

AGENDA

LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

Monday, August 7, 2023 at 4:00 p.m.

Members: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Gerald Little, Christopher Boyd

Others: County Clerk, Civil Counsel, Finance Director, Personnel Director, Board Staff, *Media*

- I. Call to Order
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (*June 12, 2023 Minutes; June 20, 2023 Special Meeting Minutes - Attached*)
- IV. Public Comment
 - *Speakers limited to 3 minutes*
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **8-15-24** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the months of June and July 2023 (*Receive & File*)
 2. **Patricia Johnson, Retirement/Benefits Administrator, re:**
 - **8-15-25** Requesting certification of the Employee and Officer Delegates attending the 2023 Municipal Employees' Retirement System (MERS) Annual Meeting to be held in Detroit, MI this year from September 28 - 29, 2023 at a cost of \$255 each
 - **8-15-26** Presenting information, along with Marne Daggett from the Municipal Employees' Retirement System, on Saginaw County employees' ability to borrow from their 401(a) retirement accounts and the impact on investments and the plan in general
 3. **Tara Hofmeister, Friend of the Court Director, re:**
 - **8-15-27** Requesting to reclassify the vacant Friend of the Court position of Referee to a Family Evaluator position and modify the PCN, which would result in savings of \$20,567 to Saginaw County
 4. **Health Department, re:**
 - **8-15-28** Requesting extension of contract with retiree Public Health Nurse Mary Patnode, through FY 2024; and requesting the addition of a temporary PCN to the Immunization Program until November 30, 2023 due to planned retirement and training
- VI. Miscellaneous
- VII. Adjournment

MINUTES

LABOR RELATIONS COMMITTEE

DRAFT

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

Monday, June 12, 2023 at 4:00 p.m.

Present: Sheldon Matthews - Vice-Chair, Denny Harris, Christopher Boyd
Absent: Michael Webster - Chair, Gerald Little
Others: Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Patricia Johnson, Jessica Sargent, Chris Klawuhn, Jaime Ceja, Brian Keenan-Lechel, Jason VanBocxlaer, Marissa Sawdon, Catherine Hicks, and Suzy Koepplinger

- I. Call to Order ---**Matthews at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**May 8, 2023 Meeting Minutes**)
---**Moved by Boyd, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment ---Speakers *limited to 3 minutes*
 - **Jason VanBocxlaer, UAW Region 1D-Flint Servicing Representative, informed the committee of ongoing issues between the Controller and the I.T. Director.**
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **6-20-21** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of May 2023
---**Moved by Boyd, seconded by Harris, to receive and file. Motion carried. (Receive & File)**
 2. **Patricia Johnson, Retirement/Benefits Administrator, re:**
 - **6-20-22** Requesting extension of the Professional Services Agreement with Amy Deford from December 10, 2022 through January 31, 2023 to pay for services provided
---**Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)**
 3. **Jessica Sargent, Commission on Aging Director, re:**
 - **6-20-24** Requesting a temporary Position Control Number (PCN) for Senior Center Specialist due to retirement of the current employee on August 31, 2023 and the need to onboard/train a new individual prior to departure
---**Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)**
 4. **Chris Klawuhn, Environmental Health Director, Health Department, re:**
 - **6-20-25** Requesting a temporary contract with a former SCHD employee to provide office coverage in the Environmental Health Services Division of the Health Department during a staff maternity leave, from late July/early August until no later than November 30, 2023
---**Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)**

VI. Miscellaneous

- **Commissioner Boyd informed commissioners of requests for a county closure on Monday, July 3, 2023 due to Independence Day falling on a Tuesday. This will be discussed in Executive Committee.**

VII. Adjournment ---***Moved by Harris, seconded by Boyd, to adjourn. Motion carried; time being 4:22 p.m.***

Respectfully Submitted,
Sheldon Matthews, Committee Vice-Chair
Suzy Koepplinger, Committee Clerk

MINUTES
LABOR RELATIONS COMMITTEE - SPECIAL

DRAFT

111 S. Michigan Ave., Rm. 215, Saginaw, MI 48602

Tuesday, June 20, 2023 at 4:00 p.m.

