

# AGENDA

## LABOR RELATIONS COMMITTEE

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

**Monday, April 12, 2021 at 4:00 p.m.**

**VIA ZOOM PER PA 267 of 1976 and**

**Local Emergency Declaration dated April 8, 2021**

Members: Michael Webster - Chair, Kyle Harris - Vice-Chair, Gerald Little, Sheldon Matthews, Carl Ruth  
Others: Controller, Civil Counsel, Finance Director, Personnel Director, Board Staff, *Media*

***The Labor Relations Committee meeting will be held via Zoom.***

***As the County Building is closed to the public, this meeting is being held remotely pursuant to and consistent with PA 267 of 1976 and a Local Emergency Declaration dated April 8, 2021.***

***Please utilize the "Raise Hand" option if on Zoom or \*9 if calling in.***

**County of Saginaw is inviting you to a scheduled Zoom meeting.**

**Topic: See Agenda below**

**Date/Time: April 12, 2021 04:00 PM EST**

**Join Zoom Meeting: <https://zoom.us/j/8024441727> Meeting ID: **802 444 1727****

**INSTRUCTIONS using ZOOM audio conferencing:**

**Dial: 1 (877) 853-5257 or 1 (888) 475-4499 US Toll-free and enter Meeting ID: **802 444 1727****

- I. Call to order
- II. Welcome/Roll-Call w/location
- III. Correction/Approval of Minutes (*March 8, 2021 - Attached*)
- IV. Public Comment
  - *Speakers limited to 3 minutes*
  - *Please utilize the "Raise Hand" option if on Zoom or \*9 if calling in*
- V. Agenda
  1. **Jennifer Broadfoot, Personnel Director, re:**
    - **4-20-15** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of March 2021 (*Receive & File*)
    - **4-20-16** Submitting information on the expiration of County Policies #365 – COVID-19 Emergency Paid Sick Leave (EPSL) and #366 – Family Medical Leave Act (FMLA) Expansion and approval of new County Policy #367 – COVID-19 Sick Time Policy
  2. **William Federspiel, Sheriff, re:**
    - **4-20-4** Requesting waiver of the hiring freeze to fill the vacant position of Records Clerk (PCN #207049) and vacant Jail Security position (PCN #101447)
  3. **Todd Borders, Administrator, 10<sup>th</sup> Circuit Court – Family Division, re:**
    - **4-20-5** Requesting an extension of a temporary Personnel Control Number (PCN) for the position of School Truancy Coordinator retroactive from March 31, 2021 to May 31, 2021.

4. **Susan Caister, Nutrition Program Manager, Commission on Aging, re:**

- **4-20-17** Requesting waiver of the hiring freeze to fill the vacant position of Senior Center Coordinator (PCN #238101)

5. **John McColgan Jr., Prosecutor, re:**

- **4-20-18** Requesting waiver of the hiring freeze to fill the position of Assistant Prosecutor (PCN #101240)

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

- **4-20-20** Submitting for approval three (3) Memorandums of Understanding (MOU) for Teamsters Local 214 (COA & Public Health), Teamsters Local 214 (Nurses), and UAW Local 455 – Unit 48 Managers, increasing the PTO limit from 700 hours up to 820 hours for Health Department employees who are dedicated to COVID-19 response, effective through September 30, 2021

VI. Miscellaneous

VII. Adjournment

# MINUTES

## LABOR RELATIONS COMMITTEE

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

**Monday, March 8, 2021 at 4:00 p.m.**

**VIA ZOOM PER PA 254 of 2020 (MCL 15.263)**

Present: Michael Webster – Chair (*Saginaw, MI*), Kyle Harris - Vice-Chair (*Dewitt, MI*), Gerald Little (*Saginaw, MI*), Sheldon Matthews (*Spaulding Twp., MI*), Carl Ruth (*Saginaw, MI*)  
Others: Robert Belleman, Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Jessica Sargent, Josh Brown, Vanessa Guerra, Undersheriff Miguel Gomez, Suzy Koeplinger, Cindy Louchart, Sue Arceo

