

AGENDA

LABOR RELATIONS COMMITTEE

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

Monday, May 12, 2025 at 4:00 p.m.

Members: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Administrator, Personnel Director, Finance Director, Civil/Labor Counsel, Board Staff, *Media*

- I. Call to Order
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***April 7, 2025 - Attached***)
- IV. Public Comment (*Speakers limited to 3 minutes*)
- V. Agenda

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

- **5-20-10** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of April 2025 (*Receive & File*)
- **5-20-11** Requesting approval to modify the defined contribution retirement plan employer/employee match for non-union employees and county-wide elected officials (*Board Report*)
- **5-20-12** Requesting approval of a Memorandum of Understanding between the County of Saginaw and UAW Local 455 Unit 48 (Managers) for two employees who were former members of the Teamsters Union to receive the discretionary bonus (*Board Report*)

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

- **5-20-13** Requesting approval of a Memorandum of Understanding between the County of Saginaw and POAM Unit 312 representing deputies to amend Article 8, Sec. 1 of the Collective Bargaining Agreement (*Board Report*)

3. **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 (*Information to be distributed*)

4. Any other matters to come before the committee

- VI. Miscellaneous
- VII. Adjournment

MINUTES

LABOR RELATIONS COMMITTEE

DRAFT

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

Monday, April 7, 2025 at 4:00 p.m.

Members: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Jaime Ceja, Patricia Johnson, Undersheriff Gomez, Darcie Totten, Suzy Koeplinger, Renee Sharkey and Catherine Hicks

- I. Call to Order ---**Chair Little @ 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**March 17, 2025**)
 - **Moved by Matthews, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment ---**None**
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **4-15-15** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of March 2025
 - **Moved by Tany, seconded by Piotrowski, to receive and file. Motion carried.**
 2. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **4-15-17** Requested consideration and approval of a Memorandum of Understanding between County of Saginaw and POAM Unit 312 representing deputies to reduce the mandatory contribution to the Health Care Savings Plan (HCSP) from five (5%) percent to one (1%) percent
 - **Moved by Matthews, seconded by Piotrowski, to receive and file. Motion carried. (Board Report)**
 3. **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 Tany, to go into closed session. Roll-call was unanimous at 4:05 p.m.**
 - **The Committee entered open session at 4:14 p.m.**
 - **Moved by Matthews, seconded by Tany, to accept the recommendation of Civil Counsel. Motion carried. (Board Report)**
 4. Any other matters to come before the committee
- VI. Miscellaneous
 - **There are 3 bargaining units left to settle.**
- VII. Adjournment
 - **Moved by Matthews, seconded by Piotrowski, to adjourn. Motion carried; time being 4:17 p.m.**



County of Saginaw

LABOR RELATIONS

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

May 7, 2025

5-20-10

Commissioner Jack Tany, Chairman
Saginaw County Board of Commissioners
111 South Michigan Ave.
Saginaw, MI 48602

Re: Labor Relations Committee Employment Status Report

SAGINAW COUNTY BOC
MAY 7 '25 PM3:55

Dear Chairman Tany:

Pursuant to a request from the Labor Relations Committee, the Personnel Department is herein submitting the Employment Status Report for May, 2025. 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 April, 2025 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 May, 2025 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



(989) 790-5210



administratorsoffice@saginawcounty.com

Employment Status Report –May, 2025

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Manns, J.	District	3/17/25	3/31/25	Legal Clerk I	N/A	N/A	N/A	N/A	No	Resigned
Sanborn, S.	Prosecutor	1/2/18	4/11/25	APAIII	N/A	N/A	N/A	N/A	Yes	New Job
Robson, J.	Sheriff	6/21/23	4/24/25	Deputy	N/A	N/A	N/A	N/A	No	Resigned
Canty, L.	Detention	7/22/24	4/28/25	DYCS	N/A	N/A	N/A	N/A	No	Probationary Termination
Lovely, K.	District	10/16/23	N/A	Legal Clerk I	4/13/25	Clerk	T7	T9	Yes	Promotion/ Issues in Dept.

