

**Resolution (09-15.34)**  
**To Amend the Compensation plan for the County of Jackson to Add a  
1% Market Adjustment for Non-union County Employees for Fiscal  
Year 2016**

**WHEREAS**, it is the responsibility of the Board of Commissioners to establish compensation and benefits for non-union County employees; and

**WHEREAS**, the Board of Commissioners has previously established a compensation plan for non-union employees; and

**WHEREAS**, the compensation plan has consistently been updated based on economic factors and the ability of the County to provide additional compensation; and

**WHEREAS**, the County intends to investigate market competitiveness of all positions during the 2015 Fiscal Year; and

**WHEREAS**, market adjustments for 2016 and beyond will take into account the aforementioned investigation; and

**WHEREAS**, the FY 2016 budget includes sufficient amounts to provide for an increase to the compensation plan.

**NOW THEREFORE BE IT RESOLVED**, that the Jackson County Board of Commissioners amends the compensation plan for FY 2016 by 1%; and

**Be It Further Resolved** that the schedule of all other benefits remain the same as previously adopted by the Board of Commissioners.

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James E. Shotwell, Jr., Chairman  
Jackson County Board of Commissioners  
September 15, 2015

STATE OF MICHIGAN            )  
  ) SS.  
COUNTY OF JACKSON         )

I, Amanda L. Riska, the duly qualified and acting Clerk of the County of Jackson, Michigan, do hereby certify that the foregoing is a true and complete copy of a Resolution adopted by the County Board of Commissioners at a Board meeting thereof held on the 15<sup>th</sup> day of September, 2015, the original of which is on file in my office. Public notice of said meeting was given pursuant to and in compliance with Act No. 267, Public Acts of Michigan, 1976, as amended, including in the case of a special or rescheduled meeting, notice by publication or posting at least eighteen (18) hours prior to the time set for the meeting.

IN WITNESS WHEREOF, I have affixed my official signature this 16<sup>th</sup> day of September, 2015

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Amanda L. Riska, County Clerk