

ADDENDUM

SAGINAW COUNTY BOARD OF COMMISSIONERS

Tuesday, February 18, 2025 - 5:00 p.m.

Saginaw County Governmental Center

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

I. OPENING PROCEDURE

II. PUBLIC PARTICIPATION *(Page 1)*

- a. Public Hearings – *None*
- b. Audiences – *None additional*
- c. Laudatories – *None additional*

III. PETITIONS AND COMMUNICATIONS *(Page 3) – None additional*

IV. INITIATORY MOTIONS – *None*

V. REPORTS OF COMMITTEES – *(Page 5) – Additional*

Labor Relations Committee – G. Little, Chair; S. Matthews, Vice-Chair

- 5.4) Approval of Collective Bargaining Agreement between County of Saginaw and GELC – District Court Probation Officers
- 5.5) Approval of Collective Bargaining Agreement between County of Saginaw and POAM – Assistant Prosecutors
- 5.6) Approval of Collective Bargaining Agreement between County of Saginaw and POAM – Detention Supervisors
- 5.7) Approval of Collective Bargaining Agreement between County of Saginaw and POAM – Detention Youth Care Specialists
- 5.8) Approval of Collective Bargaining Agreement between County of Saginaw and POAM – Family Division Probation Officers
- 5.9) Approval of Collective Bargaining Agreement between County of Saginaw and UAW – Managers
- 5.10) Approval of Collective Bargaining Agreement between County of Saginaw and UAW – Paraprofessionals
- 5.11) Approval of Collective Bargaining Agreement between County of Saginaw and UAW – Professionals

VI. RESOLUTIONS – *(Page 28) – None additional*

VII. CLOSING PROCEDURE – *(Page 31)*

- a.
 - 1) Unfinished Business – *None*
 - 2) Proclamations – *None*
 - 3) Appointments and Elections –

CHAIR APPOINTMENTS

BUILDING AUTHORITY

Lawrence Wm. Smith and Leon Turnwald, for terms from 8/1/24 - to expire 8/1/30

COMMISSION ON AGING BOARD

Dist. #9 - Jane Collins, for a term to expire 12/31/28

ELECTIONS

None

- b. Announcements by Chair
- c. Commissioners' Audiences
- d. Adjournment

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and GELC – District Court Probation Officers. The agreement covers the period commencing October 1, 2024 and ending September 30, 2027. The agreement has been formally ratified by the Union upon acceptance by the County. The financial implications of this agreement will be borne with funds within the existing, respective budgets. A summary of the main provisions is set forth below:

1. Duration of CBA – 3 years + (October 1, 2024 – September 30, 2027)
2. County proposes to amend Article 2, Section 3 to provide that any recommendation by a Compensation Study, would be reviewed by the Board.
3. County proposes to amend the contract to reflect that employees will comply with all County policies, except as provided by law.
4. County proposes to delete the references to “fringes” as an adjective for benefits and the “he/she” references in the contract.
5. County proposes to amend the contract to provide that the maximum amount of time the County will continue to pay its share of the health care premium for permanent disability and death claims will be a maximum of three (3) years.
6. County proposes to amend the contract to provide that Medicare is secondary when the individual is employed and once retired, Medicare becomes primary.
7. County proposes up to 2% on the DC retirement match. The employee would put money in a 457 account and the County would put money in an existing 401(a) account up to 2%. Match is only available to those employees who qualify for a 401(a) plan.
8. Grievance Procedure:
 - County proposes to amend the contract to provide that if the grievance does not involve an action or determination by the department head, i.e. the matter is benefit/salary related to be determined by the Administrator’s Office, then the County proposes to change the contract to add that the grievance is processed through the Administrator’s Office with the County, in conjunction with the Court, determining the outcome of the grievance.
 - County proposes to amend the contract to provide that the Chief Judge of the District Court will hear any grievance.
9. County proposes to amend the contract to provide that the probationary period may be extended upon notice by the County to the Union for an additional six (6) months.
10. County proposes to amend the contract to clarify that a probationary employee’s service may be terminated at any time by the Chief Judge of the District Court for any reason and the employee shall have no recourse to the grievance procedure.

