

RESOLUTION 18-31

**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; and

NOW THEREFORE, BE IT RESOLVED, that the Exempt Employee Compensation Structure (Attached Exhibit "A") for the period January 1, 2019 through December 31, 2019 is hereby approved and adopted. The 2019 CANUE compensation structure includes a 2% increase.


Dated: December 13, 2018

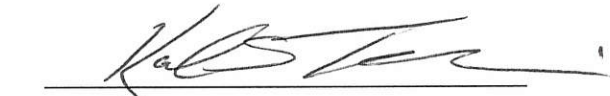
Reviewed and Approved by:

Board of Commissioners:



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



Howard Heideman


2019 County Wage Structure

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	Wage Range
Group I: Office Professionals/General Laborer										
A		22,735	23,644	24,589	25,573	26,597	27,660	28,766	29,917	A
AA		23,644	24,589	25,573	26,597	27,660	28,766	29,917	31,114	AA
B		24,589	25,573	26,597	27,660	28,766	29,917	31,114	32,358	B
BB		25,573	26,597	27,660	28,766	29,917	31,114	32,358	33,653	BB
C		26,597	27,660	28,766	29,917	31,114	32,358	33,653	34,998	C
CC		27,660	28,766	29,917	31,114	32,358	33,653	34,998	36,399	CC
D		28,766	29,917	31,114	32,358	33,653	34,998	36,399	37,854	D
DD		29,917	31,114	32,358	33,653	34,998	36,399	37,854	39,369	DD
E		31,114	32,358	33,653	34,998	36,399	37,854	39,369	40,944	E
EE		32,358	33,653	34,998	36,399	37,854	39,369	40,944	42,581	EE
F		33,653	34,998	36,399	37,854	39,369	40,944	42,581	44,284	F
FF		34,998	36,399	37,854	39,369	40,944	42,581	44,284	46,056	FF
G		36,399	37,854	39,369	40,944	42,581	44,284	46,056	47,898	G
Group II: Professional/Technical										
A		27,660	28,766	29,917	31,114	32,358	33,653	34,998	36,399	A
AA		28,766	29,917	31,114	32,358	33,653	34,998	36,399	37,854	AA
B		29,917	31,114	32,358	33,653	34,998	36,399	37,854	39,369	B
BB		31,114	32,358	33,653	34,998	36,399	37,854	39,369	40,944	BB
C		32,358	33,653	34,998	36,399	37,854	39,369	40,944	42,581	C
CC		33,653	34,998	36,399	37,854	39,369	40,944	42,581	44,284	CC
D		34,998	36,399	37,854	39,369	40,944	42,581	44,284	46,056	D
DD		36,399	37,854	39,369	40,944	42,581	44,284	46,056	47,898	DD
E		37,854	39,369	40,944	42,581	44,284	46,056	47,898	49,814	E
EE		39,369	40,944	42,581	44,284	46,056	47,898	49,814	51,807	EE
F		40,944	42,581	44,284	46,056	47,898	49,814	51,807	53,878	F
FF		42,581	44,284	46,056	47,898	49,814	51,807	53,878	56,034	FF
G		44,284	46,056	47,898	49,814	51,807	53,878	56,034	58,276	G
GG		46,056	47,898	49,814	51,807	53,878	56,034	58,276	60,606	GG
H		47,898	49,814	51,807	53,878	56,034	58,276	60,606	63,031	H
HH		49,814	51,807	53,878	56,034	58,276	60,606	63,031	65,551	HH
I		51,807	53,878	56,034	58,276	60,606	63,031	65,551	68,174	I
II		53,878	56,034	58,276	60,606	63,031	65,551	68,174	70,901	II
J		56,034	58,276	60,606	63,031	65,551	68,174	70,901	73,737	J
JJ		58,276	60,606	63,031	65,551	68,174	70,901	73,737	76,687	JJ
K		60,606	63,031	65,551	68,174	70,901	73,737	76,687	79,754	K
KK		63,031	65,551	68,174	70,901	73,737	76,687	79,754	82,944	KK
L		65,551	68,174	70,901	73,737	76,687	79,754	82,944	86,261	L
LL		68,174	70,901	73,737	76,687	79,754	82,944	86,261	89,712	LL
M		70,901	73,737	76,687	79,754	82,944	86,261	89,712	93,300	M
MM		73,737	76,687	79,754	82,944	86,261	89,712	93,300	97,033	MM
N		76,687	79,754	82,944	86,261	89,712	93,300	97,033	100,914	N
NN		79,754	82,944	86,261	89,712	93,300	97,033	100,914	104,951	NN
Group III: Division Heads/Supervisors										
A		34,998	36,399	37,854	39,369	40,944	42,581	44,284	46,056	A
