of the Board of Commissioners

OF SAGINAW COUNTY, MICHIGAN

డ్డా త

FEBRUARY SESSION 2025

First day of the February Session of the Board of Commissioners of Saginaw County, Michigan, held Tuesday, February 18, 2025. The Board met pursuant to call of the County Clerk at 5:15 p.m. at the Saginaw County Courthouse, 111 S. Michigan Ave., Saginaw, MI 48602 with the Honorable Jack B. Tany in the Chair.

PRESENT: Jack B. Tany - Chair, Gerald D. Little - Vice-Chair, Christopher S. Boyd, Lisa R. Coney,

Dennis M. Harris, John L. Kaczynski, Sheldon Matthews, Mark S. Piotrowski,

Tracey L. Slodowski, Richard A. Spitzer, Michael A. Webster - 11

ABSENT: - 0 TOTAL: - 11

OTHERS: Vanessa Guerra, Mary Catherine Hannah, Dave Gilbert, Brian Keenan-Lechel, Jessica Sargent, Koren Thurston, Katharine Tessin, Patricia Johnson, Kelly Suppes, Mark Angliss, Andrew Klaczkiewicz, Lt. Mark Przybylski, Amanda Klein, Nicole Lee, Brandell Adams, Monique Lamar-Silvia, Dennis McMahan, Betty Holmes, Suzy Koepplinger, Renee Sharkey, members of the Merrill Elementary Triple R's Robotics Team and their families, and others

- Chairman Tany asked for a moment of silence for Stacy Davis-Diggs; District Court Probation Director for Saginaw County, Alpha Kappa Alpha Sorority, Inc., Eta Upsilon Omega Chapter, and valued member of the Structured Treatment and Recovery (STAR) Treatment Court Team. Stacy passed away Monday, February 17, 2025 (April 8, 1968 February 17, 2025)
- Commissioner Matthews gave the invocation and led the Pledge of Allegiance to the Flag

CLERK'S CALL OF SESSION

Public Notice of Regular Board Session

The Saginaw County Board of Commissioners will convene for its Regular Session on Tuesday, February 18, 2025 at 5:00 p.m.

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

Requests for Public Comment (Audiences) must be made to the Board of Commissioners Office at (989) 790-5267 or by email to boc@saginawcounty.com prior to 12:00 p.m. the day of the meeting. Please include your phone number.





This meeting is being held consistent with P.A. 267 of 1976 (MCL 15.263) to consider the February 18, 2025 Board Agenda.

If you are disabled and need accommodation to provide you with an opportunity to participate, please call the Board of Commissioners at 989.790.5267.

Respectfully submitted, Vanessa Guerra, County Clerk

February 7, 2025

Posted 2-14-25

By the Chair: That the Notice of Meeting from the County Clerk be received and filed if there are no objections. The Chair hears none; it is so ordered.

APPROVAL OF MINUTES

 Commissioner Coney moved, seconded by Commissioner Boyd, to approve the Minutes of the January 7, 2025 Organizational Board Session and January 21, 2025 Regular Board Session. Motion carried.

PUBLIC HEARING

None

AUDIENCES

- ❖ Vice-Chair Little presented a Proclamation to Dennis McMahan from the American Heart Association to recognize February as Heart Month in Saginaw County.
- Commissioner Slodowski presented members of the Merrill Elementary Triple R's Robotics Team with a Certificate of Recognition. The team gave a presentation and voiced their goal to provide 100 State Parks with kits they prepared to help stop pollution from spreading to the oceans. They performed a call-to-action song they wrote to the tune of "Under the Sea" from the Little Mermaid soundtrack.
- Betty Holmes addressed the Board with her concern about being charged inappropriately for property taxes on her two nonprofit adult foster care homes. She expressed her difficulty contacting the Saginaw County Treasurer, the inconsistency and inaccuracy of advice she says the Treasurer's Office has offered, and the amount of effort she has put into receiving a refund of the money she believes she overpaid, and that after two years the matter is still unresolved.



LAUDATORY RESOLUTIONS

Certificate of Recognition Merrill Elementary Triple R's FLL Challenge Robotics Team

Whereas, The Merrill Elementary Triple R's FLL Challenge Robotics team recently earned 1st Place for the Innovation Project in the Michigan State Tournament on January 12, 2025. As a result, they will be representing Michigan at the Florida Sunshine Invitational June 23-28th, 2025. The Triple R's have qualified for the Regional World's.

Whereas, the challenge for the team was to solve the problem related to ocean exploration. The Triple R's chose to focus on pollution of the world's oceans. The team created kits to clean beaches throughout Michigan's State Parks to avoid pollution reaching the ocean. Whereas, The Triple R's are also seeking sponsorships/donations to help the students attend the National Open FLL Championships in Florida. Their mission is to inspire a passion for design, coding and engineering among its students. Competing against teams from around the world will be an amazing opportunity to achieve the mission of the Triple R's.

Be It Therefore Resolved, the Saginaw County Board of Commissioners commends the Merrill Elementary Triple R's FLL Challenge Robotics on their success at the State Regional and their great teamwork.

Respectfully Submitted,
Saginaw County Board of Commissioners
Jack B. Tany
Chairman, District #2

Presented & Adopted: February 18, 2025

Tracey L. Slodowski Commissioner, District #5

PETITIONS AND COMMUNICATIONS

By the Chair: That the following communications received by the Board of Commissioners are referred as designated, if there are no objections. The Chair hears none; it is so ordered.

- **2-18-1 MOBILE MEDICAL RESPONSE (MMR)** submitting its Tri-Annual Report on response times and other related information pursuant to the Ambulance Service Agreement.
 - -- Courts & Public Safety (Informational No action)
- **2-18-2 MID MICHIGAN WASTE AUTHORITY** requesting discussion of special waste informational reports showing history/cost/tonnage, hazardous waste disposal, shredding, and electronics recycling flyer.
 - -- County Services (Informational No action)
- **2-18-3 THOMAS TOWNSHIP** submitting its 5-Year Parks and Recreation Master Plan for years 2025 2030.
 - -- County Services (Receive & File)
- **2-18-4 TREASURER/ADMINISTRATOR** sending the financial transactions transmittal form in the amount of \$13,974,303.83 for the month of January 2025.
 - -- Budget/Audit (2-18-4.1)