Present: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Gerald Little, Christopher Boyd

Others: Robert Belleman, Dave Gilbert, Jennifer Broadfoot, Dennis Krafft, Richard Spitzer, April Key, Mary McLaughlin, Catherine Hicks, Marissa Sawdon and Suzy Koepplinger

I. Call to Order ---**Webster at 4:00 p.m.**

II. Welcome – Roll Call

III. Correction/Approval of Minutes (**None**)

IV. Public Comment ---**None**

- *Speakers limited to 3 minutes*

V. Agenda

1. **Dave Gilbert, Civil/Labor Counsel**, re:

- **6-20-28** Requesting approval of a Memorandum of Understanding between Saginaw County and Teamsters Local 214 regarding a pilot hiring/retention payment program for Public Health Nurses
---Moved by Matthews, seconded by Little, to approve. Motion carried. (Board Report)

2. **Closed Session**, re: Collective Bargaining Agreement with COAM – Sergeants, pursuant to MCL 15.268(c) “for strategy and negotiation sessions connected with the negotiation of a collective bargaining agreement”

---The Chair announced the need to meet in Closed Session as noted above. Moved by Matthews, seconded by Harris, to go into closed session. Roll-call was unanimous at 4:06 p.m.

---The Committee entered open session at 4:17 p.m. Matthews moved, seconded by Boyd, to approve the Collective Bargaining Agreement with COAM – Sergeants. Motion carried. (Board Report)

VI. Miscellaneous ---**None**

VII. Adjournment ---**Moved by Harris seconded by Little, to adjourn. Motion carried; time being 4:18 p.m.**

Respectfully Submitted,
Michael Webster, Committee Chair
Suzy Koepplinger, Committee Clerk



LABOR RELATIONS COUNTY OF SAGINAW

111 SOUTH MICHIGAN AVENUE
SAGINAW, MICHIGAN 48602

August 2, 2023

Commissioner Christopher Boyd, Chairman
Saginaw County Board of Commissioners
111 South Michigan Ave.
Saginaw, MI 48602

Re: Labor Relations Committee Employment Status Report

Dear Chairman Boyd:

Pursuant to a request from the Labor Relations Committee, the Personnel Department is herein submitting the Employment Status Report for August, 2023. As you are aware, the Personnel Department has been conducting exit interviews when possible (i.e., dependent upon cooperation of the former employee), as employees conclude their employment or transfer to another Department. Statistics for June and July, 2023 have been compiled, summarized and are enclosed for review. Retirements are reported for the first of the month following an employee's retirement date. Retirees with current contracts to provide services are also listed.

I hope the enclosed report provides the Labor Committee with the information required. I will be available at the August, 2023 meeting to answer any questions regarding this report. Meanwhile, if you or any Commissioner has questions, please do not hesitate to contact me. Thank you.

Sincerely,

Jennifer Broadfoot

Jennifer Broadfoot
Personnel Director

8-15-24
2023 AUG - 2 12:35:51
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SAGINAW COUNTY
BOARD OF COMMISSIONERS

Employment Status Report –August, 2023

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Vescio-Sian, M.	FOC	3/1/99	6/1/23	Legal Clerk II	N/A	N/A	N/A	N/A	No	Retirement
Stanfield, G.	Sheriff	8/13/19	6/5/23	Deputy	N/A	N/A	N/A	N/A	Yes	Issues in Dept.
Fowler, M.	District	3/2/17	6/14/23	Legal Clerk I	N/A	N/A	N/A	N/A	No	Resigned
Knapp, A.	Maint.	3/6/23	6/5/23	Custodian	N/A	N/A	N/A	N/A	Yes	Moving/Family
Osier, D.	District	2/13/23	6/16/23	Probation Ofcr.	N/A	N/A	N/A	N/A	Yes	Issues in Dept.
Fisher, T.	COA	3/14/19	6/15/23	Driver I	N/A	N/A	N/A	N/A	Yes	Issues in Dept.
Belleman, R.	Controller	2/4/13	6/20/23	Controller/CAO	N/A	N/A	N/A	N/A	No	Terminated w/out cause
Houck, K.	FOC	7/6/98	7/1/23	Referee	N/A	N/A	N/A	N/A	Yes	Retirement
Wagner, S.	Health	11/17/86	7/1/23	Hearing Tech.	N/A	N/A	N/A	N/A	Yes	Retirement
Bettin, R.	Detention	7/30/03	7/1/23	Detention Supv.	N/A	N/A	N/A	N/A	Yes	Retirement
Sanders, E.	MI Works!	2/7/05	7/1/23	Planner/Coord.	N/A	N/A	N/A	N/A	Yes	Retirement
Flores, G.	Health	8/1/22	7/28/23	Office Asst. II	N/A	N/A	N/A	N/A	Yes	Change in position to FT.
Pretzer, K.	Family Ct.	3/19/04	7/14/23	Probation Ofcr.	N/A	N/A	N/A	N/A	Yes	Issues in Dept.
Gustafson, E.	Heath	12/12/22	7/7/23	PH Nurse	N/A	N/A	N/A	N/A	Yes	New Job
Gustafson, E.	IT	5/6/19	7/28/23	Programmer/Analyst	N/A	N/A	N/A	N/A	Yes	New Job
Randle-Cooper, R.	District	3/13/23	N/A	Legal Clerk I	6/25/23	FOC	T07	T07	Yes	Transfer

