

RESOLUTION

REVISIONS TO CONTRACTS OF THE COUNTY ADMINISTRATOR AND

THE COUNTY ATTORNEY

WHEREAS, at its regularly-scheduled meeting on June 8, 2021, the Board of Supervisors of James City County (the "Board") conducted its annual review of the County Administrator and the County Attorney; and

WHEREAS, both reviews were positive and, in recognition thereof, the Board desires to make changes to the contracts of employment for the County Administrator and the County Attorney.

NOW THEREFORE BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, does hereby resolve to include the County Administrator and County Attorney in the 3% (three percent) pay increase given to all employees on October 1, 2021, and to amend the contracts of the County Administrator and the County Attorney to (1) conduct annual performance evaluations in June of each year, and (2) effective July 1, 2021, change the County contribution to the employees' 457 deferred compensation plans from 5% to 10% (five percent to ten percent).

BE IT FURTHER RESOLVED that sections 1 and 4 of the County Administrator's contract shall be replaced in their entirety as follows:

SECTION 1: TERM

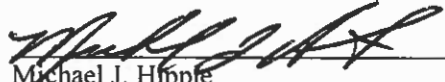
The term of this Agreement shall be for an initial period of five (5) years commencing on July 1, 2021 and ending July 1, 2026 that automatically renews for successive one (1) year periods unless notice of nonrenewal is given by either party at least sixty (60) days prior to the conclusion of that term. In the event the Agreement is not renewed, such nonrenewal shall not be considered a termination pursuant to Section 9 of this Agreement and Employee shall be due only the compensation and benefits set forth in Section 11(D) of this Agreement. In the event that the Employee is terminated as described in Section 9 of this Agreement, the Employee shall be entitled to the compensation and benefits provided for in Section 10 of this Agreement as full and final settlement of all obligations due under this Agreement.

SECTION 4: HEALTH, DISABILITY, AND LIFE INSURANCE BENEFITS


The Employer agrees to provide and to pay the premiums for health, hospitalization, surgical, vision, dental, comprehensive medical insurance, and life insurance in the same manner as provided to all other employees of James City County. The Employee shall name the beneficiary of his life insurance policy. If: (1) the Employee resigns pursuant to Section 11 at any time after July 1, 2026, and (2) the Employee has not yet attained the age of Medicare eligibility (currently, 67 years of age), and (3) the Employee has no other health insurance, then the Employer agrees to pay the difference between the health insurance coverage cost then charged to retirees of the Employer and the cost to the Employee for a comparable health insurance plan, according to the terms set forth in this Section 4. Upon resignation, the Employee may present the County with quotes from no fewer than three (3) health insurance plans that provide coverage for the Employee and his spouse equal to or less than that provided to retirees of

the Employer. The Employer shall pay the Employee the difference between the lowest quoted amount and the amount then charged to retirees of the Employer until the Employee's age of Medicare eligibility or until the Employee accepts a permanent employment position elsewhere, whichever comes first. This benefit shall not be available upon an act of Termination pursuant to Section 9.

Example: The current amount paid for health insurance by retirees of the Employer is \$1,500/month. The Employee concludes his term of employment and has no other health insurance. The Employee provides the Employer with quotes from three health insurance companies with plans comparable to that provided to retirees of the Employer. The lowest-quoted, comparable insurance plan will cost the Employee \$1,750/month. The Employer shall pay \$250/month to the Employee until the Employee attains the age of Medicare eligibility.


Michael J. Hipple
Chairman, Board of Supervisors

ATTEST:


Teresa J. Fellows
Deputy Clerk to the Board

SADLER
ICENHOUR
LARSON
MCGLENNON
HIPPLE

VOTES

<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
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Adopted by the Board of Supervisors of James City County, Virginia, this 22nd day of June, 2021.

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