- **2-18-5 FINANCE DIRECTOR** requesting approval of the FY 2026 Budget Calendar.
 - -- Budget/Audit (2-18-4.2)
- **2-18-6 COMMISSION ON AGING** requesting to use \$50,482 from the Commission on Aging unrestricted fund balance to purchase a new food truck delivery vehicle to replace the one that was in an accident in January 2025.
 - -- Budget/Audit **(2-18-4.3)**
- **2-18-7 HEALTH DEPARTMENT** requesting approval to add new laboratory fees to the Health Department's fee schedule: Fentanyl II Urine Drug Testing Fee \$25; and Repeat Sample Collection Fee \$5.
 - -- Budget/Audit (2-18-4.4)
- **2-18-8 10**th **CIRCUIT COURT FAMILY DIVISION** requesting to accept State grant funding in the amount of \$200,000 and authorization to increase the Juvenile and Family Division Budget accordingly.
 - -- Budget/Audit (2-18-4.6)
- **2-18-9 FINANCE DIRECTOR** submitting the January 2025 Monthly Financial Statement that includes unaudited information as a summary of revenues and expenditures for the county's general fund.
 - -- Budget/Audit (Receive & File)
- **2-18-10 PERSONNEL DIRECTOR** submitting Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of January 2025.
 - -- Labor Relations (Receive & File)
- **2-18-11 PERSONNEL DIRECTOR** requesting approval of new, proposed County Policy titled "Earned Sick Time Act" and revised County Policy #341 "Paid Time Off" due to implementation of the Earned Sick Time Act of 2018 slated to take effect February 21, 2025.
 - -- Labor Relations (2-18-5.1)
- **2-18-12 COUNTY ADMINISTRATOR** requesting consideration of wage increases for individuals in the county's eleven (11) non-union positions following the parameters set forth in the collective bargaining agreement with TPOAM.
 - -- Labor Relations (2-18-5.2)
- **2-18-13 CIVIL/LABOR COUNSEL** requesting consideration and approval of Memorandums of Understanding between County of Saginaw and (1) UAW Local 455-Unit 48 representing Managers, and (2) UAW Local 455-Unit 50 representing Professional Employees, both regarding provision of a bonus in recognition of extra work duties undertaken during the absence of the IT Director.
 - -- Labor Relations **(2-18-5.3)**
- **2-18-14 CIVIL/LABOR COUNSEL** requesting consideration and approval of a Memorandum of Understanding between County of Saginaw and TPOAM regarding a pay rate increase for a District Court bailiff.
 - -- Labor Relations (No action)

INITIATORY MOTIONS

None



REPORTS OF COMMITTEES

- 1. <u>Human Services Committee T. Slodowski, Chair; G. Little, Vice-Chair</u>
 None
- 2. <u>Courts and Public Safety Committee C. Boyd, Chair; S. Matthews, Vice-Chair</u>
 None
- 3. <u>County Services Committee M. Webster, Chair; D. Harris, Vice-Chair</u> None
- 4. Budget Audit Committee C. Boyd, Chair; T. Slodowski, Vice-Chair
 - 4.1) **FINANCE DIRECTOR/TREASURER**, re: Approval of vendor transactions for January 2025 in the amount of \$13,974,303.83
 - 4.2) FINANCE DIRECTOR, re: Approval of FY 2026 Budget Calendar
 - 4.3) **COMMISSION ON AGING**, re: Approval to use \$50,482 from the Commission on Aging unrestricted fund balance to purchase a new food truck delivery vehicle
 - 4.4) **HEALTH DEPARTMENT**, re: Approval to add new laboratory fees to the County Fee Schedule to include Fentanyl II Urine Drug Testing at \$25 and Repeat Sample Collection at \$5
 - 4.5) **HEALTH DEPARTMENT**, re: Approval to use \$17,000 from the Health Department Building Fund for necessary repair of the pump motor of the elevator
 - 4.6) **10**th **CIRCUIT COURT FAMILY/JUVENILE,** re: Approval to accept State grant funding in the amount of \$200,000 to improve infrastructure and to amend the budget accordingly
 - Commissioner Boyd moved, seconded by Commissioner Matthews, to approve 4.1 – 4.6 leaving room for exceptions. There were no exceptions, and the motion carried.

FROM: COMMITTEE ON BUDGET/AUDIT -- 4.1

FEBRUARY 18, 2025

Your Budget Audit Committee received Communication No. 2-18-4. In accordance with State Statute and County Policy, your Budget/Audit Committee reviewed the claims for presentation to the Board of Commissioners, as listed below:

Comm. No. Payment Type Period Amount

2-18-4 Vendor Transactions January 1 – 31, 2025 \$13,974,303.83

We recommend the payments be approved as compiled and submitted by the Treasurer's Office and Accounting Division of the Administrator's Office.

Respectfully Submitted,

COMMITTEE ON BUDGET/AUDIT

Christopher S. Boyd, Chair Tracey L. Slodowski, Vice-Chair John L. Kaczynski Michael A. Webster

Jack B. Tany

FROM: COMMITTEE ON BUDGET/AUDIT -- 4.2

FEBRUARY 18, 2025

Your committee met and considered Communication No. 2-18-5 from Koren Thurston, Finance Director, submitting a request to approve the FY 2026 Budget Calendar.



Your committee met with Director Thurston who communicated that the Budget Calendar, if approved, will outline the timetable of events that occur, to cause the creation and approval of the budget. The Budget Calendar also aids departments, elected officials and agencies when meeting with the Administrator's Office to review their budgetary requests for operating and capital budgets and to know when tasks related to building the budget must be completed.

It is the recommendation of your committee to approve the attached FY 2026 Budget Calendar. Respectfully Submitted,

COMMITTEE ON BUDGET/AUDIT

Christopher S. Boyd, Chair John L. Kaczynski Jack B. Tany Tracey L. Slodowski, Vice-Chair Michael A. Webster

[2026 Budget Calendar on next page]



COUNTY OF SAGINAW 2026 BUDGET CALENDAR



OPERATING BUDGET FOR FISCAL YEAR 2026

CAPITAL IMPROVEMENT PLAN FOR FISCAL YEARS 2026 ~ 2030

<u>Target Date</u>	Action to be Taken
April 25, 2025	Administrator's Office distributes information to all departments that outlines the budget process and provides instructions for their electronic entry of the data that is necessary for completion of their respective Operating Budgets for 2026 and Capital Improvement Plans.
May 2, 2025	Departments signify completion of the necessary electronic data entry for their respective Operating Budgets for 2026 and Capital Improvement plan by signing off and submitting the appropriate excel spreadsheets to Financial Services.
Week of May 5, 2025 & May 12, 2025	Administrator's Office meets with Elected Officials, Judges, Department Heads and Agencies if necessary to review and discuss their respective Operating Budgets for 2026 and Capital Improvement Plan requests.
May 28, 2025	Administrator's Office submits the first draft of a Recommended Operating Budget to the Board of Commissioners to review and discuss at the following Committees: Human Services, Courts & Public Safety, County Services, and Budget/Audit.
Committee Meetings June – August 2025	Human Services, Courts & Public Safety, County Services, and Budget/Audit Committees meet to consider Operating Budget matters. In addition, the Budget/Audit Committee also considers Capital Improvement Plan matters.
June 23, 2025	Committee of the Whole (tentative).
August 19, 2025	A Recommended Operating Budget and Capital Improvement Plan is sent from the Budget/Audit Committee to the full Board of Commissioners and is laid on the table and a Public Hearing is held.
September 16, 2025	The final Operating Budget and a Capital Improvement Plan are formally adopted by the Board of Commissioners for the Fiscal Year beginning October 1^{st} .