Summary of Exit Interviews – April, 2025

			Are you satisfied with:			
Mo./Yr.	Dept.	Why Leaving?	Pay?	Benefits?	Chance for Advancement?	Yrs. Service
4/25	Prosecutor	Received another job offer with better benefits*	Yes	Yes*	Excellent	7 yr. 3 mo.
4/25	District	Not comfortable in department; is a lot of favoritism/cliqishness. Staff very unprofessional; do not want to be part of it.	No	Yes	Fair	1 yr. 6 mo.

- Not impressed with HAP/ASR. Had many issues with insurance; issues were not resolved, even with assistance. County has changed to lower quality options for health/dental. Also concerned with cleanliness of building; it is constantly dirty. Overall experience was good. Management was overwhelmingly supportive. Will greatly miss them and the staff/judges.

Retirees with Current Contract (May 1, 2025)

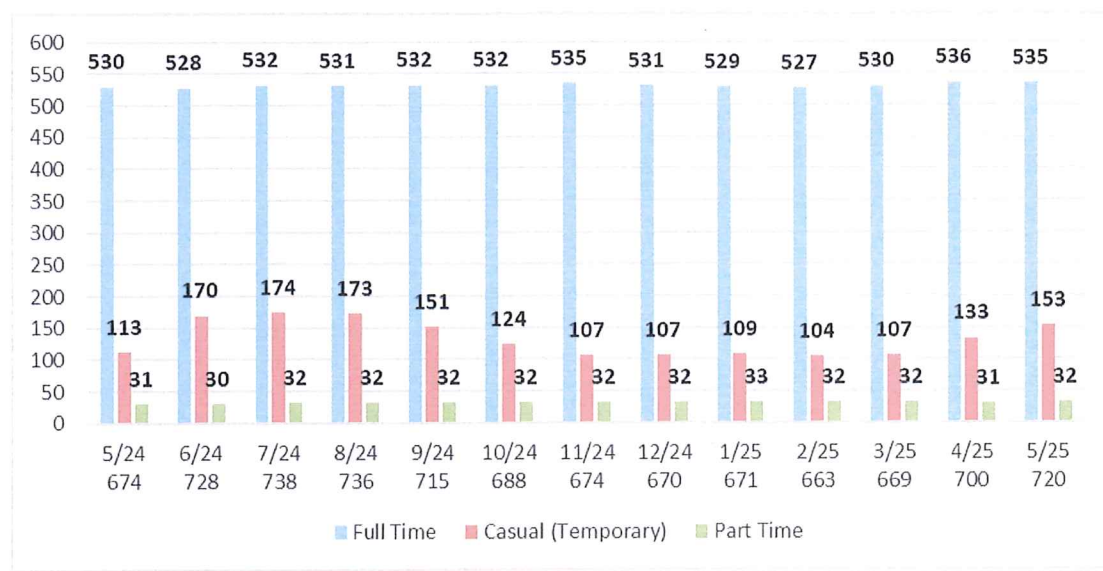
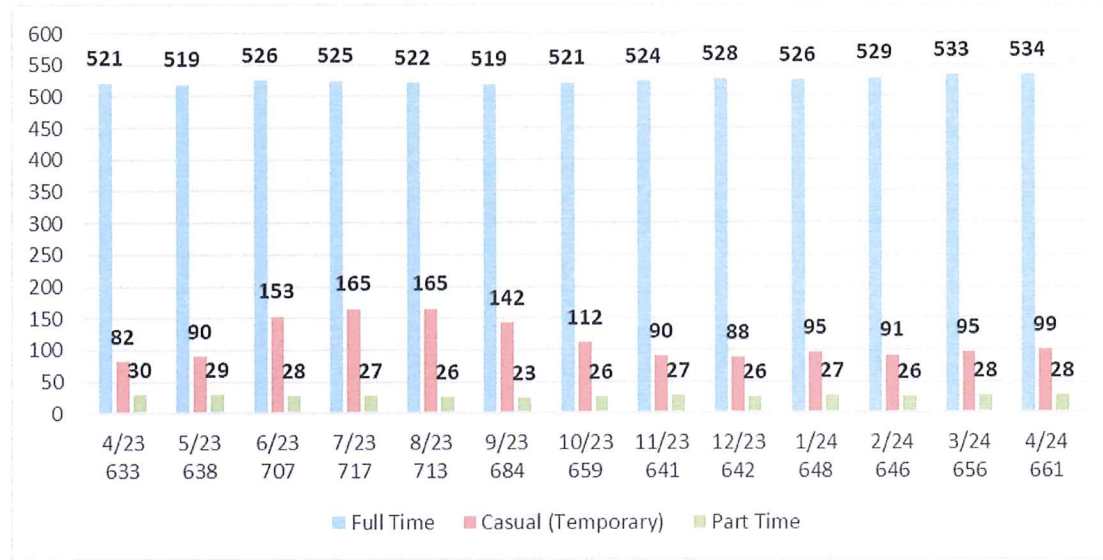
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2025