11. County proposes to amend the contract to provide that the Probation Director approves a request for a leave of absence, and the Probation Director shall indicate their approval and forward the request to the Judge to whom the Probation Officer is assigned.
12. County proposes to amend the contract to provide that the individual will accumulate seniority while on approved leave of absence; however, the time shall not count toward progression on the pay scale.
13. County proposes to amend the contract to delete the DB Plan language in the contract with the exception of what is needed to define how to qualify for retiree healthcare.
14. Healthcare:
 - County proposes miscellaneous changes to amend the healthcare and retiree healthcare language currently in the contract.
 - County proposes to continue the high deductible health plan for the 2025 plan year.
 - Healthcare will be implemented as approved by the Union Management Committee and the Board of Commissioners.
15. Wages:
 - County proposes a 3% base wage increase for the first year of the contract, 2.5% base wage increase for the second year of the contract, and 2.5% base wage increase for the third year of the contract.
 - County proposes a discretionary bonus in the amount of \$500.
16. County proposes to amend the contract to reflect a one-time cash out of PTO up to a maximum of 100 hours to be completed by end of fiscal year 2025.
17. County proposes to amend the contract to have flex time and non-standard work hours if mutually beneficial to the employer and employee.
18. County proposes to delete the last sentence of Article 17, Section 17, which is the language opting out of PA 152.
19. County proposes to amend the contract to provide that a Loudermill hearing will be scheduled prior to any suspensions, discharges, or separations of employment, if warranted by the circumstances of the separation.
20. County proposes to update the references in the contract to reflect the new Wellness Reimbursement, PTO and Disability Leave policies.

Respectfully Submitted,
COMMITTEE ON LABOR RELATIONS

s/ _____
Gerald D. Little, Chair

s/ _____
Denny M. Harris

s/ _____
Jack B. Tany

s/ _____
Sheldon Matthews, Vice-Chair

s/ _____
Mark S. Piotrowski

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and POAM – Assistant Prosecutors. The agreement covers the period commencing October 1, 2024 and ending September 30, 2027. The agreement has been formally ratified by the Union upon acceptance by the County. The financial implications of this agreement will be borne with funds within the existing, respective budgets. A summary of the main provisions is set forth below:

1. Duration of CBA – 3 years + (October 1, 2024 – September 30, 2027)
2. County proposes to amend the contract to delete the APA IV position as same no longer exists.
3. County proposes to delete the last sentence in Article V, Section 5.2, as there are no employees in the DB Plan.
4. County proposes to amend the contract to provide that the maximum amount of time the County will continue to pay its share of the health care premium for permanent disability and death claims will be a maximum of three (3) years.
5. County proposes to amend the contract to provide that should an employee be absent because of illness prior to having PTO, the time off for illness will be without pay.
6. County proposes to amend Article IX, Section 9.2 of the contract to reflect that language contained in the April, 2024 MOU.
7. County proposes to delete the references to “fringes” as an adjective for benefits and the “he/she” references in the contract.
8. County proposes to amend the contract to provide that Medicare is secondary when the individual is employed and once retired, Medicare becomes primary.
9. County proposes up to 2% on the DC retirement match. The employee would put money in a 457 account and the County would put money in an existing 401(a) account up to 2%. Match is only available to those employees who qualify for a 401(a) plan.
10. County proposes and the union has agreed to delete the “me too” clauses contained in the contract in Article 12, Sections 5 and 6.
11. Healthcare:
 - County proposes miscellaneous changes to amend the healthcare language currently in the contract.
 - County proposes to continue the high deductible health plan for the 2025 plan year.
 - Healthcare will be implemented as approved by the Union Management Committee and the Board of Commissioners.
 - County proposes to delete the language opting out of PA 152 in Section 6.15.