***The Labor Relations Committee meeting was held via Zoom.***

***As the County Building is closed to the public except by appointment, the meeting was open remotely to allow participation during the public portion of the meeting.***

- I. Call to order---***Michael Webster at 4:00 p.m.***
- II. Welcome/Roll-Call---***Roll-call with location was taken by the County Clerk***
- III. Correction/Approval of Minutes (*February 8, 2021 - Attached*)  
---***Moved by Harris, seconded by Ruth, to approve. Motion carried.***
- IV. Public Comment---***None***
- V. Agenda
  1. **Jennifer Broadfoot, Personnel Director, re:**
    - **3-16-20** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of February 2021 (*Receive & File*)  
---***Moved by Harris, seconded by Little, to receive and file. Motion carried.***
  2. **Jessica Sargent, Director, Commission on Aging, re:**
    - **3-16-16** Requesting waiver of the hiring freeze to fill the position of Kitchen Assistant (PCN #238183)  
---***Moved by Ruth, seconded by Little, to waive the hiring freeze and fill the position of Kitchen Assistant (PT) at Commission on Aging. Motion carried by unanimous roll-call vote. (Board Report)***
  3. **Josh Brown, Director, Information Technology, re:**
    - **3-16-17** Requesting blanket approval to allow for the re-engagement of retirees who are willing to assist with the Mainframe Modernization Project by providing support to departments when staff are attending vendor sessions  
---***Moved by Ruth, seconded by Matthews, to allow approval for re-engagement of retirees for the next twelve (12) months to assist with the Mainframe Modernization Project and provide support to departments. Motion carried by unanimous roll-call vote. (Board Report)***
  4. **Miguel Gomez, Undersheriff, re:**
    - **3-16-18** Requesting waiver of the hiring freeze to fill the position of Deputy (PCN #207044)  
---***Moved by Matthews, seconded by Ruth, to waive the hiring freeze and fill a Deputy position (PCN #207044). (Board Report)***

VI. Miscellaneous---***None***

VII. Adjournment---***Moved by Harris, seconded by Little, to adjourn. Motion carried; time being 4:25 p.m.***

Respectfully Submitted,  
Michael Webster, Committee Chair  
Vanessa Guerra, County Clerk  
Suzy Koeplinger, Committee Clerk



# COUNTY OF SAGINAW

# LABOR RELATIONS

111 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602

4-20-15

**ROBERT V. BELLEMAN**  
*Controller/Chief Administrative Officer*  
[rbelleman@saginawcounty.com](mailto:rbelleman@saginawcounty.com)

April 6, 2021

Commissioner Carl E. Ruth, Chairman  
Saginaw County Board of Commissioners  
111 South Michigan Ave.  
Saginaw, MI 48602

Re: Labor Relations Committee Employment Status Report

Dear Chairman Ruth:

Pursuant to a request from the Labor Relations Committee, the Personnel Department is herein submitting the Employment Status Report for April, 2021. As you are aware, the Personnel Department has been conducting exit interviews when possible (i.e., dependent upon cooperation of the former employee), as employees conclude their employment or transfer to another Department. Statistics for March, 2021 have been compiled, summarized and are enclosed for review. Retirements are reported for the first of the month following an employee's retirement date. Retirees with current contracts to provide services are also listed.

I hope the enclosed report provides the Labor Committee with the information required. I will be available at the April, 2021 meeting to answer any questions regarding this report. Meanwhile, if you or any Commissioner has questions, please do not hesitate to contact me. Thank you.

