

TO THE HONORABLE BOARD OF COMMISSIONERS OF BERRIEN COUNTY: Your County Personnel and Human Services Committee respectfully recommends the adoption of the following:

RESOLUTION

WHEREAS, the Society for Human Resource Management recommends that the overall salary structure of an organization be examined every three to five years; and

WHEREAS, the Berrien County Board of Commissioners, via Resolution #P1906256, authorized the selection of a contractor to complete a Classification and Compensation Study for all county employees excluding elected officials, PA 312 eligible positions and Road Department employees (previously reviewed) ; and

WHEREAS, the Berrien County Board of Commissioners, via Resolution #2108300, acknowledged receipt of the final report; and

WHEREAS, the report recommended certain non-union classifications to receive a grade modification; and

WHEREAS, the Human Resources Director and County Administrator thoroughly reviewed and consulted with every department head/elected official to review the recommended modifications; and

WHEREAS, the Personnel and Human Services Committee concurs with the recommended modifications.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Berrien County Board of Commissioners, based on the recommendations as described above, approves the modified non-union grade and classification table which implements the recommendations of the salary study effective September 25, 2022.

**RESPECTFULLY SUBMITTED,
BERRIEN COUNTY PERSONNEL AND HUMAN SERVICES COMMITTEE**

Robert P. Harrison, Chairperson

Michael J. Majerek, Vice-Chairperson

Rayonte D. Bell