

RESOLUTION 15-45

**APPROVING ANNUAL WAGE ADJUSTMENTS
FOR
THE COUNTY ASSOCIATION OF NON-UNION EMPLOYEES (CANUE)**

WHEREAS, the employees of the County Association of Non-Union Employees hereafter called CANUE are employees with no affiliation with or membership in a labor organization or recognized as an affiliated group of employees with the right and ability to collectively bargain with the County of St. Clair; and

WHEREAS, the St. Clair County Board of Commissioners has exclusive and unilateral right and authority to establish the compensation plan for determining the annual wage and salary compensation of employees of CANUE; and

WHEREAS, the St. Clair County Board of Commissioners does hereby exercise ~~its exclusive and unilateral right to establish the compensation plan for determining the~~ annual wage and salary compensation of employees of CANUE,

NOW THEREFORE, BE IT RESOLVED, that the Exempt Employee Compensation Structure (Attached Exhibit "A") for the period January 1, 2016 through December 31, 2016 is hereby approved and adopted. The 2016 CANUE compensation structure includes a 2% increase. Furthermore, if any collective bargaining agreement receives a wage adjustment greater than 2%, then the CANUE schedule will be adjusted accordingly.

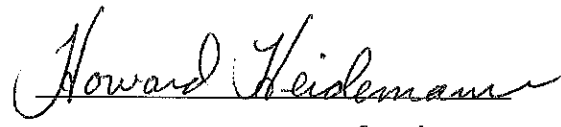
Dated: December 10, 2015


Reviewed and Approved by:


Board of Commissioners:



GARY FLETCHER
County Corporation Counsel
1411 Third Street Suite F
Port Huron, MI 48060







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2016 County Association of Non-Union Employees - Wage Structure

Job Group I: Office

Professionals		Merit Step 1	Merit Step 2	Merit Step 3	Merit Step 4	Merit Step 5	Merit Step 6	Merit Step 7	Merit Step 8	W.R.
Wage Range	A	21,666	22,501	23,401	24,337	25,310	26,322	27,375	28,470	A
Wage Range	B	23,401	24,337	25,310	26,322	27,375	28,470	29,608	30,792	B
Wage Range	C	25,310	26,322	27,375	28,470	29,608	30,792	32,024	33,304	C
Wage Range	D	27,375	28,470	29,608	30,792	32,024	33,304	34,637	36,023	D
Wage Range	E	29,608	30,792	32,024	33,304	34,637	36,023	37,464	38,963	E
Wage Range	F	32,024	33,304	34,637	36,023	37,464	38,963	40,521	42,143	F
Wage Range	G	34,637	36,023	37,464	38,963	40,521	42,143	43,828	45,581	G

Job Group II:

Professional/Technical

Wage Range	A	26,822	27,775	28,770	29,808	30,892	32,024	33,204	34,637	A
Wage Range	B	28,770	29,808	30,792	32,024	33,304	34,637	36,023	37,464	B
Wage Range	C	30,792	32,024	33,304	34,637	36,023	37,464	38,963	40,521	C
Wage Range	D	33,304	34,637	36,023	37,464	38,963	40,521	42,143	43,828	D
Wage Range	E	36,023	37,464	38,963	40,521	42,143	43,828	45,581	47,404	E
Wage Range	F	38,963	40,521	42,143	43,828	45,581	47,404	49,300	51,272	F
Wage Range	G	42,143	43,828	45,581	47,404	49,300	51,272	53,323	55,454	G
Wage Range	H	45,581	47,404	49,300	51,272	53,323	55,454	57,672	59,979	H
Wage Range	I	49,300	51,272	53,323	55,454	57,672	59,979	62,378	64,873	I
Wage Range	J	53,323	55,454	57,672	59,979	62,378	64,873	67,468	70,167	J
Wage Range	K	57,672	59,979	62,378	64,873	67,468	70,167	72,974	75,893	K
Wage Range	L	62,378	64,873	67,468	70,167	72,974	75,893	78,928	82,085	L
Wage Range	M	67,468	70,167	72,974	75,893	78,928	82,085	85,369	88,784	M

Job Group III: Division

Heads/Supervisors

Wage Range	A	38,963	34,637	36,023	37,464	38,963	40,521	42,143	43,828	A
Wage Range	B	36,023	37,464	38,963	40,521	42,143	43,828	45,581	47,404	B
Wage Range	C	38,963	40,521	42,143	43,828	45,581	47,404	49,300	51,272	C
Wage Range	D	42,143	43,828	45,581	47,404	49,300	51,272	53,323	55,454	D
Wage Range	E	45,581	47,404	49,300	51,272	53,323	55,454	57,672	59,979	E
Wage Range	F	49,300	51,272	53,323	55,454	57,672	59,979	62,378	64,873	F
Wage Range	G	53,323	55,454	57,672	59,979	62,378	64,873	67,468	70,167	G
Wage Range	H	57,672	59,979	62,378	64,873	67,468	70,167	72,974	75,893	H
Wage Range	I	62,378	64,873	67,468	70,167	72,974	75,893	78,928	82,085	I
Wage Range	J	67,468	70,167	72,974	75,893	78,928	82,085	85,369	88,784	J
Wage Range	K	72,974	75,893	78,928	82,085	85,369	88,784	92,336	96,029	K
Wage Range	L	78,928	82,085	85,369	88,784	92,336	96,029	99,870	103,865	L

Job Group IV: Department

Heads

Wage Range	A	36,023	37,464	38,963	40,521	42,143	43,828	45,581	47,404	A
Wage Range	B	38,963	40,521	42,143	43,828	45,581	47,404	49,300	51,272	B
Wage Range	C	42,143	43,828	45,581	47,404	49,300	51,272	53,323	55,454	C
Wage Range	D	45,581	47,404	49,300	51,272	53,323	55,454	57,672	59,979	D
Wage Range	E	49,300	51,272	53,323	55,454	57,672	59,979	62,378	64,873	E
Wage Range	F	53,323	55,454	57,672	59,979	62,378	64,873	67,468	70,167	F
Wage Range	G	57,672	59,979	62,378	64,873	67,468	70,167	72,974	75,893	G
Wage Range	H	62,378	64,873	67,468	70,167	72,974	75,893	78,928	82,085	H
Wage Range	I	67,468	70,167	72,974	75,893	78,928	82,085	85,369	88,784	I
Wage Range	J	72,974	75,893	78,928	82,085	85,369	88,784	92,336	96,029	J
Wage Range	K	78,928	82,085	85,369	88,784	92,336	96,029	99,870	103,865	K
Wage Range	L	85,369	88,784	92,336	96,029	99,870	103,865	108,021	112,340	L
Wage Range	M	92,336	96,029	99,870	103,864	108,021	112,340	116,834	121,507	M
Wage Range	N	99,870	103,864	108,021	112,340	116,834	121,507	126,368	131,422	N
Wage Range	O	108,021	112,340	116,834	121,507	126,368	131,422	136,679	142,146	O
Wage Range	P	116,834	121,507	126,368	131,422	136,679	142,146	147,631	153,745	P
Wage Range	Q	126,368	131,422	136,679	142,146	147,631	153,745	159,895	166,291	Q
Wage Range	R	136,679	142,146	147,631	153,745	159,895	166,291	172,943	179,860	R
Wage Range	S	147,631	153,745	159,895	166,291	172,943	179,860	187,059	194,537	S

