

**BOARD OF SUPERVISORS
COUNTY OF LOUISA
RESOLUTION**

At a regular meeting of the Board of Supervisors of the County of Louisa held in the Louisa County Public Meeting Room at 5:00 PM on the 5th day of September 2023, at which the following members were present, the following resolution was adopted by a majority of all members of the Board of Supervisors, the vote being recorded in the minutes of the meeting as shown below:

RESULT:	
MOVER:	None
SECONDER:	None
AYES:	None

**A RESOLUTION AUTHORIZING AN INCENTIVE PLAN FOR PUBLIC SAFETY
RECRUITMENT**

WHEREAS, on December 5, 2022 the Louisa County Board of Supervisors held a public hearing to amend Code of Louisa Section 58 to add section 58-5 that would allow for monetary incentives, awards, and bonuses to employees in County Service for exceptional services rendered by employees in accordance with Va. Code §15.2-1508; and

WHEREAS, the Board approved the ordinance change allowing the addition of section 58-5 which would allow the Board to approve monetary incentives, awards, and bonuses to employees in County Service for individual incentive and certification/proficiency attainment bonuses; and

WHEREAS, the Board recognizes that Public Safety employees that are highly trained and fully certified are in high demand and recruitment of such employees is highly competitive is in favor of implementing a recruitment and retention plan; and

WHEREAS, a one-time signing bonus of \$5,000 for a full-time highly trained and fully certified public safety employee would be paid within the initial hiring month, and a one-time \$5,000 retention bonus upon the successful completion of 24 months of employment, and

WHEREAS, funding for the aforementioned bonuses shall be funded from existing Department funds utilizing open position savings and/or additional departmental funds, not to exceed \$25,000 per fiscal year.

NOW, THEREFORE, BE IT RESOLVED, on this 5th day of September 2023, that the Louisa County Board of Supervisors hereby supports the implementation of a Public Safety Recruitment and Retention Plan to promote and encourage highly trained fully certified individuals in furtherance of maintaining an outstanding Public Safety Department to serve the citizens of the County of Louisa.

A Copy, teste:

Christian R. Goodwin, Clerk
Board of Supervisors
Louisa County, Virginia