

RESOLUTION

AUTHORIZATION OF A TWO PERCENT GENERAL WAGE INCREASE

WHEREAS, the Board of Directors for the James City Service Authority (JCSA) approved a Fiscal Year 2021 Budget that included \$55,624 in the Compensation Contingency for a 2% general wage increase effective January 1, 2021; and

WHEREAS, despite the COVID-19 Pandemic, JCSA's current financial position can fund the 2% general wage increase; and

WHEREAS, a 2% general wage increase would maintain market competitiveness of the Compensation Plan and recognize staff for its efforts.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the James City Service Authority, James City County, Virginia, hereby authorizes a 2% general wage increase effective January 1, 2021, for full-time and part-time regular and limited term positions, including the General Manager.

BE IT FURTHER RESOLVED that the Board of Directors authorize the General Manager to transfer the necessary funds from Compensation Contingency to the respective salary and fringe benefit line items within the Water Fund and the Sewer Fund.



P. Sue Sadler
Chairman, Board of Directors

ATTEST:



Teresa J. Fellows
Deputy Secretary to the Board

	VOTES		
	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>
MCGLENNON	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LARSON	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HIPPLE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ICENHOUR	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SADLER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Adopted by the Board of Directors of the James City Service Authority, James City County, Virginia, this 8th day of December, 2020.

JCSAGenIncr-res