Summary of Exit Interviews – June/July 2023

			Are you satisfied with:			
Mo./Yr.	Dept.	Why Leaving?	Pay?	Benefits?	Chance for Advancement?	Yrs. Service
6/23	District	Workflow. No time for case management. Computer system is clunky/broken. Is stressful.	Yes	Yes	Fair	4 mo.
6/23	Detention	Retirement; issues with administration/mgt.	Yes	No	Poor	19 yr. 11 mo.
5/23	COA	Unhappy with management; misses job	Yes	Yes	N/A	4 yr. 3 mo.
6/23	Maint.	Moving; 2 youngest children have health issues, need special attention	Could be better	Yes	Fair	3 mo.
6/23	Sheriff	Benefits (wanted pension); way was treated when started; administration lacking; unprofessional	Yes	Yes	Fair	3 yr. 10 mo.
6/23	MI Works!	Retirement	No	Yes	Poor	18 yr. 5 mo.
6/23	District	Issues with supervision in Division; poor work env.	Yes	Yes	Poor	3 mo.
7/23	Health	Retirement	No	Yes	Excellent	36 yr. 7 mo.
7/23	FOC	Retirement (Partially leaving due to benefits) Gov't had better benefits; no longer does. Healthcare not good.	Yes	No	Poor	25 yr.
7/23	IT	New job; better fit/pay. Felt blamed for Court IT issues (news article.)	No	No	Fair	4 yr. 2 mo.
7/23	Health	Position became full-time; PT job eliminated	Yes	Yes	Excellent	1 yr.
7/23	Health	New job/pay	No	Yes	Fair	7 mo.
7/23	Family Ct.	Issues with management; no leadership; very dysfunctional	No	No	Poor	19 yr. 4 mo.

Retirees with Current Contract (August 1, 2023)