FROM: COMMITTEE ON BUDGET/AUDIT -- 4.3

FEBRUARY 18, 2025

Your committee considered Communication No. 2-18-6 from Jessica Sargent, Commission on Aging Director, who requested approval to adjust the budget and utilize Commission on Aging unrestricted fund balance in the amount of \$50,482 to purchase a new food truck delivery vehicle to replace the one that was in an accident in January 2025.

We met with Susan Caister, Nutrition Program Manager, who explained that it was determined to be more cost effective to purchase a new truck than to lease or repair the damaged truck. It will undergo customization for food delivery. Commission on Aging requests to use \$28,875 that was collected from the insurance claim and \$50,482 from the Commission on Aging unrestricted fund balance for the purchase.

We recommend approval to authorize the Commission on Aging to utilize unrestricted fund balance in the amount of \$50,482 to purchase a new food truck delivery vehicle customized for food delivery. Further, we authorize the proper county officials to make the necessary budget adjustments.

COMMITTEE ON BUDGET/AUDIT

Respectfully Submitted,

Christopher S. Boyd, Chair John L. Kaczynski Jack B. Tany Tracey L. Slodowski, Vice-Chair Michael A. Webster

FROM: COMMITTEE ON BUDGET/AUDIT -- 4.4

FEBRUARY 18, 2025

Your committee considered Communication No. 2-18-7 from Christina Harrington, Health Officer, Saginaw County Health Department, requesting approval to add two new laboratory fees to the Health Department's fee schedule: a Fentanyl II Urine Drug Testing Fee of \$25 and a Repeat Sample Collection Fee of \$5.

We met with Christina Harrington, who advised that there is no existing fee for these items and due to new capabilities in testing these fees should be established to cover the Health Department's costs. She reported that the amounts chosen for the fees are similar to the fees charged by other agencies that are equipped to do this type of testing.

We recommend approving the request to add a Fentanyl II Urine Drug Testing Fee of \$25 and a Repeat Sample Collection Fee of \$5 to the Health Department's fee schedule.

Respectfully Submitted,

COMMITTEE ON BUDGET/AUDIT

Christopher S. Boyd, Chair John L. Kaczynski Jack B. Tany Tracey L. Slodowski, Vice-Chair Michael A. Webster

FROM: COMMITTEE ON BUDGET/AUDIT -- 4.5

FEBRUARY 18, 2025

Your Budget/Audit Committee considered an additional item regarding repair of the Health Department elevator that is estimated to cost \$17,000. Administrator Hannah and Christina Harrington are requesting \$17,000 from the Health Department Building Improvement Fund to cover the cost of replacing the pump motor in the elevator.

Administrator Hannah advised that during previously approved elevator repairs, it was discovered the pump motor had failed. The quote for repair from Schindler Elevator Corporation is \$16,615 plus applicable fees and will include removal of the existing pump, provision of equipment to install the pump, setup procedure and adjustments, and cleanup afterward.





We recommend approving Administrator Hannah and the Health Departments request to utilize \$17,000 from the Health Department Building Improvement Fund to cover the unanticipated cost of replacing a pump motor and authorize the proper county officials to amend the budget accordingly. Respectfully Submitted,

COMMITTEE ON BUDGET/AUDIT

Christopher S. Boyd, Chair John L. Kaczynski Jack B. Tany Tracey L. Slodowski, Vice-Chair Michael A. Webster

FROM: COMMITTEE ON BUDGET/AUDIT -- 4.6

FEBRUARY 18, 2025

Your committee considered Communication No. 2-18-8 from Todd Borders, Family Court Administrator, requesting to accept State grant funding in the amount of \$200,000.

We met with Family Court Administrator Borders who explained the grant money will be used to improve infrastructure by replacing doors and locks that have not been updated since the juvenile detention building was constructed.

It is the recommendation of your committee to approve acceptance of \$200,000 grant funding to be used to improve the infrastructure by replacing doors and locks at the juvenile detention facility and we authorize the proper county officials to amend the Juvenile and Family Division Budget accordingly. Respectfully Submitted,

COMMITTEE ON BUDGET/AUDIT

Christopher S. Boyd, Chair John L. Kaczynski Jack B. Tany Tracey L. Slodowski, Vice-Chair Michael A. Webster

5. <u>Labor Relations Committee – G. Little, Chair; S. Matthews, Vice-Chair</u>

- 5.1) **PERSONNEL DIRECTOR**, re: Approval of new County Policy titled "Earned Sick Time Act" and revised County Policy #341 "Paid Time Off"
- 5.2) **COUNTY ADMINISTRATOR**, re: Consideration of wage increases for individuals in the county's eleven (11) non-union positions
- 5.3) **CIVIL/LABOR COUNSEL**, re: Approval of two (2) Memorandums of Understanding between County of Saginaw and UAW Local 455-Unit 48 and UAW Local 455-Unit 50 both regarding provision of a bonus to I.T. employees
- 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
 - Commissioner Little moved, seconded by Commissioner Matthews, to approve 5.1 – 5.3 leaving room for exceptions. There were no exceptions, and the motion carried.
 - Commissioner Little moved, seconded by Commissioner Coney, to approve 5.4 5.11 leaving room for exceptions. There were no exceptions, and the motion carried.

FROM: COMMITTEE ON LABOR RELATIONS -- 5.1

FEBRUARY 18, 2025

The Labor Relations Committee considered Communication No. 2-18-11 from Personnel Director, Jennifer Broadfoot, requesting approval of new, proposed County Policy titled "Earned Sick Time Act" and revised County Policy #341 "Paid Time Off" due to implementation of the Earned Sick Time Act of 2018 slated to take effect February 21, 2025.

The committee met with Personnel Director Broadfoot who advised that Civil Counsel had reviewed the policy, and confirmed it complies with the Earned Sick Time Act.

It is the recommendation of your committee to approve the new Saginaw County Policy "Earned Sick Time Act" and revised County Policy #341 "Paid Time Off."

Respectfully Submitted,

COMMITTEE ON LABOR RELATIONS

Gerald D. Little, Chair Denny M. Harris Jack B. Tany Sheldon Matthews, Vice-Chair Mark S. Piotrowski

Category Number

Subject: Earned Sick Time Act Policy

- 1. Purpose: It is the purpose of this policy to establish uniform guidelines and rules for employees regarding the use of sick time in accordance with the Earned Sick Time Act (State of Michigan Public Act 338 of 2018.)
- 2. Authority: The Saginaw County Board of Commissioners
- 3. Application: The rules and regulations herein set forth apply to all employees paid by Saginaw County, pursuant to Policy #301.
- 4. Responsibility: The Saginaw County Administrator and/or their designee shall be responsible for the implementation of this policy. It shall be the responsibility of the Administrator's Office and Department Heads to administer this policy.
- 5. Definitions: None.



