

MINUTES
JAMES CITY COUNTY BOARD OF DIRECTORS
SPECIAL MEETING
County Government Center Board Room
101 Mounts Bay Road, Williamsburg, VA 23185
November 22, 2022
1:00 PM

A. CALL TO ORDER

B. ROLL CALL

James O. Icenhour, Jr., Jamestown District
Michael J. Hipple, Vice Chairman, Powhatan District
John J. McGlennon, Roberts District
P. Sue Sadler, Stonehouse District
Ruth M. Larson, Chairman, Berkeley District

Scott A. Stevens, Secretary to the Board
Adam R. Kinsman, County Attorney
M. Douglas Powell, General Manager

ADOPTED

DEC 13 2022

Board of Directors
James City County, VA

C. BOARD DISCUSSIONS

I. Authorization for One-Time Bonus Payment and Leave Payout

A motion to Approve was made by Michael Hipple, the motion result was Passed.

AYES: 5 NAYS: 0 ABSTAIN: 0 ABSENT: 0

Ayes: Hipple, Icenhour Jr, Larson, McGlennon, Sadler

Mr. Powell addressed the Board noting the resolution in the Board's Agenda Packet authorized a one-time bonus payment of \$1,000 to James City Service Authority (JCSA) employees who had been hired prior to July 1, 2022. Mr. Powell added the resolution also authorized a one-time leave payout option which required employees to maintain a leave balance of 80 hours if employees were to take advantage of the leave payout option. Mr. Powell indicated there was a scale to the leave payout option which varied based upon years of service. Mr. Powell noted the combined total for both the one-time bonus payment and leave payout option equated to \$197,589. Mr. Powell further noted staff recommended approval of the resolution.

Ms. Sadler asked Mr. Powell to explain for public notification purposes how the employee initiatives would be accommodated financially.

Mr. Powell stated JCSA had experienced a significant amount of turnover this year, which resulted in turnover savings, in addition to contributions and revenues to the Unrestricted Fund Balance. Mr. Powell informed the Board the appropriation would come from the Unrestricted Fund Balance, adding the appropriation could be less depending on the number of JCSA employees who utilized the leave payout option.

Ms. Larson thanked Mr. Powell.

D. CLOSED SESSION

None.

E. ADJOURNMENT

1. Adjourn until 5 pm on December 13, 2022 for the Regular Meeting

A motion to Adjourn was made by Sue Sadler, the motion result was Passed.

AYES: 5 NAYS: 0 ABSTAIN: 0 ABSENT: 0

Ayes: Hipple, Icenhour Jr, Larson, McGlennon, Sadler

At approximately 1:02 p.m., Ms. Larson adjourned the Board of Directors.


Deputy Secretary