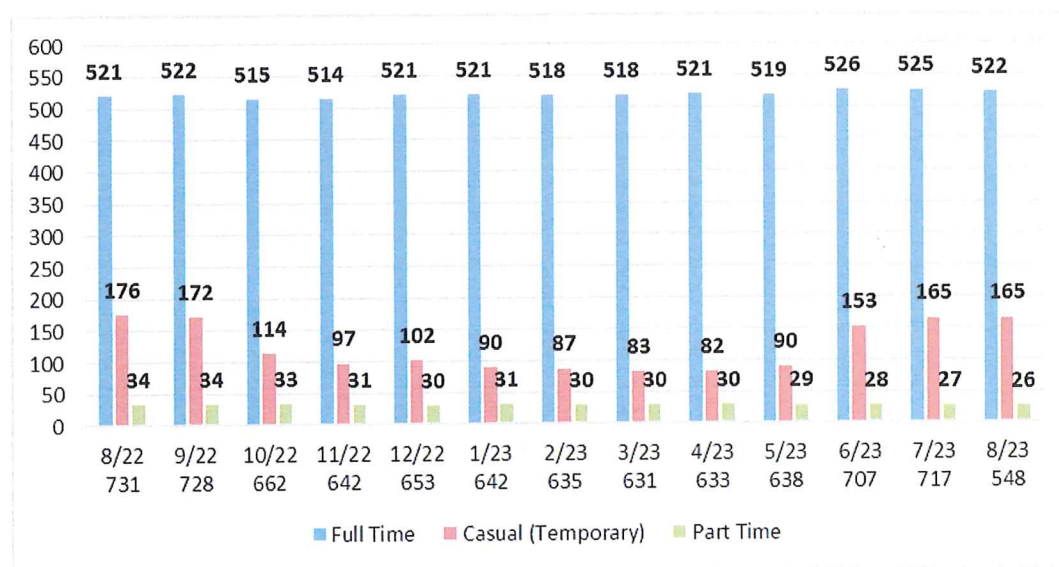
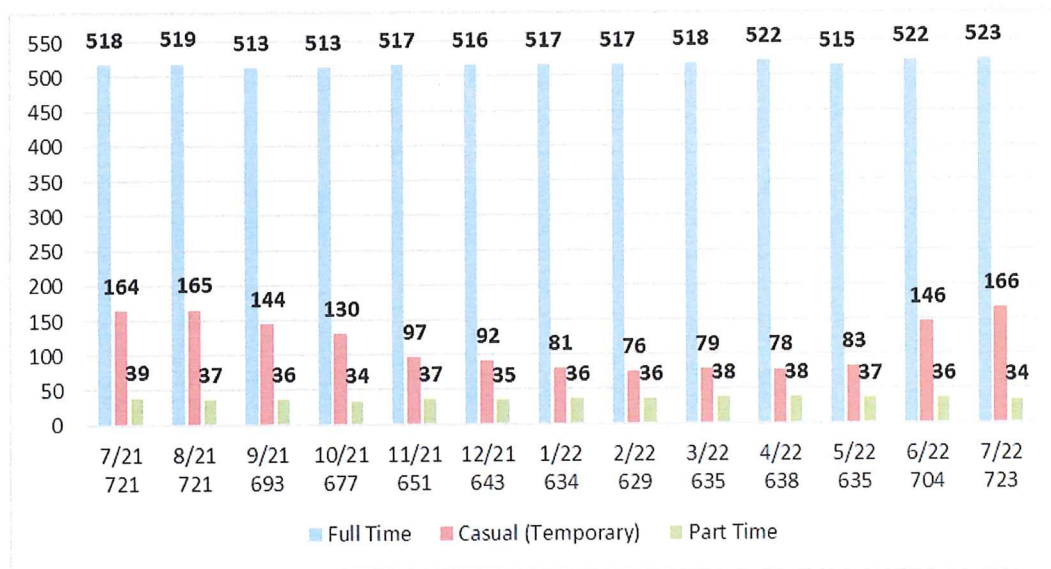
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/23	\$77,028 annually

Retirees Working as Needed (August 1, 2023) *

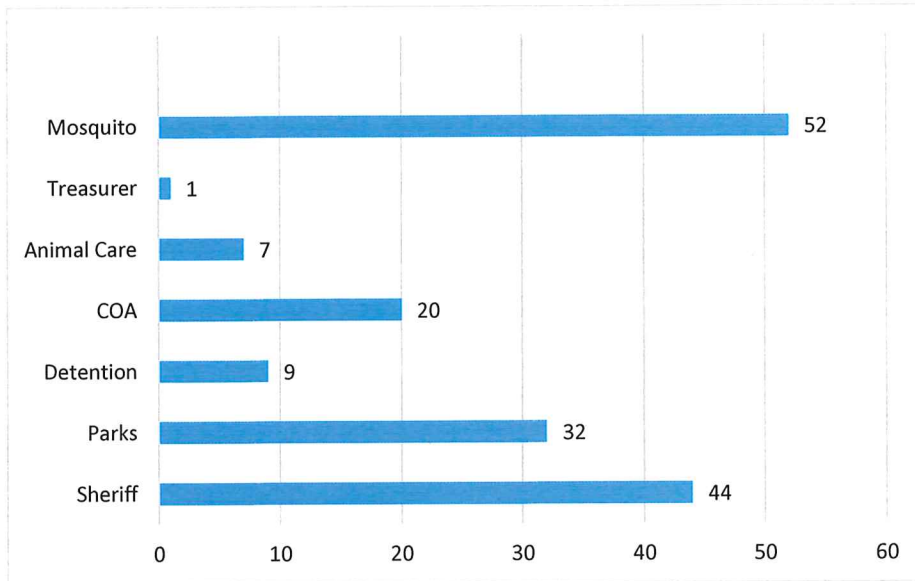
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in July
Bethany Jacques	Health	7/1/19	September 30, 2023	\$50.00	32.75
Mary Patnode	Health	9/30/18	September 30, 2023	\$45.00	112.25

*This report does not include retired Court employees with a current contract.

