

MINUTES

LABOR RELATIONS COMMITTEE

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

Thursday, January 14, 2021 at 4:30 p.m.

VIA TELECONFERENCE PER

PA 228 & PA 254 of 2020

Present: Michael Webster - Chair, Kyle Harris - Vice-Chair, Gerald Little, Sheldon Matthews, Carl Ruth
Others: Robert Belleman, Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Undersheriff Gomez, Vanessa Guerra, Norm Bamberger, Jessica Sargent, Commissioners Krafft, Boyd, and Tany, Suzy Koeplinger, Cindy Louchart, Sue Arceo

***The Labor Relations Committee meeting was held via Zoom.
As the County Building is closed to the public, the meeting was open remotely
to allow participation during the public portion of the meeting.***

I. Call to order---**Webster at 4:41 p.m.**

Roll-call by County Clerk Vanessa Guerra as follows:

Commissioner Little – Saginaw, MI

Commissioner Matthews – Spaulding Twp., MI

Commissioner Ruth – Saginaw, MI

Vice-Chair Harris – St. Charles, MI

Chair Webster – Saginaw, MI

II. Welcome

III. Public Comment (*Speakers limited to 3 minutes*)---**None**

IV. Agenda

1. Approval of 2021 Committee and Board Session Calendar

***---Moved by Harris, seconded by Ruth, to approve the 2021 Committee and Board Session Calendar.
Motion carried.***

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

▪ **1-19-8** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of December 2020 (*Receive & File*)

***---Moved by Ruth, seconded by Little, to receive and file the Employment Status Report.
Motion carried.***

▪ **1-19-9** Requesting discussion on the Families First Coronavirus Response Act (FFCRA) leave entitlements for Emergency Paid Sick Leave (EPSL) and Expanded FMLA that expire December 31, 2020 (*Receive & File*)

---Discussion was held and the Controller recommended the December 31, 2020 expiration date of these two county policies be extended to March 31, 2021 in the best interest of employees.

---Moved by Ruth, seconded by Matthews, to approve the recommendation of the Controller and extend the expiration date of these two (2) county policies to March 31, 2021. Motion carried by unanimous roll-call. (Board Report)

- **1-19-13** Submitting for approval revised County Policy #343 “Employee Insurance”; #361 Disability Leave”; and #341 “Paid Time Off” to create a uniform eligibility schedule for employee insurance benefits, PTO and disability leave for new hires to County employment.

---Moved by Harris, seconded by Matthews, to approve revised County Policy #343, #361, and #341 as recommended. Motion carried by unanimous roll-call. (Board Report)

3. **William Federspiel, Sheriff; Miguel Gomez, Undersheriff, re:**

- **1-19-10** Requesting modification of its Personnel Control Number (PCN) Roster for FY 2021 by increasing the Administrative Assistant position from part-time to full-time; to adjust the Administrative Assistant position PCN as split 50/50 between Administration and Law Enforcement

---Moved by Harris, seconded by Ruth, to approve amendment of the PCN Roster to reflect the Administrative Assistant position to full-time and as a 50/50 split between the accounts as noted, and further to waive the hiring freeze. Motion carried by unanimous roll-call. (Board Report)

- **1-19-11** Requesting conversion of PCN 101332 in the Jail Fund (101-35100) from a Transport Officer Deputy to a Jail Security position

---No action. Request pulled at committee

- **1-19-16** Requesting conversion of an open Deputy PCN and create a new Sergeant position; further, requesting amendment of its FY 2021 Budget to use revenue received from Federal inmate bed space to increase the Law Enforcement Fund by \$30,000 cover the difference in wages between a Deputy and a Sergeant (Budget/Audit)

---Moved by Little, seconded by Matthews, to approve amendment of the PCN Roster and change a Deputy position to a Sergeant position (PCN #207016). Motion carried by unanimous roll-call. Harris moved, seconded by Ruth, to waive the hiring freeze for the Sergeant position. Motion carried by unanimous roll-call. (Board Report)

4. **Jessica Sargent, Commission on Aging Director, re:**

- 1-19-12** Requesting waiver of the hiring freeze to fill the position of Program Specialist, a position that oversees the Meals on Wheels program

---Moved by Matthews, seconded by Ruth, to approve. Motion carried after unanimous roll-call. (Board Report)

5. **David Gilbert, County Civil Counsel, re:**

Requesting approval of a Memorandum of Understanding and Agreement between the County of Saginaw and the following bargaining units regarding accelerating the entitlement to health/vision/dental to the first of the month following 30 days for new hires, clarifies the onset date for accrual of Paid Time off (PTO), and changes made to the Disability Policy regarding eligibility:

- POAM Detention Supervisors
- POAM Detention Youth Care Specialists
- POAM District Court Probation Officers
- POAM Family Division Probation Officers
- POAM Assistant Prosecutors
- TPOAM Court & Elected Officials
- Teamsters Local 214 (COA & Public Health)
- Teamsters Local 214 (Nurses)
- POAM Animal Control
- POAM Non-312 Corrections
- POAM Command
- UAW Unit 48 – Managers
- UAW Unit 50 – Professionals
- UAW Unit 49 – Paraprofessionals
- POAM 312 Eligible – Deputies
- COAM – Sergeants

---Moved by Ruth, seconded by Little, to approve the Memorandums of Understanding with Saginaw County's sixteen (16) bargaining units as noted above. Motion carried after unanimous roll-call. (Board Report)

V. Miscellaneous---***None***

VI. Adjournment---***Moved by Harris, seconded by Little, to adjourn. Motion carried; time being 5:17 p.m.***

Respectfully Submitted,

Michael Webster, Committee Chair

Vanessa Guerra, County Clerk

Suzy Koeplinger, Committee Clerk