Sincerely,

*Jennifer Broadfoot*

Jennifer Broadfoot  
Personnel Director

c: Robert V. Belleman, Controller/CAO

RECEIVED  
SAGINAW COUNTY  
BOARD OF COMMISSIONERS  
2021 APR -6 PM 2:37

### Employment Status Report –April, 2021

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.?	Reason
Milburn, N.	FOC	2/1/2021	3/9/21	Office Assistant II	N/A	N/A	N/A	N/A	No	Position not what expected
Stanley, K.	Sheriff	10/9/2005	3/15/21	Jail Security Officer	N/A	N/A	N/A	N/A	No	Unable to work
Sterbanz, L.	District Ct.	7/15/19	3/19/21	Legal Clerk I	N/A	N/A	N/A	N/A	Yes	New job; work environment
Vacik, D.	IT	6/18/90	3/1/21	Programming Manager	N/A	N/A	N/A	N/A	Yes	Retirement
Filmore, C.	Prosecutor	3/11/19	3/4/21	Assistant Prosecuting Attorney	N/A	N/A	N/A	N/A	No	Resigned

### Summary of Exit Interviews – March, 2020

Mo./Yr.	Dept.	Why Leaving?	Are you satisfied with:		Chance for Advancement?	Yrs. Service
			Pay?	Benefits?		
3/21	IT	Retirement	Yes	Yes – annual switches for Health Insurance too much	Good	30 yr. 8 mo.
3/21	District	Felt unfairly singled out for small mistakes by supervisor	Yes	No – ASR bad benefits, makes her reconfirm everything	Good	1 yr. 8 mo.

### Retirees with Current Contract (April 1, 2021)

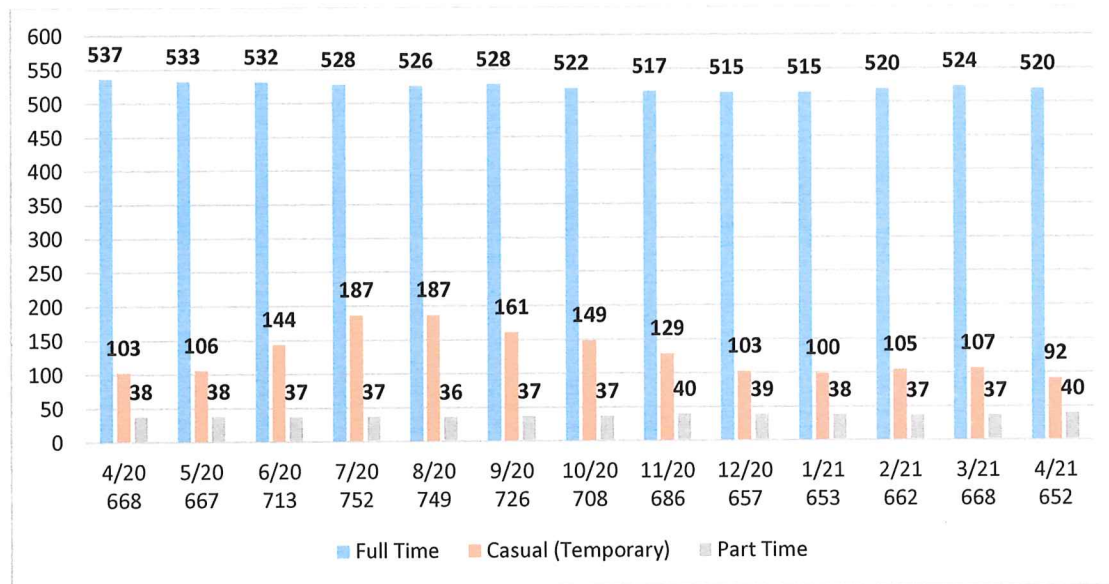
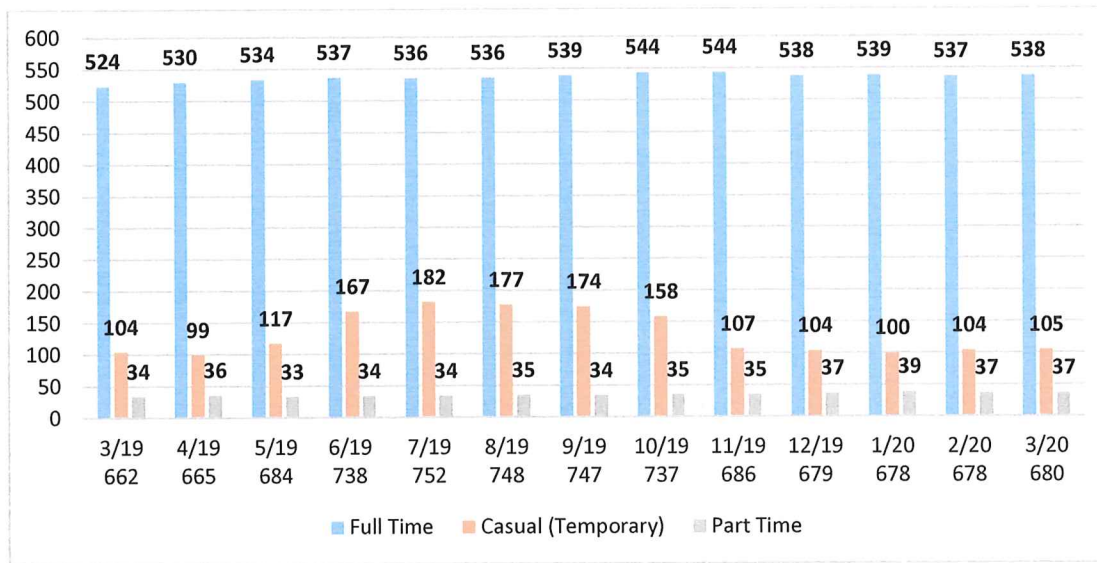
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W .Browne Airport	01/01/02	09/30/23	\$77,028 annually