12. Wages:

- County proposes a 1% base wage increase for the first year of the contract, 1.5% base wage increase for the second year of the contract, and 2% base wage increase for the third year of the contract.
 - County proposes to delete the reference to implementing the compensation schedule in Article 12, Section 7, and keep the language in the contract that allows a Prosecutor the right to determine and reassign a classification or step level and stay on the salary schedule adopted by the employer and union in April 16, 2024 MOU.
13. County proposes to amend the contract to provide a \$350 per week for a Prosecutor to be on call and answering calls to the duty phone and appearing at the Prosecutor's Office to handle warrants and other matters incident thereto, plus 4 hours of PTO.
14. County proposes to amend the contract to provide a retention payment to the Prosecutors of \$500 at the end of the second year of the contract (9/30/26), and \$500 in year three of the contract (9/30/27) contingent upon grant money available.
15. County proposes to amend the contract to have flex time and non-standard work hours if mutually beneficial to the employer and employee. Departments may also allow for remote work schedule per County Policy #347.
16. County proposes to amend the contract to delete the language regarding the extension of the probationary period.
17. County proposes a hiring incentive program be continued for the Assistant Prosecuting Attorneys. The incentive payment will be \$5,000. Assistant Prosecuting Attorneys will have the option to accept or decline payment upon hire. Those who accept the incentive will be required to complete an agreement to remain the employment of the Prosecutor for a period of one (1) year, or repay all or a portion of the payment as follows:
- Before six (6) months – payback \$5,000;
 - Between six (6) and twelve (12) months – payback \$2,500.
- The hiring incentive program is contingent upon grant money being available.
18. County proposes miscellaneous changes in the contract to include Administrator in place of Controller.

Respectfully Submitted,
COMMITTEE ON LABOR RELATIONS

s/ _____
Gerald D. Little, Chair

s/ _____
Denny M. Harris

s/ _____
Jack B. Tany

s/ _____
Sheldon Matthews, Vice-Chair

s/ _____
Mark S. Piotrowski

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and POAM – Detention Supervisors. The agreement covers the period commencing October 1, 2024 and ending September 30, 2027. The agreement has been formally ratified by the Union upon acceptance by the County. The financial implications of this agreement will be borne with funds within the existing, respective budgets. A summary of the main provisions is set forth below:

1. Duration of CBA – 3 years + (October 1, 2024 – September 30, 2027)
2. County proposes to delete the language contained in the contract regarding the implementation of the Compensation Study to later be determined by the Board.
3. County proposes to amend the contract to provide that a Loudermill hearing will be scheduled prior to any suspensions, discharges, or separations of employment, if warranted by the circumstances of the separation.
4. Grievance Procedure:
 - County proposes to amend the contract to provide that if the grievance does not involve an action or determination by the department head (matter is benefit/salary related), then the grievance will be processed through the Administrator's Office in conjunction with court in determining the outcome of the grievance.
 - County proposes to amend the contract to provide that the Chief Judge who oversees the court the employee is employed in will hear any appeal of an arbitration award.
5. County proposes and the union has agreed to delete the "me to" clauses contained in the contract in Article 21, Sections 17 and 18.
6. County proposes to amend the contract to delete the DB Plan language in the contract, delete the language concerning the elimination of the zero percent contributions, and delete the 9/3 contribution option.
7. County proposes to delete retiree health and longevity language in the contract as all employees are hired after the cutoff date contained in the contract.
8. The County proposes to amend the contract to provide that the maximum amount of time the County will continue to pay its share of the health care premium for permanent disability and death claims will be a maximum of three (3) years.
9. County proposes to amend the Medicare language in the contract to clarify that Medicare is secondary and the County insurance is primary while the individual is still employed. once the individual retires, Medicare becomes primary.

10. County proposes up to 2% on the DC retirement match. The employee would put money in a 457 account and the County would put money in an existing 401(a) account up to 2%. Match is only available to those employees who qualify for a 401(a) plan.
11. County proposes to amend the contract to allow two STO periods totaling up to ten (10) working days, provided the requests are made at the same time and by the deadline in the contract.
12. Healthcare:
 - County proposes miscellaneous changes to amend the healthcare language currently in the contract.
 - County proposes to continue the high deductible health plan for the 2025 plan year.
 - Healthcare will be implemented as approved by the Union/Management Committee and the Board of Commissioners.
13. Wages:
 - County proposes a 4% base wage increase for the first year of the contract, 3% base wage increase for the second year of the contract, and 2% base wage increase for the third year of the contract.
 - County proposes a \$600 discretionary bonus.
14. County proposes to delete the references to "fringes" as an adjective for benefits and the "he/she" references in the contract.
15. County proposes miscellaneous changes in the contract to include Administrator in place of Controller.
16. County proposes to delete the language opting out of PA 152 in the last sentence in Article 16, Section 17.
17. County proposes to amend the contract to reflect that employees will comply with all County policies, except as provided by law.
18. County proposes to amend the contract to update the references in the contract to reflect the new Wellness Reimbursement, PTO and Disability Leave policies.