6. Preliminary Statement: Saginaw County shall administer this policy in accordance with the Earned Sick Time Act and its accompanying regulations, set forth in State of Michigan Public Act 338 of 2018), et seq. Thus, although this policy sets forth a summary of the requirements, process and procedure regarding employees' use of such leave time under applicable circumstances, Saginaw County shall administer this policy in accordance with the Act and its regulations. Any provisions of this policy that are in conflict with the Earned Sick Time Act shall be superseded thereby.

7. Policy:

All employees are eligible for sick time in accordance with the Earned Sick Time Act (ESTA), regardless of employment status or hours worked. This includes full-time, regular part-time, part-time, temporary, on-call and seasonal employees of Saginaw County. Employees will accrue one (1) hour of paid sick time for every thirty (30) hours worked. For the purpose of calculating 'hours worked', non-worked paid time such as holidays, paid time off (PTO), building closure and leaves of absence will not be included. There is no cap on the amount of sick time an employee can earn in a week, month or year.

Sick time will begin to accrue on an employee's first day of employment but cannot be accessed until the first day of the month following thirty (30) days of service.

Carry-over/Payout: Unused accrued earned sick time will be carried over to the next year. A maximum of seventy-two (72) hours may be used in a year. Sick time shall be paid at the employee's regular rate of pay when used. For the purpose of this policy, a year is defined as a fiscal year.

Any earned sick time remaining in an employee's bank at the time of separation will not be paid out.

Use of ESTA: Earned sick time can be used for any of the following reasons:

- (a) The employee's mental or physical illness, injury or health condition; medical diagnosis, care or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee.
- (b) For the employee's family member's mental or physical illness, injury, or health condition; medical diagnosis, care or treatment of the employee's family members' mental or physical illness, injury or health condition; or preventive medical care for a family member of the employee.
- (c) If the employee or the employee's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.
- (d) For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or
- (e) For the closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the





employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.

For purposes of this policy, 'Family member' includes all of the following:

- (a) Biological, adopted or foster child, stepchild, or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis.
- (b) Biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an employee or an employee's spouse or domestic partner or a person who stood in loco parentis when the employee was a minor child.
- (c) A person to whom the employee is legally married under the laws of any state or a domestic partner.
- (d) A grand parent.
- (e) A grandchild.
- (f) A biological, foster or adopted sibling.
- (g) Any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Notice Requirements: If an employee's need for sick time is foreseeable, the employee is asked to provide seven (7) days advanced notice. If the need is not foreseeable, employee must inform the employer as soon as practicable.

When earned sick time is used, documentation may be required for absences that are more than 3 consecutive days in length. If documentation is required, any out-of-pocket cost for obtaining the requested documentation will be paid by the employer/department.

Unlawful Acts by Employers and Enforcement Mechanisms: Employees cannot be disciplined or in any way retaliated against for using their accrued sick time. Employees will not be penalized or retaliated against in any way for requesting or using accrued sick time for the purposes designated above.

Employees who feel as though their rights under this act have been violated can file a complaint with the Personnel Department or with the Wage and Hour Division of the Michigan Department of Labor and Economic Growth or bring civil action against Saginaw County.

- 8. Administrative Procedures: None.
- 9. COUNTY ADMINISTRATOR/LEGAL COUNSEL REVIEW: The County Administrator has determined that this policy as submitted to the Board of Commissioners contains the necessary substance in order to carry out the purpose of the policy. County Civil Counsel has determined that this policy as submitted contains content that appears to be legal activities of the Saginaw County Board of Commissioners.

Approved as to Substance: Saginaw County Administrator

Approved as to Legal Content: Saginaw County Civil Counsel

ADOPTED: February 18, 2025



Category: 300 Number: 341

Subject: **PAID TIME OFF (PTO)**

PURPOSE: It is the purpose of this policy to establish a uniform system regulating the accrual and use of paid time off hours. PTO leave is intended to be used to compensate for vacation leave, illness leave, personal leave, paid time off.

- 1. AUTHORITY: The Saginaw County Board of Commissioners.
- 2. APPLICATION: The rules and regulations herein set forth apply to all employees paid by Saginaw County, pursuant to Policy #301.
- 3. RESPONSIBILITY: The Saginaw County Administrator shall be responsible for the implementation and administration of this policy.
- 4. DEFINITIONS: For purpose of this policy, regular full-time employees and regular part-time employees, who are otherwise eligible, may hold probationary status and qualify for PTO.
- 5. POLICY:
 - 5.1 Rate of Accrual.
 - 5.1.1 Each regular full-time employee shall accrue Paid Time Off hours at the following rate. Regular part-time employees accrue PTO at ½ of the below rates.

			<u>Annual Rate</u>	Biweekly Rate			
First day of the month following							
30 days* - 3 years	conti	inuous service	136 hours	5.2308 hours			
3 - 5 years	11	II	152 hours	5.8462 hours			
5 - 10 years	п	п	168 hours	6.4615 hours			
10 - 15 years	п	п	184 hours	7.0769 hours			
15 - 20 years	п	п	200 hours	7.6923 hours			
20 or more years	п	II.	216 hours	8.3077 hours			

^{*}PTO accrued during the waiting period (date of hire – first day of the month following thirty days of service) shall be credited on the first day of the month following 30 days of service.

- 5.2 Accumulation of Paid Time Off (PTO) Hours.
 - 5.2.1 When an employee's continuous length of service reaches a point entitling him/her to the next higher rate of PTO accrual, earning at the new rate will begin on the first day of the current pay period.
 - 5.2.2 Employees shall be paid during PTO leave on the basis of the normal workweek for the classification of work in which they are normally employed and at the rate of pay prevailing during the period that the time is taken.