Number of Employees (Reported for First of Month)



Number of Temporary Employees by Department (August 1, 2023)



Status Report
Saginaw County Employee Groups

August 1, 2023

Employee Group	Employees	Expiration of Contract	Status
Commissioners	11	December 31, 2023	Set
Elected Officials	6	December 31, 2023	Set
Judges	12	State of Michigan Commission	Set
Non-Union	9	September 30, 2023 Annual via Budget	Set
UAW – Managers	58	9/30/2024	Set
UAW – Professionals	55	9/30/2024	Set
UAW – Clerical, Technical, & Paraprofessionals	21	9/30/2024	Set
COAM – Sheriff Unit II-Sergeants	12	9/30/2025	Set
POAM – Detention Youth Care Specialists	16	9/30/2024	Set
POAM – Prosecutors	19	9/30/2024	Set
POAM – Detention Center Supervisors	3	9/30/2024	Set
Teamsters – Health Dept./COA Employees	76	9/30/2024	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2024	Set
POAM – Animal Shelter Employees	8	9/30/2024	Set
POAM – Probation Officers, Family Division	6	9/30/2024	Set
TPOAM – Courthouse Employees	140	9/30/2024	Set
Teamsters – Public Health Nurses	10	9/30/2024	Set
POAM – Sheriff Unit 1 (312 Eligible)	40	9/30/2025	Set
GELC – Probation Officers, District Court	4	9/30/2024	Set
POAM – Sheriff Unit 1 (Non-312 Eligible)	37	9/30/2024	Set
Total	548		

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COUNTY OF SAGINAW

111 SOUTH MICHIGAN AVENUE
SAGINAW, MICHIGAN 48602

LABOR RELATIONS

Controller's Office

8-15-25

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2023 JUL 21 PM 3:28

July 20, 2023

Commissioner Chris Boyd, Chairman
Board of Commissioners
111 S. Michigan Ave.
Saginaw, MI 48602

Re: 2023 MERS Annual Retirement Conference – Officer and Employee Delegate Certification

Dear Chairman Boyd:

Request Section: Saginaw County Retirement and Benefits Department requests the certification of the officer and employee delegate to the MERS Annual Conference. The employee delegate will be elected at the August 2, 2023 election.

Background Information Section: Each year employees have the opportunity to elect a delegate to attend the conference and report back on what they have learned at the MERS conference.

Financial Information Section: Cost of \$255 each for employee and officer delegates to be paid from Education and Training funds.

Partnership/Collaboration Section: No future partnerships or collaborations are anticipated.

Strategic Planning Section: The officer and employee delegates are required to report what they have learned to the other employees, bringing each of their own perspectives to the information provided at the Conference. This will help generate interest and provide accurate information on our MERS retirement offerings.

Recommendation Section: I respectfully recommend that the Board of Commissioners approve the officer and elected employee to attend the 2023 MERS Annual Retirement Conference.

I will attend the August 7th Labor Committee meeting to provide the results of the elections and answer any questions you or any other committee member may have regarding this request.

Sincerely,

Patricia Johnson
Retirement/Benefits Administrator

PHONE (989) 790-5210

LABOR RELATIONS

From: Johnson, Patricia
Sent: Monday, July 10, 2023 5:05 PM
To: Broadfoot, Jennifer; Thurston, Koren; Borrello, Andre; Strobel, Gladys; Boyd, Christopher; Dennis Krafft; Harris, Dennis; Little, Gerald; Hicks, Catherine; Tany, Jack; Coney, Lisa; Piotrowski, Mark; Webster, Michael; Spitzer, Richard; Sawdon, Marissa; Matthews, Sheldon; Koeplinger, Suzy; Tracey Slodowski
Subject: MERS Loans

8-15-26

Good afternoon,

In 2021 due to some employee inquiries, Saginaw County began to allow employees to begin "borrowing" from their 401(a) retirement accounts. The response was overwhelming, certainly greater than anticipated. I have invited Marne Daggett from MERS (Municipal Employees' Retirement System) to speak at the **4:00 p.m. August 7th Labor Committee** meeting regarding the loan program. Marne will address the pros and cons of the program, how it affects our employees, our investments and our plan in general. If you have any questions regarding this topic, please forward them to me and I can let Marne know what Saginaw County's concerns are. Please also feel free to attend the meeting. Marne has been with MERS a long time and has a wealth of information!