Retirees Working as Needed (May 1, 2025) *

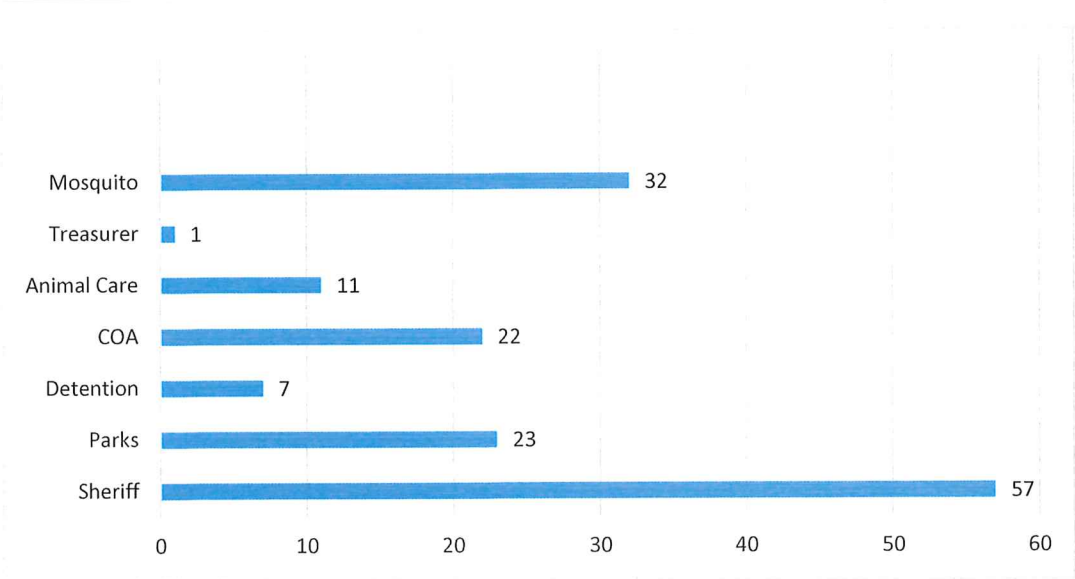
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in April
Bethany Jacques	Health	7/1/19	September 30, 2025	\$50.00	47.75
Maureen Haas	Treasurer	1/1/2025	June 19, 2025	\$35.00	64.25

*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 (May 1, 2025)



Status Report
Saginaw County Employee Groups
May 1, 2025

Employee Group	Employees	Expiration of Contract	Status
Commissioners	11	December 31, 2025	Set
Elected Officials	6	December 31, 2025	Set
Judges	12	State of Michigan Commission	Set
Non-Union	11	September 30, 2025 Annual via Budget	Set
UAW – Managers	64	9/30/2027	Set
UAW – Professionals	60	9/30/2027	Set
UAW – Clerical, Technical, & Paraprofessionals	20	9/30/2027	Set
COAM – Sheriff Unit II-Sergeants	15	9/30/2025	Set
POAM – Detention Youth Care Specialists	19	9/30/2027	Set
POAM – Prosecutors	18	9/30/2027	Set
POAM – Detention Center Supervisors	4	9/30/2027	Set
Teamsters – Health Dept./COA Employees	84	9/30/2024	Negotiations open
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2027	Set
POAM – Animal Shelter Employees	10	9/30/2027	Set
POAM – Probation Officers, Family Division	7	9/30/2027	Set
TPOAM – Courthouse Employees	138	9/30/2027	Set
Teamsters – Public Health Nurses	7	9/30/2024	Negotiations open
POAM – Sheriff Unit 1 (312 Eligible)	36	9/30/2025	Set
GELC – Probation Officers, District Court	5	9/30/2027	Set
POAM – Sheriff Unit 1 (Non-312 Eligible)	35	9/30/2024	Negotiations open
Total	567		