### Retirees Working as Needed (April 1, 2021)\*

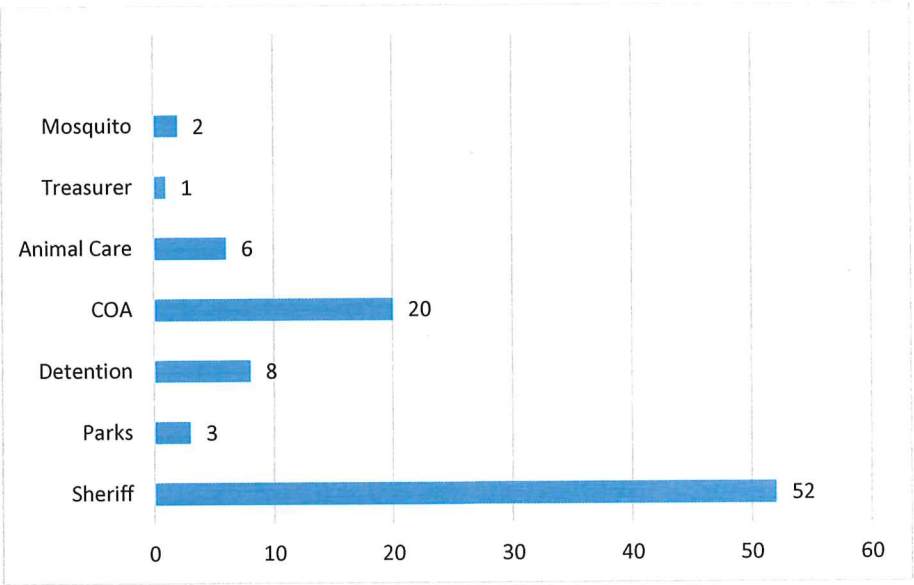
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in March
Mary Maki	Health	6/8/18	Upon notice of completion	\$20.00	128.75
Bethany Jacques	Health	7/1/19	September 30, 2021	\$50.00	2.25
Mary Patnode	Health	9/30/18	September 30, 2021	\$45.00	149.5

\*This report does not include retired Court employees with a current contract.

