

RESOLUTION

TERMINATION OF THE COUNTY-FUNDED, LONG-TERM DISABILITY PROGRAM AND

CONTRACT AND RELATED REVISIONS TO CHAPTER 5, EMPLOYEE BENEFITS, OF THE

JAMES CITY COUNTY PERSONNEL POLICIES AND PROCEDURES MANUAL

WHEREAS, it is the practice of the County to offer high quality benefits, at a reasonable cost to both employees and the County, which prove valuable and useful to employees; and

WHEREAS, employees covered by the County-funded Long-Term Disability program are also eligible for disability coverage under the Virginia Retirement System and the Social Security Disability Insurance program; and

WHEREAS, elimination of the County Long-Term Disability program would be a sound budgetary decision while still maintaining a focus on benefit programs that have a more meaningful impact on employees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of James City County, Virginia, that that the County-funded Long-Term Disability program and contract are terminated, effective June 30, 2009, and Section 5.6.C.1.b of the *Personnel Policies and Procedures Manual* is deleted, effective July 1, 2009.

James G. Kennedy
Chairman, Board of Supervisors

ATTEST:

Sanford B. Wanner
Clerk to the Board

Adopted by the Board of Supervisors of James City County, Virginia, this 23rd day of June, 2009.

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