



## POLICY COMMITTEE

Friday, December 16, 2022  
2:30 P.M.

Courthouse & Government Center  
Board of Commissioner's Room

### AGENDA

1. Call to Order
2. Public Comment
3. New Business
  - a. Starting Wage Policy – Appendix A
4. Old Business
5. Other items from Committee members.
6. Adjournment

## Starting Wage Policy

### Objective

The policy will allow Manistee County Department Heads/Elected Officials the latitude to recruit new employees and place them above the minimum range. The goal is to improve employee recruitment/retention of the newly hired employee who demonstrates greater experience and expertise above the “minimum range” levels.

### Structure

New employees will be placed in the appropriate pay grade per the Manistee County Classification and Compensation Study Grade Structure that was adopted by the Manistee County Board of Commissioners on July 19, 2022.

For new employees, placement to any position will ideally be made at the minimum rate of the suggested pay range. Each new hire will inevitably be unique and may represent a situation in which greater experience and expertise were objectives in recruitment. Therefore, each new hire should be assessed individually and placed at a range level consistent with the County’s needs and market demands. Each Department Head/Elected Official will have up to a 3% latitude in each new employee starting wage greater than the “minimum range” level stated in the Manistee County Classification and Compensation Study Grade Structure as long as the wage falls within the department’s budget.