Number of Employees (Reported for First of Month)



Number of Temporary Employees by Department (March 1, 2021)





**Status Report**  
**Saginaw County Employee Groups**  
April 1, 2021

Employee Group	Employees	Expiration of Contract	Status
Commissioners	11	December 31, 2020	Set
Elected Officials	6	December 31, 2020	Set
Judges	12	State of Michigan Commission	Set
Non-Union	11	September 30, 2020 Annual via Budget	Set
UAW – Managers	56	9/30/2021	Set
UAW – Professionals	67	9/30/2021	Set
UAW – Clerical, Technical, & Para-Professionals	20	9/30/2021	Set
COAM – Sheriff Unit II-Sergeants	13	9/30/2022	Set
POAM – Detention Youth Care Specialists	17	9/30/2021	Set
POAM – Prosecutors	17	9/30/2021	Set
POAM – Detention Center Supervisors	4	9/30/2021	Set
Teamsters – Health Dept/COA Employees	79	9/30/2021	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2021	Set
POAM – Animal Shelter Employees	10	9/30/2021	Set
POAM – Probation Officers, Family Division	7	9/30/2021	Set
TPOAM – Courthouse Employees	129	9/30/2021	Set
Teamsters – Public Health Nurses	8	9/30/2021	Set
POAM – Sheriff Unit 1 (312 Eligible)	45	9/30/2022	Set
GELC – Probation Officers, District Court	5	9/30/2021	Set
POAM – Sheriff Unit 1 (Non-312 Eligible)	38	9/30/2021	Set
Total	560		



# COUNTY OF SAGINAW

111 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602

# LABOR RELATIONS

**ROBERT V. BELLEMAN**

*Controller/Chief Administrative Officer*

[rbelleman@saginawcounty.com](mailto:rbelleman@saginawcounty.com)

April 3, 2021

Commissioner Carl E. Ruth, Chairman  
Saginaw County Board of Commissioners  
111 South Michigan Ave.  
Saginaw, MI 48602

Re: County Policy 365 and 366 Expiration and Draft Policy - Covid Sick Time Policy

Dear Chairman Ruth:

On March 31, 2021, County Policies #365 – COVID-19 Emergency Paid Sick Leave (EPSL) Act Policy and #366 FMLA Expansion Policy expired. Both policies had been extended by the Board of Commissioners for 3 months following their initial expiration date of December 30, 2021. This three-month extension coincided with an extension under the Consolidated Appropriations Act (CAA) of 2021, of the tax credits for certain employers who voluntarily choose to continue to grant paid Families First Coronavirus Response Act (FFCRA) like leave to their employers. The County was not eligible for such tax credits, but at the time still elected to continue to offer paid leave as a benefit for employees dealing with COVID related issues. EPSL provided up to 80 hours of full or partially paid leave to employees unable to work due to specific COVID related reasons and Expanded FMLA provided up to 12 weeks of partially paid leave to employees unable to work due to school or child care closures.

On March 11, 2021, the American Rescue Plan Act (ARPA) of 2021 became law. Like the CAA, the ARPA provides tax credits to employers who voluntarily choose to provide FFCRA-like leave to their employees. The ability to receive tax credits runs through September 30, 2021. The ARPA also expands the qualifying reasons for leave to include vaccination appointments and side effects following vaccinations and it extends Expanded FMLA to all qualifying leave reasons, resulting in up to 14 weeks of paid or partially paid leave for qualifying reasons. Public sector employers are now eligible for tax credits relating to the leave.

At this time, rather than amending and continuing with the previous leave policies on a voluntary basis, I am submitting a new COVID Sick Time Policy for the consideration of the Labor Relations Committee. The policy provides for up to two weeks of Paid COVID Sick time in relation to certain COVID related qualifying reasons. These would include for COVID vaccinations, for time off resulting from side effects from COVID vaccinations, for COVID related issues that develop while someone is in a vaccination protocol (in between vaccinations, or prior to reaching full vaccination status) or in rare instances, when someone tests positive after being fully vaccinated. It also allows for leave in cases where an employee is not able to be vaccinated. The policy attempt to encourage employees to pursue vaccinations, while recognizing and providing for paid time off in instances where employee many need time off relating to or during that pursuit.

4-20-16

RECEIVED  
SAGINAW COUNTY  
BOARD OF COMMISSIONERS  
2021 APR - 7 PM 2:11

I will be attending the Labor Relations Committee meeting to discuss the status of these leaves and the new proposed policy.