[illegible][illegible]

[illegible][illegible]



County of Saginaw

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

5-20-11

May 7, 2025

Commissioner Jack Tany, Chairman
Saginaw County Board of Commissioners
111 S. Michigan Ave.
Saginaw, MI 48602

SAGINAW COUNTY BOC
MAY 9 '25 AM8:58

Re: Proposed Retirement Plan Changes

Dear Chairman Tany:

The Board has approved, over the course of the last four months, new collective bargaining agreements with eleven of the County's unions. As a part of each of those contract settlements, a revision was made to each group's defined contribution retirement plan that established an employer/employee match program. Under the terms of the program, if an employee contributes up to 2% into a 457 plan, the County will match that contribution, with the money going into the employee's 401(a) plan. The match is only available to those employees who have an existing 401(a) plan.

We are now asking the Labor Committee to consider making this same plan modification, utilizing the same program structure for non-union employees and county-wide elected officials. The request is being made at this time to align the benefit package being offered to non-union employees and county-wide elected officials with those being offered to many of our union groups. Legal Counsel has signed off on this policy change.

We would request the Labor Committee approve this change to the non-union and elected officials defined contribution retirement plans and send to the Board for its consideration. I will be available at the May 2025 Labor Relations Committee meeting to address any questions Commissioners have regarding this request.

Sincerely,

Jennifer Broadfoot

Jennifer Broadfoot
Personnel Director

cc: Mary Catherine Hannah, County Administrator



(989) 790-5210



administratorsoffice@saginawcounty.com



County of Saginaw

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

5-20-12

May 7, 2025

SAGINAW COUNTY BOC
MAY 8 '25 PM3:38

Commissioner Jack Tany, Chairman
Saginaw County Board of Commissioners
111 South Michigan Ave.
Saginaw, MI 48602

Re: MOU with UAW Local 455, Unit 48 (Managers Union)

Dear Chairman Tany:

Attached for the consideration of the Labor Relations Committee is a Memorandum of Understanding between the County of Saginaw and UAW Local 455 Unit 48 (Managers Union.) The MOU allows a discretionary bonus to be paid to two members of the UAW Managers Union who were members of the Teamsters Public Health Nurses Union at the time the UAW Managers contract was approved, but then subsequently accepted promotional opportunities moving them into the UAW Managers union prior to the approval of the Teamsters Public Health Nurse contract. Without the MOU, the employees would not receive a discretionary bonus due to the timing of the promotions and the contract settlements.

We are requesting the Labor Committee approve the MOU and send it to the full Board for their consideration. I will be available at the May, 2025 Committee meeting to answer any questions regarding this MOU.

Sincerely,

Jennifer Broadfoot

Jennifer Broadfoot
Personnel Director



(989) 790-5210



administratorsoffice@saginawcounty.com

MEMORANDUM OF UNDERSTANDING AND AGREEMENT

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT made and entered into this ____ day of _____, 2025, by and among the County of Saginaw ("EMPLOYER") and UAW Local 455, Unit 48 ("UNION").

