

RESOLUTION

RECALIBRATION IMPLEMENTATION


WHEREAS, a Recalibration Study to determine the competitiveness of James City Service Authority (JCSA) personnel salaries has been completed and new salary ranges and salary adjustments are recommended based on the information gathered in comparing JCSA compensation to that of other organizations; and

WHEREAS, it would be in the best interest of the JCSA to implement the Recalibration as soon as possible to take advantage of the recommended Compensation Plan to attract and retain quality employees.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of James City Service Authority, James City County, Virginia, authorizes the implementation of the Recalibration Study, effective April 1, 2006, and authorizes the needed budget amendments to cover the costs of the salary adjustments associated with implementing the plan in the Fiscal Year 2006 budget.



ATTEST:


Sanford B. Wanner
Clerk to the Board



John McGlenon
Chairman, Board of Supervisors

<u>DIRECTOR</u>	<u>VOTE</u>
HARRISON	AYE
ICENHOUR	AYE
GOODSON	AYE
BRADSHAW	AYE
MCGLENNON	AYE

Adopted by the Board of Directors of the James City Service Authority, James City County, Virginia, this 28th day of March, 2006.

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