AA		36,399	37,854	39,369	40,944	42,581	44,284	46,056	47,898	AA
B		37,854	39,369	40,944	42,581	44,284	46,056	47,898	49,814	B
BB		39,369	40,944	42,581	44,284	46,056	47,898	49,814	51,807	BB
C		40,944	42,581	44,284	46,056	47,898	49,814	51,807	53,878	C
CC		42,581	44,284	46,056	47,898	49,814	51,807	53,878	56,034	CC
D		44,284	46,056	47,898	49,814	51,807	53,878	56,034	58,276	D
DD		46,056	47,898	49,814	51,807	53,878	56,034	58,276	60,606	DD
E		47,898	49,814	51,807	53,878	56,034	58,276	60,606	63,031	E
EE		49,814	51,807	53,878	56,034	58,276	60,606	63,031	65,551	EE
F		51,807	53,878	56,034	58,276	60,606	63,031	65,551	68,174	F
FF		53,878	56,034	58,276	60,606	63,031	65,551	68,174	70,901	FF
G		56,034	58,276	60,606	63,031	65,551	68,174	70,901	73,737	G
GG		58,276	60,606	63,031	65,551	68,174	70,901	73,737	76,687	GG
H		60,606	63,031	65,551	68,174	70,901	73,737	76,687	79,754	H
HH		63,031	65,551	68,174	70,901	73,737	76,687	79,754	82,944	HH
I		65,551	68,174	70,901	73,737	76,687	79,754	82,944	86,261	I
II		68,174	70,901	73,737	76,687	79,754	82,944	86,261	89,712	II
J		70,901	73,737	76,687	79,754	82,944	86,261	89,712	93,300	J
JJ		73,737	76,687	79,754	82,944	86,261	89,712	93,300	97,033	JJ
K		76,687	79,754	82,944	86,261	89,712	93,300	97,033	100,914	K
KK		79,754	82,944	86,261	89,712	93,300	97,033	100,914	104,951	KK
L		82,944	86,261	89,712	93,300	97,033	100,914	104,951	109,148	L
LL		86,261	89,712	93,300	97,033	100,914	104,951	109,148	113,515	LL
Group IV: Department Heads										
A		37,854	39,369	40,944	42,581	44,284	46,056	47,898	49,814	A
AA		39,369	40,944	42,581	44,284	46,056	47,898	49,814	51,807	AA
B		40,944	42,581	44,284	46,056	47,898	49,814	51,807	53,878	B
BB		42,581	44,284	46,056	47,898	49,814	51,807	53,878	56,034	BB
C		44,284	46,056	47,898	49,814	51,807	53,878	56,034	58,276	C
CC		46,056	47,898	49,814	51,807	53,878	56,034	58,276	60,606	CC
D		47,898	49,814	51,807	53,878	56,034	58,276	60,606	63,031	D
DD		49,814	51,807	53,878	56,034	58,276	60,606	63,031	65,551	DD
E		51,807	53,878	56,034	58,276	60,606	63,031	65,551	68,174	E
EE		53,878	56,034	58,276	60,606	63,031	65,551	68,174	70,901	EE
F		56,034	58,276	60,606	63,031	65,551	68,174	70,901	73,737	F
FF		58,276	60,606	63,031	65,551	68,174	70,901	73,737	76,687	FF
G		60,606	63,031	65,551	68,174	70,901	73,737	76,687	79,754	G
GG		63,031	65,551	68,174	70,901	73,737	76,687	79,754	82,944	GG
H		65,551	68,174	70,901	73,737	76,687	79,754	82,944	86,261	H
HH		68,174	70,901	73,737	76,687	79,754	82,944	86,261	89,712	HH
I		70,901	73,737	76,687	79,754	82,944	86,261	89,712	93,300	I
II		73,737	76,687	79,754	82,944	86,261	89,712	93,300	97,033	II
J		76,687	79,754	82,944	86,261	89,712	93,300	97,033	100,914	J
JJ		79,754	82,944	86,261	89,712	93,300	97,033	100,914	104,951	JJ
K		82,944	86,261	89,712	93,300	97,033	100,914	104,951	109,148	K
KK		86,261	89,712	93,300	97,033	100,914	104,951	109,148	113,515	KK
L		89,712	93,300	97,033	100,914	104,951	109,148	113,515	118,055	L
LL		93,300	97,033	100,914	104,951	109,148	113,515	118,055	122,777	LL
M		97,033	100,914	104,951	109,148	113,515	118,055	122,777	127,689	M
MM		100,914	104,951	109,148	113,515	118,055	122,777	127,689	132,796	MM
N		104,951	109,148	113,515	118,055	122,777	127,689	132,796	138,108	N
NN		109,148	113,515	118,055	122,777	127,689	132,796	138,108	143,632	NN
O		113,515	118,055	122,777	127,689	132,796	138,108	143,632	149,377	O
OO		118,055	122,777	127,689	132,796	138,108	143,632	149,377	155,352	OO