

# AGENDA

## LABOR RELATIONS COMMITTEE

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: County Clerk, Administrator, Personnel Director, Finance Director, Civil/Labor Counsel,  
Board Staff, *Media*

- I. Call to Order
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***March 17, 2025 - Attached***)
- IV. Public Comment (*Speakers limited to 3 minutes*)
- 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 (*Receive & File*)

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

- **4-15-17** Requesting consideration and approval of a Memorandum of Understanding between County of Saginaw and POAM Unit 312 representing deputies to reduce the mandatory contribution into the Health Care Savings Plan (HCSP) from five (5%) percent to one (1%) percent (*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

4. Any other matters to come before the committee

- VI. Miscellaneous
- VII. Adjournment

## 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



## County of Saginaw

# LABOR RELATIONS

111 South Michigan Avenue  
Saginaw, MI 48602

Mary Catherine Hannah  
County Administrator

4-15-15

April 2, 2025

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

SAGINAW COUNTY BOC  
APR 2 '25 AM 11:32

Re: Labor Relations Committee Employment Status Report

Dear Chairman Tany:

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



administrators@office@saginawcounty.com

### Employment Status Report –April, 2025

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Young, J.	Sheriff	8/4/24	2/21/25	Corrections Officer	N/A	N/A	N/A	N/A	No	Resigned
Gray, A.	Clerk	3/25/24	3/4/25	Legal Spec. I	N/A	N/A	N/A	N/A	No	Terminated
Cantu, B.	COA	4/9/24	3/5/25	Driver II	N/A	N/A	N/A	N/A	No	Terminated
Pitz, P.	Animal Care	7/9/23	3/14/25	ACO	N/A	N/A	N/A	N/A	No	Personal
Van Norman, D.	Prosecutor	1/5/15	3/29/25	APA	N/A	N/A	N/A	N/A	Yes	Relocating
Garcia, K.	District Ct.	12/27/22	3/28/25	Legal Clerk I	N/A	N/A	N/A	N/A	Yes	New Job
Grimshaw, S.	District Ct.	9/16/24	N/A	Legal Clerk I	3/31/25	Clerk	T07	T08	Yes	Promotion

### Summary of Exit Interviews – March, 2025

			Are you satisfied with:			
Mo./Yr.	Dept.	Why Leaving?	Pay?	Benefits?	Chance for Advancement?	Yrs. Service
3/25	District	Found a new job opportunity.	Yes	Yes	Good	2 yr. 3 mo.
3/25	Prosecutor	Desired relocation; nearing total retirement	Yes	No*	Don't know	10 yr. 3 mo.
3/25	District	Bad experience/lack of professionalism within Criminal Division. Likes Civil but felt needed to leave after initial experience. Glad could stay with County; believes can be great place to work.	No**	N/A	Don't know	1 yr. 6 mo.

\*Health and dental insurance are inadequate. PTO buyout inconsistent and inadequate.

\*\*Legal Clerk position is very underpaid.