- 5.3 Separation. Upon separation from County employment, an eligible employee shall receive pay for 50% of the unused accumulated PTO hours up to a maximum of 600 hours or 75 days (or actual pay-off at 300 hours, or 37.5 days), or as negotiated in employment contracts. Upon retirement, PTO pay will count toward the employee's final average compensation, for those having defined benefit pensions, unless otherwise provided by employment contracts. Compensation for unused PTO hours will be paid at the regular rate (not overtime) prevailing on the employee's last working day.
- 5.4 Holidays. If a holiday, as defined in the Holiday Policy, falls within an employee's PTO period, it shall not be counted as a PTO day unless the employee was scheduled to work on the holiday.
- 5.5 Leave of Absence. PTO leave shall not accrue during an employee's unpaid leave of absence.
- 5.6 PTO Scheduling/Management. Employees are responsible for managing their PTO accounts. It is important for employees to plan ahead for how it will be used. Employees should develop a plan for taking vacations, as well as doctor's appointments and personal business. Employees should hold a reasonable amount of PTO time in reserve which allows for the unexpected, such as emergencies and illness.
 - 5.6.1 PTO Used for Vacation. Vacation schedules for employees shall be developed and approved by Department Heads. It shall be the practice of each Department Head to schedule vacations over as wide a period as possible in order to obviate the need for temporary increases in staffing. The schedule may be changed by the employee only if approved by the Supervisor/Department Head.
 - 5.6.2 The use of PTO hours for "personal" reasons other than vacations is a request and therefore, it requires supervisory approval. Requests shall be made in advance and in accordance with Department policies/practices. There may be occasions such as an illness or emergency, when an employee cannot request use of PTO in advance and/or obtain prior supervisory approval. If an illness or emergency exists which prevents an advanced request from being made, employees must discuss the absence with their supervisor. Subject to FMLA, documentation of the illness and/or emergency may be required by the Department Head.
 - 5.6.3 PTO, once approved, must be taken in chronological and sequential order in accordance with the excused absence(s) during the payroll-reporting period.
- 5.7 Subject to FMLA, taking time off without the accrued PTO available is prohibited. Absence from work without the use of authorized PTO may result in discipline, up to and including discharge.
- 5.8 PTO Increments. PTO can be taken in increments of fifteen (15) minutes.



- 5.9 PTO Donation. The purpose of PTO donation is to allow County employees to support fellow employees who have a medical emergency pursuant to FMLA, or must take unexpected time off from work to support a family member who does, or for the reasons enumerated in the Earned Sick Time Act. County employees may donate earned PTO hours to a voluntary leave bank with the understanding that the recipient member accepts all tax liability. Donations must be in eight (8) hour increments and the donor's personal PTO bank cannot fall below eighty (80) hours as a result of the donation. Each employee may donate no more than an accumulated total of eighty (80) hours per calendar year. Donations are irrevocable. Donor cannot specify who receives time once it is donated to the leave bank. Donations can be made through Payroll by completing a PTO donation request form.
 - 5.9.1 A family member can be defined as a spouse, parent, or child.
 - 5.9.2 A medical emergency is defined as a medical condition that is likely to require the employee to be absent from work for a prolonged period and results in a substantial loss of income due to lack of available PTO or other paid leave. A substantial loss of income is an unpaid absence of 24 work hours or more. Said hours do not have to result from a continuous absence, but can result from time taken on an intermittent basis related to the same condition or illness.

In order to receive donated PTO, an employee who is being personally affected by a medical emergency or for the reasons enumerated in the ESTA, must submit a request in writing using the designated form. This will include stating the details of their medical emergency or the reasons listed in the ESTA, the amount of time they are requesting, and certifying they have exhausted all other paid leave available to them. The requesting employee will be required to provide medical or other documentation to verify eligibility. Written requests shall be submitted to the Payroll Administrator for consideration. Employee requests for donated PTO will be considered on a first come, first served basis.

The County may notify employees when a request for donated PTO has been received but the PTO Donation Bank has insufficient time available to cover the request. Such notifications will be made exclusively by the Administrator's Office.

Applicants are only eligible to receive leave after their request has been approved and it has been confirmed that all other available paid leave has been exhausted. Employees reserving PTO in accordance with the FMLA, disability or any other leave policy are not eligible for leave donation. Employees may receive a total donation of no more than the time needed to cover the leave time requested. For employees with intermittent need for leave, the bank will be reviewed periodically to ensure sufficient, but not excessive levels of PTO. Employees not otherwise eligible for PTO are not eligible for the donation program.





Once received, donated PTO will be placed in a separate bank for that recipient employee. Any donated PTO not used at the conclusion of the medical emergency or for those reasons listed in the ESTA or within one year of receipt will be returned to the PTO donation bank. Liquidation of donated PTO for cash is not permissible.

Doctor's slips or other documentation will be required as proof of how leave was used and must be submitted to Payroll when donated PTO is used.

Donors cannot claim an expense, a tax deduction or a charitable contribution for any leave donated under the plan. All paid leave granted to the recipient employee is considered wages and is subject to appropriate tax withholding. Recipient employees will receive paid leave at his/her normal rate.

Management shall have the exclusive right to approve or deny the use of PTO under this provision, and any decision made relative thereto shall not be subject to the grievance procedure unless management acted arbitrarily or capriciously.

6.10

- 6. ADMINISTRATIVE PROCEDURES: NONE
- 7. COUNTY ADMINISTRATOR LEGAL COUNSEL REVIEW: The County Administrator has determined that this policy as submitted to the Board of Commissioners contains the necessary substance in order to carry out the purpose of the policy. County Civil Counsel has determined that this policy as submitted contains content that appears to be legal activities of the Saginaw County Board of Commissioners.

Approved as to Substance: Approved as to Legal Content: Saginaw County Administrator Saginaw County Civil Counsel

ADOPTED: April 23, 2002

AMENDED: November 15, 2005 (Section 6.2); April 25, 2006; November 20, 2018;

March 19, 2019; January 19, 2021; January 18, 2022; February 18, 2025



FEBRUARY 18, 2025

The Labor Relations Committee considered Communication No. 2-18-12 from County Administrator, Mary Catherine Hannah, requesting consideration of wage increases for individuals in the county's eleven (11) non-union positions following the parameters set forth in the collective bargaining agreement with TPOAM.

The Committee met with Administrator Hannah who is requesting a 3% increase for eleven (11) non-union positions to be applied in FY 2025 for one year following the parameters in the TPOAM contract allowing a discretionary payment representing an average of wages to approximate 'back pay' to the end of the contract for Health Officer, Michigan Works! CEO, Administrator, Board Coordinator, Undersheriff, Personnel Director, District Court Attorney/Magistrate, Executive Assistant to the Administrator, Personnel Specialist, Personnel/Purchasing Administrative Assistant and Confidential Secretary in District Court.

It is the recommendation of your committee to approve the 3% pay increase for the 11 non-union positions following the parameters set forth in the collective bargaining agreement with TPOAM for Fiscal Year 2025 for one year.

Respectfully Submitted,

COMMITTEE ON LABOR RELATIONS

Gerald D. Little, Chair Denny M. Harris Jack B. Tany Sheldon Matthews, Vice-Chair Mark S. Piotrowski

FROM: COMMITTEE ON LABOR RELATIONS -- 5.3

FEBRUARY 18, 2025

The Labor Relations Committee considered Communication No. 2-18-13 from Dave Gilbert, Civil/Labor Counsel, requesting consideration and approval of Memorandums of Understanding between County of Saginaw and (1) UAW Local 455-Unit 48 representing Managers, and (2) UAW Local 455-Unit 50 representing Professional Employees, both regarding provision of a bonus in recognition of extra work duties undertaken during the absence of the IT Director.

