies and Procedures Manual to update employee compensation strategies, clarify Incentive Award language, add a category for employment referrals and allow differential payment to employees with specialized skills or licensure.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of James City County, Virginia, that revisions to the Personnel Policies and Procedures Manual listed above and set forth in the staff memorandum are adopted effective August 9, 2017.



Kevin D. Onizuk
Chairman, Board of Supervisors

ATTEST:


Bryan J. Hill
Clerk to the Board

	VOTES		
	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>
MCGLENNON	✓	—	—
SADLER	✓	—	—
HIPPLE	✓	—	—
LARSON	✓	—	—
ONIZUK	✓	—	—

Adopted by the Board of Supervisors of James City County, Virginia, this 8th day of August, 2017.

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