

RESOLUTION

REVISIONS TO THE CONTRACT OF THE GENERAL MANAGER

WHEREAS, at its regularly-scheduled meeting on June 8, 2021, the Board of Directors of the James City Service Authority (the "Board") conducted its annual review of the General Manager; and


WHEREAS, the reviews was positive and, in recognition thereof, the Board desires to make changes to the contract of employment for the General Manager.

NOW THEREFORE BE IT RESOLVED that the Board of Directors of the James City Service Authority does hereby resolve to include the General Manager in the 3% (three percent) pay increase given to all employees on October 1, 2021, and to amend the contract of the General Manager to (1) conduct an annual performance evaluation in June of each year, and (2) effective July 1, 2021, change the James City Service Authority contribution to the General Manager's 457 deferred compensation plan from \$5,000 per annum to 10% (ten percent) of his base salary per annum.



Ruth M. Larson
Chairman, Board of Directors

ATTEST:


Teresa J. Fellows
Deputy Secretary to the Board

	VOTES			
	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
SADLER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ICENHOUR	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HIPPLE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MCGLENNON	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LARSON	<input checked="" type="checkbox"/>	<input 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 13th day of July, 2021.

ContrRevJCSAGM-res