The Committee met with Dave Gilbert who confirmed that this bonus is for additional duties performed by Mark Angliss and Michelle Konecny in the absence of the prior IT Director until the position was filled. This is a one-time, nonrecurring bonus of \$2,500 for Mr. Angliss and \$2,000 for Ms. Konecny which the union has already approved.

It is the recommendation of your committee to approve the Memorandums of Understanding between County of Saginaw and (1) UAW Local 455-Unit 48 representing Managers, and (2) UAW Local 455-Unit 50 representing Professional Employees, to provide a nonrecurring bonus for Mark Angliss (\$2,500) and Michelle Konecny (\$2,000) in recognition of extra work duties undertaken during the absence of the IT Director.

Respectfully Submitted,

COMMITTEE ON LABOR RELATIONS

Gerald D. Little, Chair Denny M. Harris Jack B. Tany





MEMORANDUM OF UNDERSTANDING AND AGREEMENT

This MEMORANDUM (OF UNDERSTANDING	3 AND	AGREEMENT	made	and	entered	into	this
day of	, 2024 by and betv	veen th	ne COUNTY OF	SAGIN	AW ("EMPLO	YER")	and
UAW LOCAL 455 – UNIT 48 ("U	NION"), representing	g Mana	igers.					

WHEREAS, EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA"), which covers the time period December 14, 2021 through September 30, 2024, and is currently in negotiations;

WHEREAS, Mark Angliss is an employee in the IT Department;

WHEREAS, Mark Angliss undertook additional duties during the absence of the past IT Director and the rehiring of a new IT Director;

WHEREAS, EMPLOYER desires to provide a bonus in the amount of Two Thousand Five Hundred Dollars (\$2,500) to Mark Angliss, in recognition of the extra work duties he undertook during the absence of the past IT Director and the rehiring of a new IT Director; and

WHEREAS, UNION also desires to provide a bonus in the amount of Two Thousand Five Hundred Dollars (\$2,500) to Mark Angliss, in recognition of the extra work duties he undertook during the absence of the past IT Director and the rehiring of a new IT Director.

THEREFORE, it is hereby agreed as follows:

- 1. Mark Angliss will be provided a bonus in the amount of Two Thousand Five Hundred Dollars (\$2,500) for the additional duties he undertook during the absence of the past IT Director and the rehiring of a new IT Director.
- 2. This MOU shall be binding upon the EMPLOYER and UNION; shall not be considered a 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

Jason VanBocxlaer – Business Agent

Board of Commissioners

Mary Catherine Hannah, Brian Keenan Lechel – Chief Steward

County Administrator

David M. Gilbert – Labor Specialist





MEMORANDUM OF UNDERSTANDING AND AGREEMENT

This MEMORANDUM OF	UNDERSTANDING AND AGREEMENT made and entered into this
day of	, 2024 by and between the COUNTY OF SAGINAW ("EMPLOYER") and
UAW LOCAL 455 – UNIT 50 ("UN	ON"), representing Professional Employees.

WHEREAS, EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA"), which covers the time period December 14, 2021 through September 30, 2024, and is currently in negotiations;

WHEREAS, Michelle Konecny is an employee in the IT Department;

WHEREAS, Michelle Konecny undertook additional duties during the absence of the past IT Director and the rehiring of a new IT Director;

WHEREAS, EMPLOYER desires to provide a bonus in the amount of Two Thousand Dollars (\$2,000) to Michelle Konecny, in recognition of the extra work duties she undertook during the absence of the past IT Director and the rehiring of a new IT Director; and

WHEREAS, UNION also desires to provide a bonus in the amount of Two Thousand Dollars (\$2,000) to Michelle Konecny, in recognition of the extra work duties she undertook during the absence of the past IT Director and the rehiring of a new IT Director.

THEREFORE, it is hereby agreed as follows:

- 1. Michelle Konecny will be provided a bonus in the amount of Two Thousand Dollars (\$2,000) for the additional duties she undertook during the absence of the past IT Director and the rehiring of a new IT Director.
- 2. This MOU shall be binding upon the EMPLOYER and UNION; shall not be considered a 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

Jason VanBocxlaer – Business Agent

Board of Commissioners

Marcia Coughlin - Chief Steward

Mary Catherine Hannah, County Administrator

David M. Gilbert – Labor Specialist



FEBRUARY 18, 2025

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

Gerald D. Little, Chair Denny M. Harris Jack B. Tany



FEBRUARY 18, 2025

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

Gerald D. Little, Chair Denny M. Harris Jack B. Tany



FEBRUARY 18, 2025

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

Gerald D. Little, Chair Denny M. Harris Jack B. Tany



FEBRUARY 18, 2025

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

Gerald D. Little, Chair Denny M. Harris Jack B. Tany



FEBRUARY 18, 2025

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 uses 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

Gerald D. Little, Chair Denny M. Harris Jack B. Tany



FEBRUARY 18, 2025

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

Gerald D. Little, Chair Denny M. Harris Jack B. Tany



FEBRUARY 18, 2025

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.
- 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

Gerald D. Little, Chair Denny M. Harris Jack B. Tany



FEBRUARY 18, 2025

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.
- 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

Gerald D. Little, Chair Denny M. Harris Jack B. Tany



6. Executive Committee – J. Tany, Chair

None (See Resolutions under the regular order of business)

- 7. Rules Committee J. Tany, Chair; S. Matthews, Vice-Chair
 None
- 8. <u>Legislative Committee G. Little, Chair; M. Webster, Vice-Chair</u> None
- 9. <u>Intergovernmental Cooperation Committee L. Coney, Chair; S. Matthews, Vice-Chair</u>
 None
- 10. <u>Committee Compensation</u>
 - 2-18-25.1) January 5, 2025 January 18, 2025 2-18-25.2) January 19, 2025 – February 1, 2025
 - Commissioner Little moved, seconded by Commissioner Boyd, to approve Committee Compensation Reports 2-18-25.1 and 2-18-25.2. Motion Carried.

[Compensation Reports begin on next page]



COMMITTEE COMPENSATION 2-18-25.1

February 18, 2025

I herewith submit for your approval the per diem to which members of this Board are entitled for attendance at Committee Meetings held January 5, 2025 - January 18 2025.

