

**RESOLUTION**

**REVISIONS TO CHAPTER 3, DRUG FREE WORKPLACE POLICY; SECTION 5.4, EMPLOYEE**

**BENEFITS - LEAVE; AND CHAPTER 8, GRIEVANCE PROCEDURE; OF THE JAMES CITY**

**COUNTY PERSONNEL POLICIES AND PROCEDURES MANUAL**

WHEREAS, it's the practice of the County to periodically review its personnel policies for conformance to laws and alignment with the County's values; and

WHEREAS, the Drug Free Workplace policy and Grievance Procedure were revised to conform with changes in the law, to be streamlined, and to be easier to understand and to use; and

WHEREAS, portions of the Employee Benefits - Leave policy were changed to make the use of leave more equitable among employees and more supportive of employees balancing work and life demands.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of James City County, Virginia, that revisions to the personnel policies and procedures listed above are adopted effective July 1, 2004.

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Bruce C. Goodson  
Chairman, Board of Supervisors

ATTEST:

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Sanford B. Wanner  
Clerk to the Board

Adopted by the Board of Supervisors of James City County, Virginia, this 8th day of June, 2004.

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