

## RESOLUTION 12-37

### 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

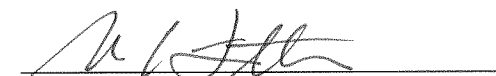
WHEREAS, the St. Clair County Board of Commissioners has exclusive and unilateral right and authority to establish the compensation plan for determining the annual wage and salary compensation of employees of CANUE; and

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, 2013 through December 31, 2013 is hereby approved and adopted. Furthermore, if any collective bargaining agreement receives a wage adjustment, then the CANUE schedule will be adjusted by the same percentage.

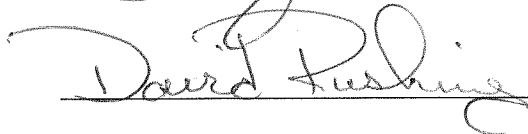

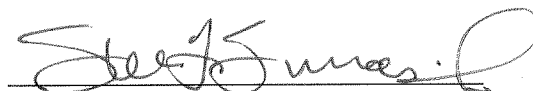
**Dated: December 13, 2012**

Reviewed and Approved by:



GARY FLETCHER  
County Corporation Counsel  
522 Michigan Street  
Port Huron, MI 48060

Board of Commissioners:



2013 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	20,795	21,627	22,492	23,392	24,327	25,300	26,312	27,364	A
Wage Range	B	22,492	23,392	24,327	25,300	26,312	27,364	28,458	29,596	B
Wage Range	C	24,327	25,300	26,312	27,364	28,458	29,596	30,780	32,011	C
Wage Range	D	26,312	27,364	28,458	29,596	30,780	32,011	33,292	34,624	D
Wage Range	E	28,458	29,596	30,780	32,011	33,292	34,624	36,009	37,450	E
Wage Range	F	30,780	32,011	33,292	34,624	36,009	37,450	38,948	40,507	F
Wage Range	G	33,292	34,624	36,009	37,450	38,948	40,507	42,126	43,811	G

Job Group II: Professional/Technical

Wage Range	A	25,300	26,312	27,364	28,458	29,596	30,780	32,011	33,292	A
Wage Range	B	27,364	28,458	29,596	30,780	32,011	33,292	34,624	36,009	B
Wage Range	C	29,596	30,780	32,011	33,292	34,624	36,009	37,450	38,948	C
Wage Range	D	32,011	33,292	34,624	36,009	37,450	38,948	40,507	42,126	D
Wage Range	E	34,624	36,009	37,450	38,948	40,507	42,126	43,811	45,563	E
Wage Range	F	37,450	38,948	40,507	42,126	43,811	45,563	47,386	49,281	F
Wage Range	G	40,507	42,126	43,811	45,563	47,386	49,281	51,252	53,301	G
Wage Range	H	43,811	45,563	47,386	49,281	51,252	53,301	55,433	57,650	H
Wage Range	I	47,386	49,281	51,252	53,301	55,433	57,650	59,956	62,354	I
Wage Range	J	51,252	53,301	55,433	57,650	59,956	62,354	64,848	67,442	J
Wage Range	K	55,433	57,650	59,956	62,354	64,848	67,442	70,140	72,946	K
Wage Range	L	59,956	62,354	64,848	67,442	70,140	72,946	75,863	78,898	L
Wage Range	M	64,848	67,442	70,140	72,946	75,863	78,898	82,054	85,336	M

Job Group III: Division Heads/Supervisors

Wage Range	A	32,011	33,292	34,624	36,009	37,450	38,948	40,507	42,126	A
Wage Range	B	34,624	36,009	37,450	38,948	40,507	42,126	43,811	45,563	B
Wage Range	C	37,450	38,948	40,507	42,126	43,811	45,563	47,386	49,281	C
Wage Range	D	40,507	42,126	43,811	45,563	47,386	49,281	51,252	53,301	D
Wage Range	E	43,811	45,563	47,386	49,281	51,252	53,301	55,433	57,650	E
Wage Range	F	47,386	49,281	51,252	53,301	55,433	57,650	59,956	62,354	F
Wage Range	G	51,252	53,301	55,433	57,650	59,956	62,354	64,848	67,442	G
Wage Range	H	55,433	57,650	59,956	62,354	64,848	67,442	70,140	72,946	H
Wage Range	I	59,956	62,354	64,848	67,442	70,140	72,946	75,863	78,898	I
Wage Range	J	64,848	67,442	70,140	72,946	75,863	78,898	82,054	85,336	J
Wage Range	K	70,140	72,946	75,863	78,898	82,054	85,336	88,750	92,300	K
Wage Range	L	75,863	78,898	82,054	85,336	88,750	92,300	95,992	99,832	L

Job Group IV: Department Heads

Wage Range	A	34,624	36,009	37,450	38,948	40,507	42,126	43,811	45,563	A
Wage Range	B	37,450	38,948	40,507	42,126	43,811	45,563	47,386	49,281	B
Wage Range	C	40,507	42,126	43,811	45,563	47,386	49,281	51,252	53,301	C
Wage Range	D	43,811	45,563	47,386	49,281	51,252	53,301	55,433	57,650	D
Wage Range	E	47,386	49,281	51,252	53,301	55,433	57,650	59,956	62,354	E
Wage Range	F	51,252	53,301	55,433	57,650	59,956	62,354	64,848	67,442	F
Wage Range	G	55,433	57,650	59,956	62,354	64,848	67,442	70,140	72,946	G
Wage Range	H	59,956	62,354	64,848	67,442	70,140	72,946	75,863	78,898	H
Wage Range	I	64,848	67,442	70,140	72,946	75,863	78,898	82,054	85,336	I
Wage Range	J	70,140	72,946	75,863	78,898	82,054	85,336	88,750	92,300	J
Wage Range	K	75,863	78,898	82,054	85,336	88,750	92,300	95,992	99,832	K
Wage Range	L	82,054	85,336	88,750	92,300	95,992	99,832	103,826	107,978	L
Wage Range	M	88,750	92,300	95,992	99,831	103,826	107,978	112,297	116,789	M
Wage Range	N	95,992	99,831	103,826	107,978	112,297	116,789	121,461	126,319	N
Wage Range	O	103,826	107,978	112,297	116,789	121,461	126,319	131,372	136,626	O
Wage Range	P	112,297	116,789	121,460	126,319	131,371	136,626	142,091	147,775	P
Wage Range	Q	121,460	126,319	131,371	136,626	142,091	147,775	153,686	159,834	Q
Wage Range	R	131,371	136,626	142,091	147,775	153,686	159,834	166,227	172,876	R
Wage Range	S	142,091	147,775	153,686	159,834	166,227	172,876	179,791	186,983	S