		,	, ,		<u>Total</u>
Meeting	<u>Date</u>	Committee	Commissioner	<u>Amount</u>	Present
1	1/7/2025	Board Session	11 Present	\$550.00	11
		Boyd, Coney, Harris, Kaczynski, Little, Matthews, Piotrowski, Slodowski, Spitzer, Tany, Webster			
2	1/8/2025	Crime Prevention Council	Tany	\$50.00	1
3	1/9/2025	9-1-1 Authority Board	Boyd	\$50.00	1
			Matthews	\$50.00	1
4	1/9/2025	Parks & Recreation Commission*	Matthews	*	1
5	1/10/2025	Saginaw Future Board	Webster	\$50.00	1
6	1/13/2025	Materials Mgmt. Planning Committee*	Piotrowski	\$50.00	1
7	1/13/2025	Human Services Committee	Slodowski	\$50.00	1
			Little	\$50.00	1
			Coney	\$50.00	1
			Webster	\$50.00	1
			Tany	\$50.00	1
8	1/14/2025	Courts & Public Safety Committee	Boyd	\$50.00	1
			Matthews	\$50.00	1
			Piotrowski	\$50.00	1
			Spitzer	\$50.00	1
			Tany	\$50.00	1
9	1/15/2025	Saginaw Zoo Board	Little	\$50.00	1
			Slodowski	\$50.00	1
10	1/15/2025	Animal Control Advisory	Slodowski	\$25.00	1
11	1/16/2025	Budget/Audit Committee	Boyd	\$50.00	1
			Slodowski	\$50.00	1
			Kaczynski	\$50.00	1
			Webster	\$50.00	1
			Tany	\$50.00	1
12	1/16/2025	Commission on Aging	Little	\$50.00	1
13	1/16/2025	City/County/School Liaison	Coney	\$50.00	1
			Matthews	\$50.00	1
			Piotrowski	\$50.00	1
		TOTAL		\$1,875.00	39

*Department Pay

Respectfully Submitted, Suzy Koepplinger, Board Coordinator (1-17-25)



COMMITTEE COMPENSATION 2-18-25.2

February 18, 2025

I herewith submit for your approval the per diem to which members of this Board are entitled for attendance at Committee Meetings held January 19, 2024 - February 1, 2024.

					<u>Total</u>
Meeting	<u>Date</u>	<u>Committee</u>	Commissioner	<u>Amount</u>	<u>Present</u>
<u>1</u>	1/21/2025	Labor Relations Committee	Little	\$25.00	1
			Matthews	\$25.00	1
			Harris	\$25.00	1
			Piotrowski	\$25.00	1
			Tany	\$25.00	1
2	1/21/2025	Board Session	11 Present	\$550.00	11
		Boyd, Coney, Harris, Kaczynski, Little, Matthews, Piotrowski, Slodowski, Spitzer, Tany, Webster			
3	1/27/2025	GLB Michigan Works! Executive - Midland	Little	\$50.00	1
4	1/28/2025	Community Corrections Advisory Board	Boyd	\$50.00	1
			Piotrowski	\$50.00	1
5	1/28/2025	Brownfield Redevelopment Authority	Webster	\$50.00	1
6	1/28/2025	Board of Health*	Matthews	*	1
7	1/29/2025	Airport Board	Kaczynski	\$50.00	1
			Little	\$50.00	1
			Matthews	\$50.00	1
		TOTAL		\$1,025.00	24

^{*}Department Pay

Respectfully Submitted, Suzy Koepplinger, Board Coordinator (1-31-25)



RESOLUTIONS

SAGINAW COUNTY RESOLUTION 2025 - 1



Resolution In Support of Amtrak Service from Flint to Mackinaw City

Christopher S. Boyd, Jack B. Tany, Lisa R. Coney, Denny M. Harris, John L. Kaczynski, Gerald D. Little, Sheldon Matthews, Mark S. Piotrowski, Tracey L. Slodowski, Richard A. Spitzer, Michael A. Webster

At a regular meeting of the Board of Commissioners of the County of Saginaw, State of Michigan, held at Saginaw, Michigan, on the 18th day of February 2025.

PRESENT: Christopher S. Boyd, Jack B. Tany, Lisa R. Coney, Denny M. Harris, John L. Kaczynski, Gerald

D. Little, Sheldon Matthews, Mark S. Piotrowski, Tracey L. Slodowski, Richard A. Spitzer and

Michael A. Webster

ABSENT: None

The following resolution was offered by Commissioner Boyd and seconded by Commissioner Webster:

WHEREAS, The citizens of Northern Michigan do not have reliable transportation to transport Northern Michigan residents and visitors to Flint in a timely fashion to connect to Amtrak Blue Water Train to Chicago that departs at 7:30 a.m.; and

WHEREAS, a resident of Cheboygan County has requested that an Amtrak train depart from Flint to Mackinaw City in the late afternoon and return from Mackinaw City to Flint in the early morning so the train can get to Chicago before 10:00 a.m. where a traveler can connect to all trains out of that station; and

WHEREAS, Bringing the passenger rail back to Northern Michigan would not only assist all residents with reliable transportation to Flint, Detroit, Chicago, and beyond, it would benefit economic development; and

WHEREAS, We appreciate your attention to this critical matter and your continued commitment to the people of Northern Michigan. We thank you for your leadership, and we look forward to your prompt consideration of this request.

NOW, THEREFORE, BE IT RESOLVED On behalf of the Saginaw County Board of Commissioners, we respectfully urge you to consider bringing back passenger rail to Northern Michigan and revive the glory days of old with the Detroit & Mackinaw Railroad; and

FURTHER BE IT RESOLVED that this Resolution be forwarded to all state and federal Michigan lawmakers as well as the Michigan Association of Railroad Passengers (MARP).

After discussion, the vote was:

YEAS: Mark S. Piotrowski, Jack B. Tany, Richard A. Spitzer, Sheldon Matthews, Tracey L. Slodowski, Dennis M. Harris, Dennis H. Krafft, Gerald D. Little, Lisa R. Coney, Michael A. Webster and Christopher S. Boyd - 11

NAYS: 0 ABSENT: 0



RESOLUTION DECLARED ADOPTED.

STATE OF MICHIGAN)
)ss
COUNTY OF SAGINAW)

I, the undersigned, the duly qualified and acting Clerk of the County of Saginaw, State of Michigan, do hereby certify that the foregoing is a true and complete copy of proceedings taken at a regular meeting of the Board of Commissioners of said County, held on the 18th day of February 2025, the original of which is on file in my office. Public notice of said meeting was given pursuant to and in compliance with Public Act 270 of 2010, Public Acts of Michigan, as amended.

Vanessa Guerra, Saginaw County Clerk

UNFINISHED BUSINESS

None

PROCLAMATIONS

Certificate of Proclamation American Heart Month

Recognizing the rise of cardiovascular disease as the world's leading cause of death, disability and supporting the recognition of February 2025 as "American Heart Month."

WHEREAS, more than 350,000 people experience cardiac arrest outside of a hospital each year and about 70 percent happen at home; and only about 1 in 10 survive; and more than 23,000 children under the age of 18 experience cardiac arrest outside of a hospital each year in the United States and almost 40 percent of these are sports related; and

WHEREAS, CPR, especially if performed immediately, can double or triple a person's chance of survival; and only about 46 percent of people who experience cardiac arrest receive CPR from people nearby while waiting for emergency responders to arrive; and

WHEREAS, there are effective solutions to this problem such as awareness and education to have cardiac emergency response plans in place, CPR education and automated external defibrillator (AED) training and accessibility, and we urge every household to learn CPR; and

WHEREAS, knowing how to properly perform CPR has encouraged more people to act when faced with a cardiac emergency and to save more lives from cardiac arrest outside of a hospital, we must increase the number of people who respond to cardiac arrest by calling 911, delivering high-quality CPR and using an AED as soon as it is available; and

WHEREAS, the American Heart Association has set a goal of doubling the survival from cardiac arrest by 2030 by turning bystanders into lifesavers, so that everyone, everywhere; is prepared and empowered to become a vital link in the chain of survival and provide CPR in response to a cardiac emergency.