Respectfully Submitted,

COMMITTEE ON LABOR RELATIONS

s/ _____
Gerald D. Little, Chair

s/ _____
Sheldon Matthews, Vice-Chair

s/ _____
Denny M. Harris

s/ _____
Mark S. Piotrowski

s/ _____
Jack B. Tany

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and POAM – Detention Youth Care Specialists. The agreement covers the period commencing October 1, 2024 and ending September 30, 2027. The agreement has been formally ratified by the Union upon acceptance by the County. The financial implications of this agreement will be borne with funds within the existing, respective budgets. A summary of the main provisions is set forth below:

1. Duration of CBA – 3 years + (October 1, 2024 – September 30, 2027)
2. County proposes to compensate an employee \$100 in addition to their regular pay in the following circumstance:
 - Employee is physically at work, expecting to leave at the end of their shift, and something occurs that requires the employee to stay and work another shift for a second time within a two-week period.
3. Grievance Procedure:
 - County proposes to amend the contract to provide that if the grievance does not involve an action or determination by the department head (matter is benefit/salary related), then the grievance will be processed through the Administrator's Office in conjunction with the court, to determine the outcome of the grievance.
 - County proposes to amend the contract to provide that the Chief Judge who oversees the court the employee is employed in will hear any appeal of an arbitration award.
4. County proposes to amend the contract to provide that a Loudermill hearing will be scheduled prior to any suspensions, discharges, or separations of employment, if warranted by the circumstances of the separation.
5. County proposes to amend the Medicare language in the contract to clarify that Medicare is secondary and the County insurance is primary while the individual is still employed. Once the individual retires, Medicare becomes primary.
6. County proposes to delete the language in the contract requiring the County to opt out of PA 152, so the County has the option to make election annually.
7. County proposes to amend the contract to provide that any recommendation by a compensation study would reviewed by the Board.
8. County proposes to amend the contract to provide that if any employee leaves the classification of work covered by this agreement, but remains an employee of the County, they may return to the bargaining unit with the same seniority rights, if such return is within ninety (90) days of initial departure.

9. County proposes to coordinate the language in the contract between the two workers' compensation sections of the contract to be consistent.
10. County proposes and the union has agreed to delete the "me too" clauses contained in the contract in Article 21, Sections 17 and 18.
11. County proposes to amend the contract to delete the DB Plan language in the contract, and delete the language concerning the elimination of the zero percent contributions.
12. County proposes to delete retiree health language in the contract as no employees are eligible for retiree healthcare.
13. County proposes to delete the references to "fringes" as an adjective for benefits and the "he/she" references in the contract.
14. County proposes up to 2% on the DC retirement match. The employee would put money in a 457 account and the County would put money in an existing 401(a) account up to 2%. Match is only available to those employees who qualify for a 401(a) plan.
15. Healthcare:
 - County proposes miscellaneous changes to amend the healthcare language currently in the contract.
 - County proposes to continue the high deductible health plan for the 2025 plan year.
 - Healthcare will be implemented as approved by the Union/Management Committee and the Board of Commissioners.
16. Wages:
 - County proposes a 4% base wage increase for the first year of the contract, 2.0% base wage increase for the second year of the contract, and 3% base wage increase for the third year of the contract.
 - County proposes a \$500 discretionary bonus.
17. County proposes miscellaneous changes in the contract to include Administrator in place of Controller.
18. County proposes to amend the contract to reflect that employees will comply with all County policies, except as provided by law.
19. County proposes to amend the contract to have flex time and non-standard work hours if mutually beneficial to the employer and employee.
20. County proposes to amend the contract to provide that employees will follow the County's Bereavement Policy.
21. County proposes to update the references in the contract to reflect new Wellness Activity Reimbursement, PTO and Disability Leave policies.

Respectfully Submitted,
COMMITTEE ON LABOR RELATIONS

s/ _____
Gerald D. Little, Chair

s/ _____
Denny M. Harris

s/ _____
Jack B. Tany

s/ _____
Sheldon Matthews, Vice-Chair

s/ _____
Mark S. Piotrowski

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and POAM – Family Division Probation Officers. The agreement covers the period commencing October 1, 2024 and ending September 30, 2027. The agreement has been formally ratified by the Union upon acceptance by the County. The financial implications of this agreement will be borne with funds within the existing, respective budgets. A summary of the main provisions is set forth below:

1. Duration of CBA – 3 years + (October 1, 2024 – September 30, 2027)
2. Michigan Employment Relations Commission will be added to the contract in addition to Federal Mediation and Conciliation Service as a source for arbitrators.
3. County proposes to amend the contract to provide any recommendation by a compensation study would be determined by the Board.
4. Grievance Procedure:
 - County proposes to amend the contract to provide that if the grievance does not involve an action or determination by the department head (matter is benefit/salary related), then the matter will be processed through the Administrator's Office in conjunction with court determining the outcome of the grievance.
5. County proposes to amend the contract to provide that a Loudermill hearing will be scheduled prior to any suspensions, discharges, or separations of employment, if warranted by the circumstances of the separation.
6. County proposes to amend the contract to provide that the probationary period may be extended upon notice by the County to the Union up to a maximum of one year.
7. County proposes to amend the contract to provide that employees shall use comp time first prior to using PTO.
8. County proposes to delete the accrual of compensation time language in Article 9, Section 2, and move the time deadline for using compensatory language from Article 9, Section 2 to Article 9, Section 3, which is the comp time section.
9. County proposes to amend the contract to provide that employees shall use their Outlook Calendar to log out for lunch hour breaks, PTO, comp time, flex schedule and remote work schedule.
10. County proposes to amend the contract to provide for the return of County issued cell phones and other County property upon separation of employment to the Court Administrator or Delinquency Program Director.

11. The County proposes to amend the contract to provide that the maximum amount of time the County will continue to pay its share of the health care premium for permanent disability and death claims will be a maximum of three (3) years.
12. County proposes to amend the contract to delete the DB Plan language in the contract, delete the language concerning the elimination of the zero percent contributions, and delete the 9/3 contribution option.
13. County proposes to delete retiree health and longevity language in the contract as all employees are hired after the cutoff date contained in the contract.
14. Healthcare:
 - County proposes miscellaneous changes to amend the healthcare language currently in the contract.
 - County proposes to continue the high deductible health plan for the 2025 plan year.
 - Healthcare will be implemented as approved by the Union/Management Committee and the Board of Commissioners.
15. Wages:
 - County proposes a 4% base wage increase for the first year of the contract, 2.0% base wage increase for the second year of the contract, and 3% base wage increase for the third year of the contract.
 - County proposes a \$650 discretionary bonus.
16. County proposes up to 2% on the DC retirement match. The employee would put money in a 457 account and the County would put money in an existing 401(a) account up to 2%. Match is only available to those employees who qualify for a 401(a) plan.
17. County proposes to delete the references to “fringes” as an adjective for benefits and the “he/she” references in the contract.
18. County proposes miscellaneous changes in the contract to include Administrator in place of Controller.
19. County proposes to delete the language opting out of PA 152 in Article 16, Section 17.
20. County proposes to delete Sections 14 and 15 of Article 15, which are the “me too” clauses.
21. County proposes to amend the contract to update the references in the contract to reflect the new Wellness Reimbursement, PTO and Disability Leave policies.
22. County proposes to amend the contract to reflect that employees will comply with all County policies, except as provided by law.

23. County has agreed to enter into a MOU with the Union to provide that the County Administrator agrees to meet with the Court Administrator to discuss the Remote Work Policy and see if any adjustment could be in the current remote work schedule.
24. County proposes to enter into a MOU with the Union to provide that if the wage study comes back and the group's wages are low, then County Administrator has agreed to meet with the Union to discuss the results of the study.

Respectfully Submitted,

COMMITTEE ON LABOR RELATIONS

s/ _____
Gerald D. Little, Chair

s/ _____
Sheldon Matthews, Vice-Chair

s/ _____
Denny M. Harris

s/ _____
Mark S. Piotrowski

s/ _____
Jack B. Tany

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and UAW – Managers. The agreement covers the period commencing October 1, 2024 and ending September 30, 2027. The agreement has been formally ratified by the Union upon acceptance by the County. The financial implications of this agreement will be borne with funds within the existing, respective budgets. A summary of the main provisions is set forth below:

1. Duration of CBA – 3 years + (October 1, 2024 – September 30, 2027)
2. Delete the language contained in the contract regarding the implementation of the Compensation Study and instead include that the Union will be provided a copy of the study and will meet with the County to discuss its results.
3. Grievance Procedure:
 - Amend the contract to provide that if the grievance does not involve an action or determination by the department head (matter is benefit/salary related), then this matter will be determined by the Administrator's Office (in consultation with a Court/elected official if are a part of procedure.).
 - Amend the contract to provide that the Chief Judge who oversees the court the employee is employed in will hear any appeal of an arbitration award. If the employee is not employed in a court, then the Chief Judges will decide which judge hears an appeal of any arbitration decision.
4. Amend the contract to provide that a Loudermill hearing will be scheduled prior to any suspensions, discharges, or separations of employment, if warranted by the circumstances of the separation.
5. Vacancies and New Positions: (Amended language)

Placement or advancement within the bargaining unit shall be based upon factors such as seniority, demonstrated ability, dependability, experience, education and/or training, and such other factors or qualifications that may be pertinent to the particular job vacancy or new position to be filled. The vacancy will be awarded to the applicant, whether from within the bargaining units or from outside, who possesses the best qualifications in the department head's final judgement. However, County and Union share a common goal to establish opportunities for career advancement within the bargaining unit, and as such the department head shall give heightened consideration to all bargaining unit applicants, who meet the minimum qualifications posted, except as provided by law.

6. Coordinate language between the two workers' compensation sections of the contract and add permanent to the category for the County to pay insurance for permanent disability and death claims.
7. Delete the "me too" clauses contained in the contract in Article 18, Sections 11 and 12.
8. Amend the contract to reflect that employees will comply with all County policies, except as provided by law.
9. Delete the references to "fringes" as an adjective for benefits and the "he/she" references in the contract.
10. Amend the contract to provide that Medicare is secondary when the individual is employed and once retired, Medicare becomes primary.
11. Up to 2% on the DC retirement match. The employee would put money in a 457 account and the County would put money in an existing 401(a) account up to 2%. Match is only available to those employees who qualify for a 401(a) plan.
12. Healthcare:
 - Amend the healthcare and retiree healthcare language currently in the contract, per provided language.
 - Continue the high deductible health plan for the 2025 plan year.
 - Healthcare will be implemented as approved by the Union Management Committee and the Board of Commissioners.
13. Wages:
 - 4% base wage increase for the first year of the contract, 3% base wage increase for the second year of the contract, and 2% base wage increase for the third year of the contract and eliminate any contingency on the budget stabilization fund.
 - County proposes a one-time \$1,440 discretionary bonus. (Contingent on #7.)
14. Various miscellaneous changes in the contract to include Administrator in place of Controller, note applications can also be submitted on-line.
15. Amend the contract to have flex time and non-standard work hours if mutually beneficial to the employer and employee. Departments may also allow for remote work schedule per County Policy #347.
16. Strike the word "merit" from Section 2 of Article 7.
17. Move the Assistant Community Health Director from Teamsters to UAW Managers. Employee seniority within Union to begin 10/1/2024, the effective date of reclassification.

18. Move Medical Examiner Department Director from UAW paraprofessional to UAW Managers.
19. Update Appendix A Subsection C, to include Youth Diversion Program Manager, Operations Director and Associate Friend of the Court.
20. Amend the contract to update the references in the contract to reflect the new Wellness Reimbursement, PTO and Disability Leave policies.
21. Delete the language opting out of PA 152 in the last sentence in Article 14, Section 17.
22. Amend the contract to reflect a one-time cash out of PTO up to a maximum of 100 hours to be completed by end of fiscal year 2025.
23. Changes to steward language and grievance deadline extension, increasing the wellness reimbursement to up to \$300 and updating salary schedules headings.
24. Amend CBA to include MOU on individual administering the election duties receiving a \$5,500 stipend.
25. Delete language concerning the elimination of the 0% contribution rates in the DC plan.

Respectfully Submitted,
COMMITTEE ON LABOR RELATIONS

s/ _____
Gerald D. Little, Chair

s/ _____
Sheldon Matthews, Vice-Chair

s/ _____
Denny M. Harris

s/ _____
Mark S. Piotrowski

s/ _____
Jack B. Tany

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and UAW – Paraprofessionals. The agreement covers the period commencing October 1, 2024 and ending September 30, 2027. The agreement has been formally ratified by the Union upon acceptance by the County. The financial implications of this agreement will be borne with funds within the existing, respective budgets. A summary of the main provisions is set forth below:

1. Duration of CBA – 3 years + (October 1, 2024 – September 30, 2027)
2. Delete the language contained in the contract regarding the implementation of the Compensation Study and instead include that the Union will be provided a copy of the study and will meet with the County to discuss its results.
3. Grievance Procedure:
 - If the grievance does not involve an action or determination by the department head (matter is benefit/salary related), then this matter will be determined by the Administrator's Office (in consultation with a Court/elected official if are a part of procedure.).
 - The Chief Judge who oversees the court the employee is employed in will hear any appeal of an arbitration award. If the employee is not employed in a court, then the Chief Judges will decide which judge hears an appeal of any arbitration decision.
4. A Loudermill hearing will be scheduled prior to any suspensions, discharges, or separations of employment, if warranted by the circumstances of the separation.
5. Vacancies and New Positions: (Amended language):

Placement or advancement within the bargaining unit shall be based upon factors such as seniority, demonstrated ability, dependability, experience, education and/or training, and such other factors or qualifications that may be pertinent to the particular job vacancy or new position to be filled. The vacancy will be awarded to the applicant, whether from within the bargaining units or from outside, who possesses the best qualifications in the department head's final judgement. However, County and Union share a common goal to establish opportunities for career advancement within the bargaining unit, and as such the department head shall give heightened consideration to all bargaining unit applicants, who meet the minimum qualifications posted, except as provided by law.
6. Coordinate language between the two workers' compensation sections of the contract and add permanent to the category for the County to pay insurance for permanent disability and death claims.

7. Delete the "me too" clauses contained in the contract in Article 18, Sections 12 and 13.
8. Employees will comply with all County policies, except as provided by law.
9. Delete the references to "fringes" as an adjective for benefits and the "he/she" references in the contract.
10. Amend the contract to provide that Medicare is secondary when the individual is employed and once retired, Medicare becomes primary.
11. Up to 2% on the DC retirement match. The employee would put money in a 457 account and the County would put money in an existing 401(a) account up to 2%. Match is only available to those employees who qualify for a 401(a) plan.
12. Healthcare:
 - Amend the healthcare and retiree healthcare language currently in the contract per provided language.
 - Continue the high deductible health plan for the 2025 plan year.
 - Healthcare will be implemented as approved by the Union Management Committee and the Board of Commissioners.
13. Wages:
 - 4% base wage increase for the first year of the contract, 3% base wage increase for the second year of the contract, and 2% base wage increase for the third year of the contract and eliminate any contingency on the budget stabilization fund.
 - County proposes a one time \$750 discretionary bonus. (Contingent on #7)
14. Various miscellaneous changes in the contract to include Administrator in place of Controller, note applications can also be submitted on-line.
15. Amend the contract to have flex time and non-standard work hours if mutually beneficial to the employer and employee. Departments may also allow for remote work schedule per County Policy #347.
16. Strike the word "merit" from Section 2 of Article 7.
17. Amend the contract to update the references in the contract to reflect the new Wellness Reimbursement, PTO and Disability Leave policies.
18. Delete the language opting out of PA 152 in the last sentence in Article 14, Section 17.
19. A one-time cash out of PTO up to a maximum of 100 hours to be completed by end of fiscal year 2025.

20. Changes to steward language and grievance deadline extension.
21. Increase the wellness reimbursement to up to \$300 and updating salary schedules headings.
22. Move the Medical Examiners' Office Director from this unit to UAW Managers.
23. Delete language in Article 12, Section 1 regarding PTO counting toward final average compensation as there are no participants in the DB plan.
24. Amend Article 14 Section 6 to increase the employee HCSP contribution to 1% in accordance with the MOU.
25. Amend Article 23 and deleted the DB plan language with the exception of what is needed to qualify for retiree healthcare and to delete the language dealing with the elimination of the 0% contributions for the DC plan.
26. Add Adoption Clerk to the list of titles for Family Court.