Sincerely,

*Jennifer Broadfoot*

Jennifer Broadfoot  
Personnel Director

cc: Robert V. Belleman, Controller/CAO

Category: 300  
Number: **367**  
Subject: COVID-19 Paid Sick Time Off Policy

1. **PURPOSE:** The purpose of this policy is to define additional paid sick time off benefits provided to the employees of Saginaw County during the pandemic outbreak of COVID-19. This policy is in effect through September 30, 2021.
2. **AUTHORITY:** The Saginaw County Board of Commissioners
3. **APPLICATION:** This policy applies to all qualifying Saginaw County regular full-time, regular part-time, part-time, temporary, on-call, seasonal and probationary employees, with the exception of Elected Officials and Emergency Responders (i.e. Sheriff's Department employees.)
4. **RESPONSIBILITY:** The Controller/CAO will have responsibility for implementing and administering this policy.
5. **DEFINITIONS:** None.
6. **POLICY:**

6.1 The County will provide all employees, including new hires, with paid sick time off, separate from any normal PTO leave accruals, for the following reasons:

1. COVID-19 vaccination appointments.
2. Side effects following a COVID-19 vaccination.
3. If COVID-19 symptoms are experienced, while in a vaccination protocol (before full vaccination status is achieved) and a medical diagnosis is sought.
4. A COVID-19 diagnosis or a requirement to quarantine due to a COVID-19 exposure while in a vaccination protocol (before full vaccination status is achieved.)\*
5. In rare cases where someone is diagnosed with COVID-19 after having been fully vaccinated.

\* Essential workers at the Health Department are exempt from paid sick time as it relates to quarantine due to a COVID-19 exposure while in a vaccination protocol (before full vaccination status is achieved.)

## 7. Administrative Procedures:

- 7.1 If the employee meets any of the aforementioned criteria, which will be determined after submitting a form requesting Paid Sick Time to the Controller's Office, Paid Sick Time will be approved and PTO will not be deducted from the employee's accrued leave banks. (Employees will be required to provide proof of vaccination status.) For full-time employees up to eighty (80) hours of paid leave will be granted. Part-time on-call, seasonal and temporary employees will receive paid leave for the number of hours that employee was scheduled to work during the requested leave period. Employees who are unable to be vaccinated against COVID-19 due to a medical condition should contact the Controller's Office regarding leave status if they are symptomatic, are required to quarantine, or are diagnosed with COVID-19, as they may be eligible for leave provided proper documentation of their inability to receive the vaccination is provided.

If the employee does not meet the criteria for Paid Sick Leave, the county will grant paid leave from the employee's accrued paid leave banks in accordance with the employee's corresponding collective bargaining agreement or personnel policy, if non-union.

- 7.2 Employees requesting Paid Sick Leave shall complete the Paid Sick Leave Request Form, as soon as possible, following occurrence of the potentially qualifying reason for leave. All Paid Sick Time is subject to approval by the Controller's Office.
- 7.4 Approved Paid Sick Time shall be reported on employee time sheets as "COVID-19 SL."
- 7.5 This policy shall take effect April 1, 2021 and expire September 30, 2021.
- 7.6 When working from home, employees may take Paid Sick Time intermittently and in any increment agreed to with their manager. For those not teleworking and currently working onsite, intermittent leave would not be available except as relating to a vaccination appointment or side effects follow a vaccination, as all other reasons for Paid Sick Time off could potentially expose an employee or others in the workplace to the virus. Employees must either use the full amount of Paid Sick Time or use it in full-day increments until the reason for leave is over and it is safe for the employee to return to work.
- 7.7 The employee may use Paid Sick Time under this policy before using any other accrued paid time off for the qualifying reasons stated above. Time previous taken under the County's Covid-19 Emergency Paid Sick Leave Act Policy (Policy #365) will count against the two week entitlement contained within this policy.
- 7.8 No employee who appropriately utilizes emergency Paid Sick Time under this policy will be discharged, disciplined or discriminated against for work time missed due to this leave.

