

RESOLUTION

AUTHORIZATION FOR ONE-TIME BONUS AND LEAVE PAYOUT

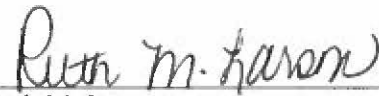
AND BUDGET AMENDMENT

WHEREAS, James City Service Authority wants to recognize staff for their work over the past year and provide an opportunity for staff to avoid losing earned leave; and

WHEREAS, staff recommends a one-time bonus payment of \$1,000 for full-time staff and a one-time leave payout of vacation or paid time off with individual payouts capped at \$3,000; and

WHEREAS, the estimated cost for the bonus and leave payout is \$93,656 and \$103,933 respectively for a total of \$197,589 and James City Service Authority's Fiscal Year 2023 Water Fund and Sewer Fund budgets require amendment to accommodate the total payout.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the James City Service Authority, James City County, Virginia, hereby approves a one-time bonus payment of \$1,000 effective December 14, 2022 and a one-time leave payout capped at \$3,000 effective December 28, 2022 and authorizes the use of Unrestricted Net Position for this purpose to be appropriated to the applicable portions of the Authority's Fiscal Year 2023 Water Fund and Sewer Fund budgets for a total of \$197,589.



Ruth M. Larson
Chairman, Board of Directors

ATTEST:



Teresa J. Saeed
Deputy Secretary to the Board

ICENHOUR
HIPPLE
MCGLENNON
SADLER
LARSON

VOTES

	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
ICENHOUR	✓	—	—	—
HIPPLE	✓	—	—	—
MCGLENNON	✓	—	—	—
SADLER	✓	—	—	—
LARSON	✓	—	—	—

Adopted by the Board of Directors of the James City Service Authority, James City County, Virginia, this 22nd day of November, 2022.

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