

## MINUTES

## LABOR RELATIONS COMMITTEE

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

Monday, March 17, 2025 at 4:00 p.m.

Present: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany  
Others: Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Andrew Klaczkiwicz, Jaime Ceja, Linda James, Rachel Horton, Christina Harrington, Suzy Koepplinger, and Renee Sharkey

- I. Call to Order --- ***Gerald Little at 4:00 p.m.***
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***February 10, 2025 & February 18, 2025 Special***)
  - ***Moved by Tany, seconded by Piotrowski, to approve. Motion carried.***
- IV. Public Comment - None
- V. Agenda

1. **Jennifer Broadfoot, Personnel Director, re:**

- **3-18-12** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of February 2025
- ***Moved by Matthews, seconded by Piotrowski, to receive and file. Motion carried. (Receive & File)***
- **3-18-13** Requesting approval of revised County Policy #368 “Earned Sick Time Act” due to last minute amendments made by the State Legislature
- ***Moved by Matthews, seconded by Piotrowski, to approve. Motion carried. (Board Report)***

2. **Mary Catherine Hannah, County Administrator, re:**

- **3-18-14** Requesting approval of revised County Policy #335 “Compensation” regarding rehiring of staff
- ***Moved by Matthews, seconded by Tany, to approve. Motion carried with the following roll call vote:***  
**Yes: Jack Tany, Sheldon Matthews, Gerald Little - 3**  
**No: Mark Piotrowski, Dennis Harris - 2**  
***(Board Report)***
- Discussion was held. The revision of County Policy No. 335 “Compensation” regarding rehiring of staff will be presented at the Board Meeting for approval by the Board. Charles Murry was employed with District Court as a bailiff at T12-Step 7 when he resigned to work under a grant in Circuit Court. He was rehired as a bailiff in District Court in the same position but paid T12-Step 1. Civil Counsel, Dave Gilbert, advised that to make Murry “whole” after moving him back to Step 7, a bonus could be granted to make up for the difference in pay from November 18, 2024 to March 18, 2025. District Court Administrator, Linda James, confirmed that there is money in the budget for this.
- ***Moved by Matthews, seconded by Tany, to award Mr. Murry a discretionary bonus in the amount that represents the difference between Step 1 pay and Step 7 pay from his rehire as a Bailiff on November 18, 2024 to current. Motion carried with a NO vote from Commissioner Piotrowski. (Board Report)***

3. **Christina Harrington, Health Officer, re:**

- **3-18-15** Requesting approval to onboard an experienced Public Health Nurse at Step 3 of the current Public Health Nurse I (PHN I) pay scale, due to the inability of the department to offer competitive starting salaries
- **Discussion was held. There is a large difference in pay between the Health Department's starting salaries for Registered Nurses and that of competitive employers, creating difficulty in hiring and retaining quality nursing staff at the health department. There are currently 6 Public Health Nurse positions vacant. The desired candidate has 10+ years of experience and the starting salary for RNs at the Health Department is \$16,520 less than the average RN salary in Saginaw, Michigan.**
- ***Moved by Matthews, seconded by Tany, to approve. Motion carried. (Board Report)***

4. **Rachel Horton, Animal Care & Control Director, re:**

- **3-18-16** Requesting approval of a proposed Volunteer Handbook, which includes a Volunteer Code of Conduct that outlines expectations and accountability measures to promote a positive and effective volunteer program
- **Director Horton provided a draft handbook including a code of conduct for the committee to review. The handbook will help to provide more structure, designate authority, and clarify conditions for dismissal. All volunteers of Saginaw County Animal Care & Control are required to read, agree to its contents and sign the handbook.**
- ***Moved by Harris, seconded by Piotrowski, to approve. Motion carried. (Board Report)***

5. **Dave Gilbert, Civil/Labor Counsel, re: Closed Session**

- Pursuant to MCL 15.268(c) of the Open Meetings Act, the committee will convene a Closed Session to discuss strategy connected with the negotiation of collective bargaining agreements
- ***The Chair announced the need to meet in Closed Session as noted above. Moved by Matthews, seconded by Piotrowski, to go into closed session at 5:05 p.m. Motion carried with a unanimous roll-call.***
- ***The committee entered open session at 5:19 p.m.***
- ***Moved by Tany, seconded by Harris, to adopt the proposed POAM Animal Control Collective Bargaining Agreement upon the recommendation of Civil Counsel, Dave Gilbert. Motion carried. (Board Report)***

6. Any other matters to come before the committee

VI. Miscellaneous - None

VII. Adjournment

- ***Moved by Harris, seconded by Tany, to adjourn. Motion carried; time being 5:20 p.m.***

Respectfully Submitted,  
Gerald Little, Committee Chair  
Suzy Koeplinger, Committee Clerk