

RESOLUTION

AUTHORIZATION FOR FOUR POLICE OFFICER OVERHIRE POSITIONS

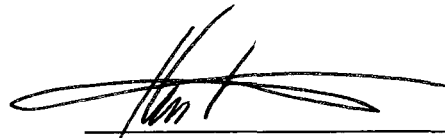
WHEREAS, a number of James City County police officers are also reservists in the U.S. Armed Forces and National Guard; and

WHEREAS, a number of officers are or will be eligible for retirement in coming years with their replacements typically taking six months to complete the Police Academy and field training; and

WHEREAS, the reduced staffing of patrol officers within the Police Department during deployments and after retirements adversely affects service delivery; and

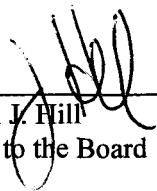
WHEREAS, funds are available within the existing Police Department budget to create four full-time overhire positions.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby establishes four full-time regular Police Officer overhire positions to only be used on an as-needed basis when an incumbent employee is pending military activation or retirement. Each overhire position for military activation will be implemented no more than 60 days prior to deployment and remain in effect until the deployed officer returns and a police officer vacancy occurs, at which time the overhire will transition into the vacancy. Each overhire position for a pending retirement would be filled no more than 135 days prior to an incumbent's termination date.



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 12th day of September, 2017.

PoliceOverhire-res