

RESOLUTION

HIRING INCENTIVE ADJUSTMENTS FOR COUNTY PERSONNEL

WHEREAS, James City County (the "County") currently is experiencing recruitment and retention challenges in numerous departments; and

WHEREAS, these challenges are causing a disruption to the normal operations of the County; and

WHEREAS, the County feels an immediate incentive will alleviate some of these issues; and

WHEREAS, section 2-15.3 of the James City County Code states that the Board of Supervisors, at its sole discretion and subject to appropriation, may authorize the County Administrator to provide monetary bonuses to employees of the County through the adoption of a resolution; and


WHEREAS, the County Administrator recommends the ability to offer a signing bonus for hard to fill positions that will not exceed 10% of the initial salary of the position to be filled on or after November 1, 2022, contingent upon the new employee signing an employment agreement with the County; and

WHEREAS, the County Administrator will make the decision to offer a signing bonus based upon several factors to include the number of vacancies, length of vacancies, and criticality of each position.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, hereby approves the use of signing bonuses by the County Administrator to be effective November 1, 2022, and authorizes the use of the General Fund savings for this purpose.


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"/>	___	___	___
HIPPLE	<input checked="" type="checkbox"/>	___	___	___
LARSON	<input checked="" type="checkbox"/>	___	___	___
SADLER	<input checked="" type="checkbox"/>	___	___	___
MCGLENNON	<input checked="" type="checkbox"/>	___	___	___

Adopted by the Board of Supervisors of James City County, Virginia, this 25th day of October, 2022.