Respectfully Submitted,
COMMITTEE ON LABOR RELATIONS

s/ _____
Gerald D. Little, Chair

s/ _____
Sheldon Matthews, Vice-Chair

s/ _____
Denny M. Harris

s/ _____
Mark S. Piotrowski

s/ _____
Jack B. Tany

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and UAW – Professionals. The agreement covers the period commencing October 1, 2024 and ending September 30, 2027. The agreement has been formally ratified by the Union upon acceptance by the County. The financial implications of this agreement will be borne with funds within the existing, respective budgets. A summary of the main provisions is set forth below:

1. Duration of CBA – 3 years + (October 1, 2024 – September 30, 2027)
2. Delete the language contained in the contract regarding the implementation of the Compensation Study and instead include that the Union will be provided a copy of the study and will meet with the County to discuss its results.
3. Grievance Procedure:
 - Amend the contract to provide that if the grievance does not involve an action or determination by the department head (matter is benefit/salary related), then this matter will be determined by the Administrator's Office (in consultation with a Court/elected official if are a part of procedure.).
 - Amend the contract to provide that the Chief Judge who oversees the court the employee is employed in will hear any appeal of an arbitration award. If the employee is not employed in a court, then the Chief Judges will decide which judge hears an appeal of any arbitration decision.
 - Delete Planning, Maintenance and Animal Care and Control from the list of departments in Article 5 (B) Section 1.
4. Amend the contract to provide that a Loudermill hearing will be scheduled prior to any suspensions, discharges, or separations of employment, if warranted by the circumstances of the separation.
5. Vacancies and New Positions: (Amended language):

Placement or advancement within the bargaining unit shall be based upon factors such as seniority, demonstrated ability, dependability, experience, education and/or training, and such other factors or qualifications that may be pertinent to the particular job vacancy or new position to be filled. The vacancy will be awarded to the applicant, whether from within the bargaining unit or from outside, who possesses the best qualifications in the department head's final judgement. However, County and Union share a common goal to establish opportunities for career advancement within the bargaining units, and as such the department head shall give heightened consideration to all bargaining unit applicants, who meet the minimum qualifications posted, except as provided by law.

6. Coordinate language between the two workers' compensation sections of the contract and add permanent to the category for the County to pay insurance for permanent disability and death claims.
7. Delete the "me too" clauses contained in the contract in Article 18, Sections 14 and 15.
8. Amend the contract to reflect that employees will comply with all County policies, except as provided by law.
9. Delete the references to "fringes" as an adjective for benefits and the "he/she" references in the contract.
10. Amend the contract to provide that Medicare is secondary when the individual is employed and once retired, Medicare becomes primary.
11. Up to 2% on the DC retirement match. The employee would put money in a 457 account and the County would put money in an existing 401(a) account up to 2%. Match is only available to those employees who qualify for a 401(a) plan.
12. Healthcare:
 - Amend the healthcare and retiree healthcare language currently in the contract per provided language.
 - Continue the high deductible health plan for the 2025 plan year.
 - Healthcare will be implemented as approved by the Union Management Committee and the Board of Commissioners.
13. Wages:
 - 4% base wage increase for the first year of the contract, 3% base wage increase for the second year of the contract, and 2% base wage increase for the third year of the contract and eliminate any contingency on the budget stabilization fund.
 - County proposes a one time \$1,185 discretionary bonus. (Contingent on accepting #7.)
14. Various miscellaneous changes in the contract to include Administrator in place of Controller, note applications can also be submitted on-line.
15. Amend the contract to have flex time and non-standard work hours if mutually beneficial to the employer and employee. Departments may also allow for remote work schedule per County Policy #347.
16. Strike the word "merit" from Section 2 of Article 7.

17. Amend the contract to update the references in the contract to reflect the new Wellness Reimbursement, PTO and Disability Leave policies.
18. Delete the language opting out of PA 152 in the last sentence in Article 14, Section 17.
19. Amend the contract to reflect a one-time cash out of PTO up to a maximum of 100 hours to be completed by end of fiscal year 2025.
20. Changes to steward language and grievance deadline extension, increasing the wellness reimbursement to up to \$300 and updating salary schedules headings.
21. Delete references to Maintenance Department in Article 10, Section 2.
22. Amend Article 14 Section 6 to increase the employee HCSP contribution to 1% in accordance with MOU.
23. Delete language relating to an electrician in Article 18, Section 8.
24. Amend Appendix A Section C to deleted Associate FOC and Youth Diversion Program Manager from list (Are in UAW Managers unit.) Financial Investigator is also deleted in accordance with MOU as retitled position is in UAW Managers.
25. Delete language concerning the elimination of the 0% contribution rates in the DC plan.

Respectfully Submitted,

COMMITTEE ON LABOR RELATIONS

s/ _____
Gerald D. Little, Chair

s/ _____
Sheldon Matthews, Vice-Chair

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Jack B. Tany