

## RESOLUTION

### STAFF ATTRITION INCENTIVE PROGRAM

WHEREAS, James City County, along with other localities and the Commonwealth of Virginia, has and is projected to experience a budget shortfall which requires a reduction in workforce; and

WHEREAS, the County has tried to reduce its workforce voluntarily by eliminating positions when employees retire or otherwise leave employment with the County; and

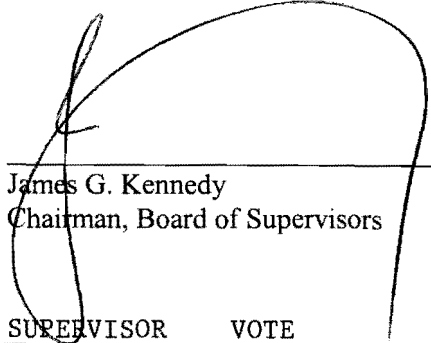
WHEREAS, the County needs to reduce its workforce by 38.5 positions for Fiscal Year 2011; and

WHEREAS, the County has already reduced its current workforce by 18.5 positions but will need to eliminate 20 more positions which are currently filled by employees; and

WHEREAS, the Board of Supervisors desires to provide certain incentives for employees who volunteer to leave employment through the Staff Attrition Incentive Program reducing or eliminating the need to involuntarily terminate employees.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of James City County, Virginia, that the County Administrator is hereby authorized and directed to offer the following Staff Attrition Incentive Program for employees who agree to leave employment by February 28, 2010:

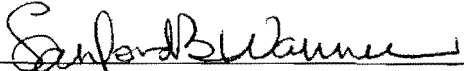
1. On or before February 8, 2010, employees may apply to be considered by the County Administrator for the Staff Attrition Incentive Program;
2. The County Administrator will consider whether the employee's position can be eliminated without impacting the mission critical function of the County or if the position can be filled by another employee so that a net loss of at least one half of a position will result;
3. The County Administrator shall notify each employee whether his/her application has been approved or denied on February 11, 2010;
4. Approved employees confirm their decision by February 16;
5. For each employee whose application has been approved, the County shall make a lump sum payment equal to 10 percent of the employee's salary; and
6. The employee's last day of employment or last day in a full-time position must be February 28, 2010.



---

James G. Kennedy  
Chairman, Board of Supervisors

ATTEST:

  
Sanford B. Wanner  
Clerk to the Board

| <u>SUPERVISOR</u> | <u>VOTE</u> |
|-------------------|-------------|
| MCGLENNON         | AYE         |
| GOODSON           | AYE         |
| ICENHOUR          | AYE         |
| JONES             | AYE         |
| KENNEDY           | AYE         |

Adopted by the Board of Supervisors of James City County, Virginia, this 26th day of January, 2010.

AttritionPro\_res