

RESOLUTION 22-59

**APPROVING ONE-TIME RETENTION PAYMENT
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; and

NOW THEREFORE, BE IT RESOLVED, that the Employee One-Time Retention Payment (Terms and Conditions attached in Exhibit "A") is hereby approved and adopted.

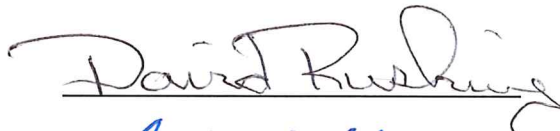
Dated: November 17, 2022


Reviewed and Approved by:


Board of Commissioners:



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







Resolution 22-59
Exhibit "A"
Terms and Conditions for One-Time Retention Payment for
County Association of Non-Union Employees (CANUE)

Upon adoption of Resolution 22-59 by the St. Clair County Board of Commissioners, CANUE employees shall be entitled to a One-Time Retention Payment as outlined in the following terms and conditions:

1. Following Board of Commissioners adoption, CANUE employees hired on or before November 18, 2022 are eligible for a one-time retention payment paid in 2022 as set forth in this Exhibit "A".
2. The retention payments will be paid through payroll following the Board of Commissioners adoption of Resolution 22-59.
3. Applicable taxes apply. This one-time retention payment shall not be added to base salary and shall not be considered part of final average compensation for purposes of pension and shall not be considered salary which is eligible for any County 457 match.
4. Eligible employees include permanent part-time and full-time CANUE employees who are actively employed on November 18, 2022. Ineligible employees include elected officials, non-permanent, casual, temporary, seasonal, pages, interns and student workers. Employees on Worker's Compensation or Long Term Disability shall be paid the one-time retention payment upon return without a break in service to active employment with the County.
5. Amount paid is determined by year of hire to a permanent part-time or full-time position and current part-time or full-time status. 'Current' is defined as the status of the permanent employee, full-time or part-time, on the date of this Resolution.
6. If a break in service, which is defined as a break in employment or temporary conversion to an ineligible status, then the most recent year of permanent re-employment will be used.
 - a. Example 1: Employee A is permanent full-time in 2004 then leaves employment in 2006. Employee A returns to St. Clair County as a permanent full-time employee in 2008. Employee A is paid the 2008 rate for a full-time employee.
7. When no break in service occurs, the year of original permanent hire and the current status determines the amount paid.
 - a. Example 1: Employee B is permanently hired to a part-time position in 2006, then transfers to a permanent full-time position in 2009. Employee B is paid at the 2006 rate and as a full-time employee.