NOW, THEREFORE, I, Jack B. Tany, Chairman of the Saginaw County Board of Commissioners, in recognition of the importance of the ongoing fight against heart disease and stroke, and the effort to double the survival rate from cardiac arrest, do hereby proclaim February 2025 to be AMERICAN HEART MONTH in Saginaw County and urge all residents to show their support for the fight against heart



disease by commemorating this month as AMERICAN HEART MONTH. By increasing awareness, speaking out about heart disease, and learning CPR, we can save thousands of lives each year.

In Witness Whereof the seal of the County of Saginaw has been affixed and the proclamation adopted by the Board of Commissioners on the 18th day of February in the year of our Lord, two thousand twenty five.

Respectfully Submitted,
Saginaw County
Board of Commissioners
Jack B. Tany
Chairman, District #2

Presented & Adopted: February 18, 2025

APPOINTMENTS

Chairman Tany made the following 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

CHAIR ANNOUNCEMENTS

- * Chairman Tany announced:
- He attended Chief Circuit Judge Julie Gafkay's Recovery Court graduation, along with Commissioners Piotrowski and Webster and thanked them personally for attending because programs such as this are extremely important.
- He attended the Great Lakes Bay Hispanic Leadership graduation at SVSU with Vice Chair Little and Commissioner Piotrowski and thanked them for attending and being visible in the community.
- He attended the most recent Carrollton Township Board of Trustees meeting. During the meeting, Trustee Jerry Fritz mentioned that Lt. Mark Przybylski of the Saginaw County Sheriff's Department made a presentation of the "Stop the Bleed" Kits to the Saginaw ISD. Trustee Fritz said that Lt. Przybylski did an exceptional job with the demonstration and that Carrollton Township should consider purchasing kits for their office and police and fire vehicles. Chairman Tany mentioned that hearing someone from another municipality talk about a Saginaw County employee in high regard made him feel proud to be a commissioner and if any commissioner would like Lt. Przybylski to make a presentation in their district, to reach out to him.
- The winners of the Marksmanship Challenge:
 - Beginner's Class Winners: Environmental Services Department at the Health Department – Jeremy Maxson, Roger Pumford and Chris Klawuhn
 - Advanced Class Winners: Sheriff's Department
 - Jeffrey Robson, James Compty and Alex Pease



- In a thank-you note, Roger Pumford wrote that they absolutely loved the competition along with the interaction with the Sheriff's Department.
- Saginaw County Chamber of Commerce's Leadership Saginaw Government Day was last Friday. Chair Tany moderated a panel of commissioners that consisted of John Kaczynski, Michael Webster, Mark Piotrowski and Tracey Slodowski, and thanked them for attending. After the session, Commissioners Coney and Spitzer joined the class for the luncheon. The afternoon's session was held at the Saginaw County Governmental Center where Administrator Hannah provided info on how the budget process works. County Clerk Vanessa Guerra, Parks & Recreation Director Brian Keenan-Lechel and I.T. Director Andrew Klaczkiewicz participated in a mock board meeting. Chair Tany thanked all for participating.
- Acknowledgement and gratitude to Commissioner Boyd for spearheading the College Hockey Game between SVSU and Western Michigan University that was held at the Dow Event Center and recognized the great collaboration between Saginaw County, SVSU, and the Fordney Club of Saginaw County.
- Saginaw County received the Project of the Year award from the Construction Association of Michigan who presented a plaque to us, Spence Brothers Construction, and Kibbe & Associates in recognition of the Dow Event Center renovations that were made in preparation to host the CHL Memorial Cup. Administrator Hannah is working with the Dow Event Center on a permanent location to display the plaque and the Spirit of Saginaw award we previously received from the Chamber of Commerce, in the Atrium, along with a plate featuring the names of the County Administrator and County Commissioners (from 2024).

COMMISSIONER AUDIENCES

- ❖ Commissioner Coney announced "A Taste of Soul" at SVSU Marketplace at Doan Center on Thursday, February 27, 2025 from 11:00 a.m. − 1:00 p.m., and invited commissioners to attend and experience the food of African American culture in celebration of Black History Month. She also announced the grand opening ceremony of Great Lakes Bay Health Center at Saginaw United High School on February 20, 2025 from 8:15 − 10:30 a.m. Guests can enter the main entrance of the school to attend. On February 28, 2025 Saginaw Middle School students will give demonstrations of prominent, famous black people.
- ❖ Commissioner Slodowski announced the grand opening of the Saginaw County Animal Care & Control Surgical Center on April 30, 2025 with speakers to include Chairman Jack Tany, Eugene Seals, President of the Chamber of Commerce, and Animal Control Director Rachel Horton and tours will be given. She announced the launch of the "Spay it Forward" fund, a donation-based program to support veterinary care for animals in need and that Director Rachel Horton was able to secure three new grants. Further, Karen Gerhardt, Fashion Square Mall and Isabella Bank are coordinating a Family Fun Day on March 1st from 12:00 p.m. − 5:00 p.m. at the mall, with more details to be announced.
- ❖ Commissioner Boyd thanked Chairman Tany and Commissioner Matthews for acknowledging the passing of Stacy Davis-Diggs. He recalled that she served as the Probation Officer in his courtroom years ago, and she was an outstanding lady who finalized her career as the Director of the Saginaw County District Court Probation Department. She will be missed. He also advised that the SVSU vs. WMU game held at The Dow was funded by Fordney Club donations and will hopefully lead to further collaboration in the future. He read a thank you email he received





- from the SVSU hockey coach, Brandon Orth, who with gratitude mentioned the great ice, graphics, and the lasting memory created for himself and the team.
- Commissioner Kaczynski announced there are no festivals in Frankenmuth for the next five weeks so it's a great time to get a seat in one of Frankenmuth's many restaurants.

By Commissioner Matthews, seconded by Commissioner Piotrowski: That the Board adjourn. **Motion Carried.** Thereupon, the Board adjourned at 6:05 p.m.

Respectfully Submitted,

SAGINAW COUNTY BOARD OF COMMISSIONERS

JACK B. TANY
CHAIRMAN

VANESSA GUERRA
COUNTY CLERK

Prepared by: Renee Sharkey, Assistant Board Coordinator/Deputy Clerk Suzy Koepplinger, Board Coordinator/Deputy Clerk