8. CONTROLLER/CAO LEGAL COUNSEL REVIEW: The Controller/CAO 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 Controller/CAO

---

Saginaw County Civil Counsel

ADOPTED: April 20, 2021



## SAGINAW COUNTY SHERIFF'S OFFICE

311 S. Harrison Street • Saginaw, MI 48602

PH: 989.790.5400 FAX: 989.790.5429

**WILLIAM L. FEDERSPIEL**

*Sheriff*

**MIGUEL GOMEZ**

*Undersheriff*

# LABOR RELATIONS

March 31, 2021

4-20-4

Dear Chairman Webster,

I request a waiver of the hiring freeze to fill a vacancy in the Records division, records clerk position PCN 207049 and to fill a vacancy in the Jail division, jail security PCN 101447.

William L. Federspiel

Sheriff Saginaw County

RECEIVED  
SAGINAW COUNTY  
BOARD OF COMMISSIONERS  
2021 APR -5 AM 11:35



# LABOR RELATIONS

Item for Review

10<sup>th</sup> Circuit – Family Division

3/29/21

4-20-5

RECEIVED  
SAGINAW COUNTY  
BOARD OF COMMISSIONERS  
2021 MAR 29 PM 4:18

To: Labor Committee

From: Todd E. Borders, Family Court Administrator

RE: Permission to maintain temporary PCN 101163 – Temporary School  
Truancy Coordinator. (Retroactive Date 4/1/21)

Dear Chairman Ruth and Committee Members,

The 10<sup>th</sup> Circuit – Family Division was authorized by Mr. Belleman a temporary PCN to begin October 1, 2020. This was done to maintain the School Truancy Coordinator position for the Court. (This position was cut due to budget reductions.) It was authorized to be in place until such time that the newly created Delinquency Supervisor position was posted and filled. The temporary PCN is paid for out of the Delinquency Supervisor's salary.

Unfortunately, the posting for the Delinquency Supervisor was just completed and that will not be filled for approximately 3 to 4 weeks. Mr. Belleman's authorization is limited to 6 months and will run out 3/31/21. I am asking for the committee to retroactively approve the extension of the temporary PCN until the Delinquency Supervisor position is filled. The reasoning for this request, that I would like you to consider, is as follows:

1. Shanelle Tyson was the Court's School Truancy Coordinator. She is currently working in the temporary PCN, as her position was eliminated October 1, 2020.
2. She will likely fill a position in the Court due to the hiring of the Delinquency Supervisor. (Either that position or another that comes available because



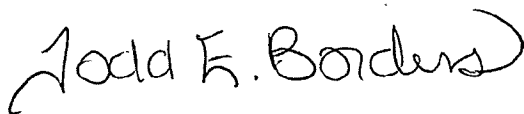
of the hiring of the Delinquency Supervisor.) She is qualified for all positions that could come available.

3. She is coming up on 6 years of employment with the County, has been a great asset to the Court and would lose her PTO and benefits if the temporary PCN is not extended.

In summary, it was anticipated that the temporary PCN would not be in place this long, but the development of the Delinquency Supervisor was held up because of the salary compensation study. With the posting of the Delinquency Supervisor, I anticipate the temporary PCN would only be needed through the end of May.

I appreciate your consideration into this matter.

Sincerely,

A handwritten signature in black ink that reads "Todd E. Borders". The signature is written in a cursive, slightly slanted style.

Todd E. Borders

Court Administrator

10<sup>th</sup> Circuit-Family Division



# LABOR RELATIONS

## SAGINAW COUNTY COMMISSION ON AGING

*...Providing Services, Programs and Opportunities for Older Adults...*

April 6, 2021

4-20-17

RECEIVED  
SAGINAW COUNTY  
BOARD OF COMMISSIONERS  
2021 APR - 7 PM 5:03

Honorable Carl E. Ruth, Chairman  
Saginaw County Board of Commissioners  
County of Saginaw  
111 S. Michigan Ave.  
Saginaw, MI 48602


**RE: REQUEST TO WAIVE HIRING FREEZE**

Please accept this letter as my request to the Labor Relations Committee to consider waiving the hiring freeze to fill the **Senior Center Coordinator (PCN#238101)** position within the Department.