WHEREAS, the EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA") which covers the time period February 18, 2025 through September 30, 2027;

WHEREAS, due to the timing of promotions on March 2, 2025, two employees currently represented by the UAW Managers unit did not receive a discretionary bonus with that unit, as they were not a part of it at the time of contract settlement on February 18, 2025; and

WHEREAS, the two employees would also now not be eligible for the discretionary bonus being received as a part of the recent contract settlement with their previous bargaining unit, Teamsters – Public Health Nurses; and

WHEREAS, the EMPLOYER is desirous of the employees receiving a discretionary bonus as all other union employees this round of negotiations and non-union employees have received; and

WHEREAS, the UNION is also desirous of the employees receiving a discretionary bonus as all other union employees this round of negotiations and non-union employees have received;

THEREFORE, it is agreed as follows:

1. Rebekah Willard and Lisa Schutt will receive a discretionary bonus equivalent to the amount received by employees in the Teamsters Public Health Nurses unit, as the employees were within this unit for a majority of the time the contract remained unsettled.
2. This payment will be made upon ratification of the Teamster Public Health Nurses contract by the Union and subsequent approval of the contract by the Board of Commissioners.
3. This MOU shall be binding upon the UNION and EMPLOYER; shall not be considered precedent setting; and shall not affect the CBA in any other manner than that which is specifically set forth herein.

FOR THE COUNTY OF SAGINAW:

FOR THE UNION:

Jack Tany, Chairman
Board of Commissioners

Jason VanBocxlaer
Business Agent

Mary Catherine Hannah
Saginaw County Administrator

Brian Keenan Lechel
Steward

David M. Gilbert – Labor Specialist

GILBERT & SMITH, P.C.
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LAWRENCE WM. SMITH
AMY L. LUSK

SAGINAW (989) 790-2500
FAX (989) 790-2889

May 8, 2025

5-20-13

Chair Gerald Little
Labor Relations Committee
Saginaw County Board of Commissioners
111 S. Michigan Avenue
Saginaw, Michigan 48602

SAGINAW COUNTY BOC
MAY 8 '25 PM3:38

Re: MOU for Consideration by the Labor Relations Committee

Dear Chair Little:

I am submitting for consideration by the Labor Relations Committee on May 12, 2025, the attached MOU between the County of Saginaw, Saginaw County Sheriff and POAM Unit 312 regarding an amendment to Article 8, Section 1 of the CBA.

I will be in attendance at the May 12th Labor Relations Committee meeting to answer any questions.

Respectfully,



David M. Gilbert
Civil/Labor Counsel

DMG/dms
Enclosures

MEMORANDUM OF UNDERSTANDING
AND AGREEMENT

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT made and entered into this ____ day of _____, 2025, by and among the COUNTY OF SAGINAW and the SAGINAW COUNTY SHERIFF ("EMPLOYER") and POLICE OFFICERS ASSOCIATION OF MICHIGAN UNIT 312, representing full-time Deputies ("UNION").

WHEREAS, EMPLOYER and the UNION are parties to a Collective Bargaining Agreement ("CBA"), which covers the time period January 17, 2023 through September 30, 2025;

WHEREAS, EMPLOYER is desirous of amending Article 8, Section 1 of the Collective Bargaining Agreement to remove the restriction on non FTO certified officers;

WHEREAS, UNION is desirous of amending Article 8, Section 1 of the Collective Bargaining Agreement to remove the restriction on non FTO certified officers;

THEREFORE, it is agreed to as follows:

1. Article 8, Section 1 of the Collective Bargaining Agreement shall be amended as follows:

"New employees hired in the Unit on a full-time basis shall be considered as probationary employees for one year of their employment. ~~and must satisfactorily complete the Field Training Officer program as a condition of continued employment. The County and Sheriff's Department will no longer entertain hiring anymore non FTO certified officers after the ratification date of this contract.~~

When an employee finishes the probationary period by accumulating twelve (12) months of employment, he/she shall be entered on the seniority list of the Unit and shall rank for seniority from the date twelve (12) months prior to the day he/she completes the probationary period. The probationary period shall be extended by six (6) months at the discretion of the Sheriff and upon notice to the Union. There shall be no seniority among probationary employees.

2. This MOU shall be binding upon the EMPLOYER and UNION; shall not be considered precedent setting; and shall not affect the CBA in any other manner than that which is specifically set forth herein.

FOR THE EMPLOYER:

FOR THE UNION:

Jack B. Tany, Chairman
Board of Commissioners

Steve Sellers

Mary Catherine Hannah
County Administrator

William L. Federspiel – Sheriff

Approved as to Form:

David M. Gilbert – Labor Counsel