### Retirees with Current Contract (March 1, 2025)

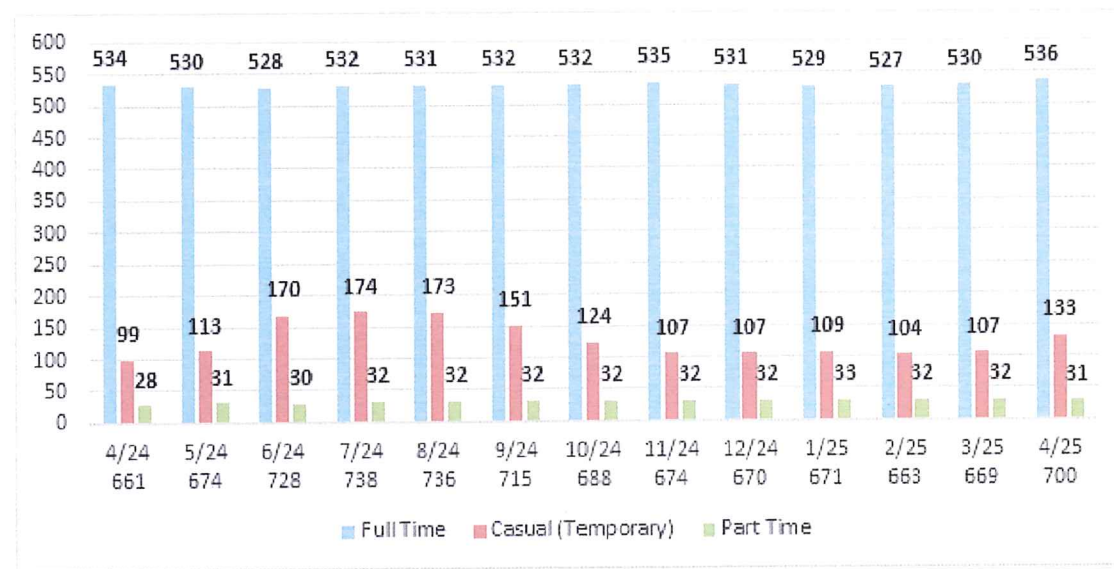
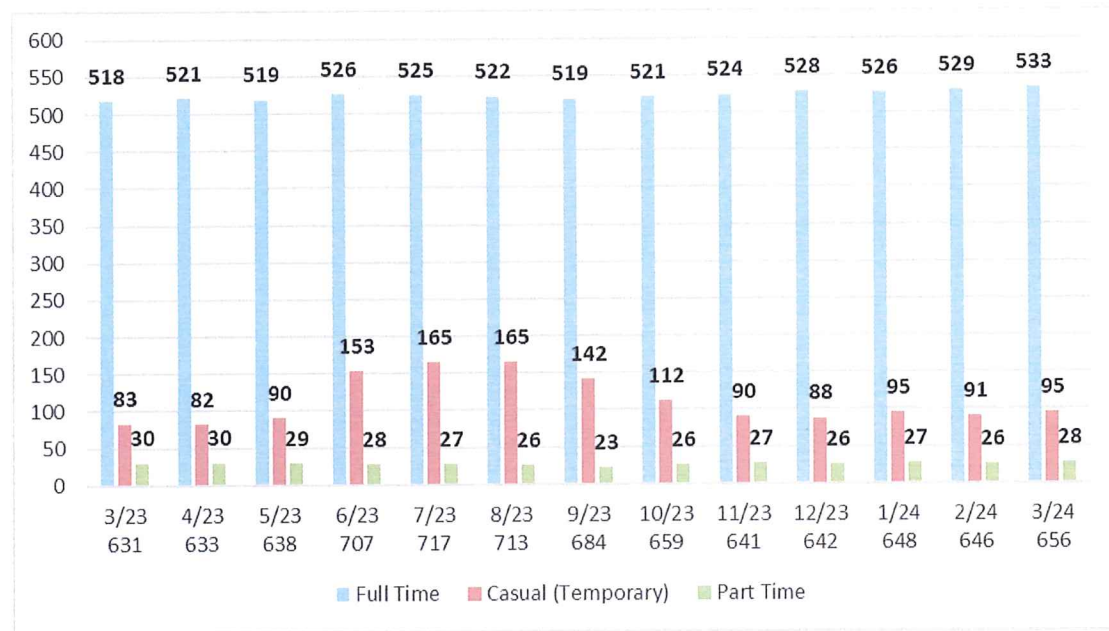
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2025

### Retirees Working as Needed (March 1, 2025) \*

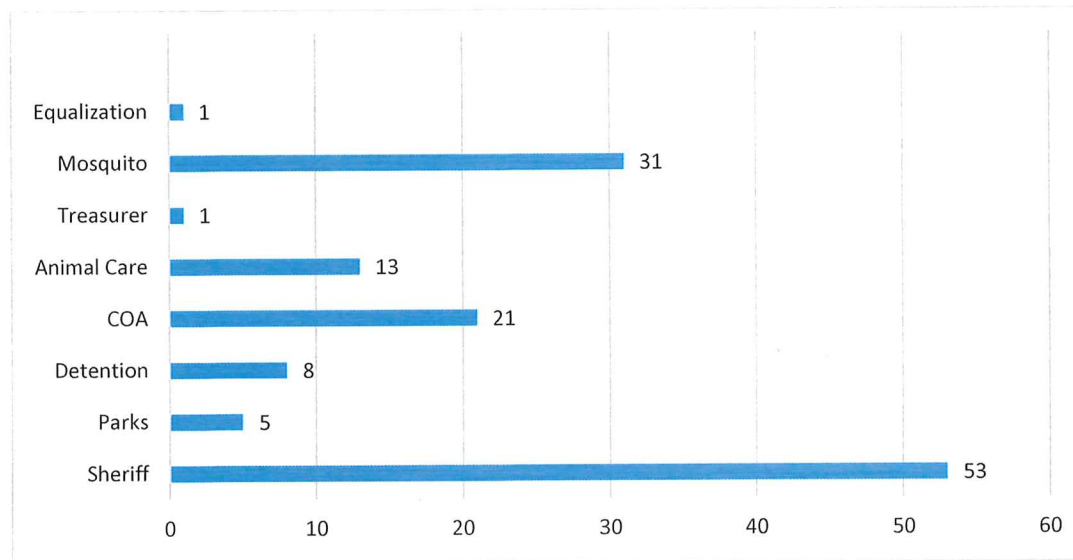
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in March
Bethany Jacques	Health	7/1/19	September 30, 2025	\$50.00	51.75
Maureen Haas	Treasurer	1/1/2025	June 19, 2025	\$35.00	14

