

RESOLUTION

INCREASE EMPLOYEE SALARIES

WHEREAS, the unprecedented employment conditions in the United States and the Commonwealth of Virginia have resulted in extreme difficulty in hiring and retaining employees qualified to provide the exemplary service expected of an employee of James City County, Virginia (the "County"); and

WHEREAS, due to the employment market and recent adjustments made by nearby localities, the County's pay ranges are no longer competitive; and

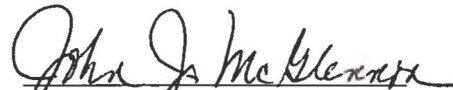
WHEREAS, the Board of Supervisors of James City County, Virginia, desires to adjust County employee salaries to be more competitive in recruiting, hiring, and retaining qualified employees; and

WHEREAS, the County Administrator recommends implementing a five percent (5%) salary increase for eligible employees and a \$1,500 increase to each eligible employee's salary, to be effective April 16, 2022; and


WHEREAS, full-time and part-time employees who have been continuously employed since July 1, 2021 and who have not received an administrative salary adjustment since July 1, 2021 would be are eligible for the \$1,500 salary increase (part-time employees would receive a comparable pay increase based on their authorized hours); and

WHEREAS, the estimated cost for these adjustments is \$900,000.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby approves the compensation adjustments as recommended by the County Administrator to be effective April 16, 2022, and authorizes the use of the General Fund savings for this purpose, to be allocated to the applicable departments for a total of \$900,000.


John J. McGlennon
Chairman, Board of Supervisors

ATTEST:


Teresa J. Saeed
Deputy Clerk to the Board

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

Adopted by the Board of Supervisors of James City County, Virginia, this 22nd day of March, 2022.