Thank you,

Patricia Johnson
Benefits Administrator
(989) 790-5577

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SAGINAW COUNTY
BOARD OF COMMISSIONERS
2023 JUL 11 A 8:25

LABOR RELATIONS

CHIEF JUDGE
ANDRE' R. BORRELLO

FRIEND OF THE COURT
TARA J. HOFMEISTER
111 S. Michigan Ave.
Saginaw, MI 48602-2019

Ph (989) 790-5300
TDD (989) 790-5568
Fax (989) 791-3855

CIRCUIT COURT/FAMILY
COURT JUDGES
ANDRE' R. BORRELLO
BRITTANY A. DICKEN
JULIE A. GAFKAY
DARNELL JACKSON
PATRICK J. McGRAW
BARBARA L. METER
MANVEL TRICE III

SAGINAW COUNTY FRIEND OF THE COURT FOR THE 10TH JUDICIAL CIRCUIT – FAMILY DIVISION



July 28, 2023

Chairman Michael A. Webster
Labor Relations Committee
111 S. Michigan Avenue
Saginaw, MI 48602

Re: Request to reclassify position and modify PCN

Dear Chairman Webster:

The Friend of the Court currently has a vacant Referee position following the retirement of Kathy Houck on June 30, 2023. FOC is respectfully requesting to reclassify the vacant Friend of the Court Referee position to a Family Evaluator position and modify the PCN. Accepting this request will be a huge benefit to the Court and the public as our current staffing and classifications has made it difficult to adhere to our statutory duties to provide custody and parenting time investigations. We are seeking the reclassification to begin October 1, 2023.

The Family Evaluator will handle all statutorily required custody and parenting time investigations, joint meetings, and the accompanying child support review. The evaluator would be required to have a Master's Degree or Bachelor's Degree with extensive experience as opposed to the Referee's current requirement of a Juris Doctorate. Investigations are currently being conducted by a combination of the FOC staff attorney and by the Referees through evidentiary hearings. Unlike the Referee, this position would not be quasi-judicial which allows the evaluator more leeway in reviewing information and material submitted by the parties to produce more comprehensive and robust reports and recommendations.

The Referee position was budgeted at \$198,620 for salary and fringes for 2022/2023. Based on the information from the controller's office, the estimated Family Evaluator's salary and fringes would be \$138,129. A portion of this salary would be reimbursable from the State of Michigan through our CRP in the same manner as the Referee position for the work related to child support. Therefore, this reclassification would result in an estimated reduction of expenditures in the amount of \$60,491 and a reduction of our state reimbursement in the amount of approximately \$39,924. In short, this reclassification would result in savings to the county by reducing the General Fund Contribution to FOC by approximately \$20,567.00.

In conclusion, FOC is requesting that the Referee position be reclassified to a Family Evaluator position and the PCN be modified. This request is supported by Chief Judge Borello and Presiding Family Court Judge Dicken. I will be in attendance at the Labors Relations Committee meeting on August 7, 2023, to answer any questions you may have.

Sincerely,

Tara J. Hofmeister
Friend of the Court Director

8-15-27

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2023 JUL 28 P 2:02

Christina A. Harrington, M.P.H.
Health Officer



Delicia J. Pruitt, M.D., F.A.A.F.P.
Medical Director

LABOR RELATIONS

August 3, 2023

Honorable Christopher Boyd, Chairman
Board of Commissioners
County of Saginaw
111 S. Michigan Ave.
Saginaw, MI 48602

8-15-28

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2023 AUG - 3 AM 10:04

RE: TO APPROVE RETIREE CONTRACT & ADD TEMPORARY PCN

Dear Chairman Boyd:

Please permit this letter to serve as my request to meet with the Labor Committee regarding the following matter:

- **Request to extend retiree contract with Mary Patnode, Retired PHN II to extend through fiscal year 2024**
- **Request to add temporary PCN, Health Specialist I (T07), to the Immunization Program (22160112) until November 30, 2023**

Mary Patnode, a retiree public health nurse has been contracted to help augment current nursing positions at SCHD. Mary originally helped support the combination of the Personal Health Center and train replacement staffing. Mary has continued to be an asset to this organization supporting family planning clients with clinical services, preparing for a federal family planning audit, and filling in where needed with nursing vacancies. I am therefore requesting we continue to contract with Mary through the next fiscal year.

My next request to temporarily add a PCN to the immunization program in preparation for an employee retirement in November 2023. A current Health Specialist I, Jodie Furtaw, will be retiring from the County within the next 3 months and I would like to move her into a temporary PCN so that the permanent full-time position can be filled and proper onboarding/training by Jodie can occur. This will incur an extra expense of approximately \$5,500 for which can be absorbed within the current immunization program budget.

Thank you for your consideration in this matter.

Sincerely,

Christina A. Harrington, MPH
Health Officer