

RESOLUTION


SALARY AND INCENTIVE ADJUSTMENTS - PUBLIC SAFETY PERSONNEL

- WHEREAS, James City County (the "County") is experiencing significant recruitment and retention challenges in the area of public safety; and
- WHEREAS, these shortages are causing a serious disruption to the normal operations of our critical public safety departments; and
- WHEREAS, the County proposes an immediate adjustment to compensation and other incentives to help alleviate some of these issues; and
- WHEREAS, the County Administrator recommends implementing a five percent (5%) salary increase for full-time sworn law enforcement officers to each employee's salary, to be effective October 1, 2022; and
- WHEREAS, the County Administrator recommends increasing the salary incentives for ALS to all eligible fire department personnel from \$3,000 to \$6,000 for EMT-Intermediate and from \$6,000 to \$12,000 for Paramedics to each employee's salary, to be effective October 1, 2022; and
- WHEREAS, the County Administrator recommends the ability to offer a signing bonus for police officers hired on or after July 1, 2022, that will be contingent upon signing of a three-year contract with the County; and
- WHEREAS, other salary adjustments for full-time sworn law enforcement officers will be made based on college education, shift differential, and career ladder adjustments.

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 totaling \$1.2 million on an annual basis to be effective October 1, 2022, and authorizes the use of the American Rescue Plan Act (ARPA) grant funds and 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"/>	<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 13th day of September, 2022.