\*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 (April 1, 2025)



**Status Report**  
**Saginaw County Employee Groups**  
April 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	63	9/30/2027	Set
UAW – Professionals	59	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	17	9/30/2027	Set
POAM – Detention Center Supervisors	4	9/30/2027	Set
Teamsters – Health Dept./COA Employees	83	9/30/2024	Negotiations open
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2024	Negotiations open
POAM – Animal Shelter Employees	10	9/30/2027	Set
POAM – Probation Officers, Family Division	7	9/30/2027	Set
TPOAM – Courthouse Employees	141	9/30/2027	Set
Teamsters – Public Health Nurses	7	9/30/2024	Negotiations open
POAM – Sheriff Unit 1 (312 Eligible)	37	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]

**GILBERT & SMITH, P.C.**  
ATTORNEYS AT LAW

721 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602-1529

-----  
www.gsb-law.com

DAVID M. GILBERT  
LAWRENCE WM. SMITH  
AMY L. LUSK

**LABOR  
RELATIONS**

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

April 4, 2025

4-15-17

SAGINAW COUNTY BOC  
APR 4 '25 AM 9:26

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

Re: MOU for Consideration by the Labor Relations Committee

Dear Chair Little:

I am submitting for consideration by the Labor Relations Committee on April 7, 2025, the attached MOU between the County of Saginaw and POAM Unit 312.

I will be in attendance at the April 7<sup>th</sup> Labor Relations Committee meeting to answer any questions.

Respectfully,



David M. Gilbert  
Civil/Labor Counsel

DMG/sek  
Enclosure

**MEMORANDUM OF UNDERSTANDING**  
**AND AGREEMENT**

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

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

WHEREAS, the UNION is desirous to modify Article 17 Insurance, Section 6 Health Care Savings Program (HCSP) for New Employees (hired after September 18, 2007), to reduce the employees HCSP contribution from 5% to 1% of their salary.

THEREFORE, it is agreed to as follows:

1. Article 17 Insurance, Section 6 Health Care Savings Program (HCSP) for New Employees, will be modified as listed below:

Section 6 Health Care Savings Program (HCSP) for NEW EMPLOYEES (hired after September 18, 2007)

NEW EMPLOYEES shall not be eligible for retirement health insurance provided under Section 4 above or any other retirement health insurance that may be provided by the Employer in the future. NEW EMPLOYEES and those employees previously enrolled in the former Retiree Health Savings (RHS) plan shall hereby be enrolled in an employer-sponsored Health Care Savings Program (HCSP) or its equivalent per the Employer's agreement with MERS.

The Employer will contribute one percent (1%) of the qualifying employees' salary to the HCSP and those enrolled are mandated to contribute ~~five~~ one percent ~~(5%)~~ (1%) of their salary.

Other mandatory pre-tax contributions and elective post-tax contributions may apply to the HCSP. See HCSP Agreement for more details.

2. This MOU shall not affect the CBA in any other manner than that which is specifically set forth herein.

FOR THE EMPLOYER:

\_\_\_\_\_  
Jack B. Tany, Chairman  
Board of Commissioners

\_\_\_\_\_  
Mary Catherine Hannah  
County Administrator

\_\_\_\_\_  
William L. Federspiel - Sheriff

FOR THE UNION:

\_\_\_\_\_  
Steve Sellers, POAM Business Agent

\_\_\_\_\_  
Kurt Weber, President Saginaw Co.  
Deputies Association