

MEMORANDUM

DATE: December 10, 2019

TO: The Board of Supervisors

FROM: Elizabeth Parman, Assistant County Attorney

SUBJECT: Compensation Plan and Personnel Policies Agreement with Sheriff

In July 2014, the Sheriff's Office of Williamsburg-James City County (the "Sheriff") and James City County (the "County") agreed to include the Sheriff's employees in the County's compensation plan and personnel policies, provided the Sheriff's employees are exempted from the County's grievance procedure. This agreement will terminate when the Sheriff-elect, David Hardin, takes the oath of office in January 2020.

The Sheriff-elect wishes to enter into a similar agreement with the County including his employees and deputies in the County's compensation plan and personnel policies, provided his employees and deputies are exempted from the County's standards of conduct and grievance procedures and provided the Sheriff-elect's spouse is able to continue her employment in the Sheriff's Office for a period of 10 months.

Attached is a resolution authorizing the County Administrator to approve an agreement between the Sheriff-elect and the County to continue to include the employees and deputies of the Sheriff on the County's compensation plan and personnel policies with the above named exceptions.

Staff recommends adoption of the attached resolution authorizing and directing the County Administrator to execute any and all documents necessary to enter into this agreement with Sheriff-elect David Hardin.

EP/md
CompPlan20-Sheriff-mem

Attachment