The Senior Center Coordinator position is vacant as of March 31, 2021 due to an employee retirement/resignation. This is a key position that is responsible for planning and coordinating a variety of social, educational, recreational, and meals on wheels program from the Friendship Senior Center located inside of the YMCA. While the senior center is presently closed, this position has continued to assist with the packaging of meals in the kitchen and curbside program from the Eleanor Frank center and manages the meals on wheels routes from this location. Having adequate staffing is necessary to plan the re-opening of the senior center. The position is budgeted for the current fiscal year and estimated cost for the position is \$40,229 annually. This position works 29 hours/week (\$15.90-\$20.94). The Senior Center Coordinator is budgeted in the current fiscal year.

Susan Caister, Nutrition Program Manager, will be at the Labor Committee Meeting via Zoom to answer and questions or concerns you may have. Thank you for your consideration.

Sincerely,



Jessica Sargent  
Director



**John A. McColgan Jr.**  
**Saginaw County Prosecuting Attorney**

COURT HOUSE  
111 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602

**LABOR  
RELATIONS**

**Mark J. Gaertner**  
*Chief Assistant Prosecuting Attorney*

4-20-18

April 7, 2021

Carl Ruth, Chairman  
Saginaw County Board of Commissioners  
111. S. Michigan Avenue  
Saginaw, MI 48602

Re: Request For Waiver Of Hiring Freeze

Dear Chairman Ruth,

I am requesting to be placed on the agenda for the Labor committee meeting to be held April 12, 2021. I am requesting this committee's support for a waiver of the hiring freeze so that my department can replace an assistant prosecutor who has taken a job as an assistant prosecutor in the Lansing area.

The above mentioned position is necessary and essential in our fight against crime here in Saginaw County. The position is vitally important in our daily battle against the perpetrators of Criminal Sexual Conduct, (CSC) cases, as that APA handled a good deal of those types of cases as well as many other types of cases.

Criminal Sexual Conduct is a serious problem that exists here in Saginaw County and across the state. A full staff is needed for my office to fight the CSC cases along with all the other cases that come into the office daily. This assistant prosecutor position is necessary, vital and essential to keep up our efforts towards making Saginaw County a desirable place to work, worship and live.

The position is budgeted for in the 2021 Budget.

Respectfully submitted

John A. McColgan Jr.

RECEIVED  
SAGINAW COUNTY  
BOARD OF COMMISSIONERS  
2021 APR -8 AM 11:23

GILBERT & SMITH, P.C.  
ATTORNEYS AT LAW  
721 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602-1529

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

LABOR  
RELATIONS

DAVID M. GILBERT  
LAWRENCE WM. SMITH  
AMY L. LUSK  
MARK A. TOAZ

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

April 9, 2020

4-20-20

RECEIVED  
SAGINAW COUNTY  
BOARD OF COMMISSIONERS  
2021 APR -9 PM 12:24

Commissioner Michael A. Webster  
Chairman - Labor Relations Committee  
Saginaw County Board of Commissioners  
111 S. Michigan Avenue  
Saginaw, Michigan 48602

Re: MOU's for Consideration by the Labor Relations Committee

Dear Commissioner Webster:

I have enclosed three MOU's for consideration by the Labor Relations Committee on Monday, April 12, 2021. The attached MOU's increase the PTO limit from 700 hours up to 820 hours for those employees working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contract tracing, vaccination scheduling, vaccination clinics and financial tracking. The MOU's will be in effect through September 30, 2021.

I will be in attendance at the Labor Relations Committee meeting on April 12, 2021 to answer any questions you may have.

Respectfully,



David M. Gilbert  
Civil/Labor Counsel

DMG/dms  
Enclosures

**MEMORANDUM OF UNDERSTANDING  
AND AGREEMENT**

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT entered into this \_\_\_\_ day of \_\_\_\_\_, 2021 between the COUNTY OF SAGINAW ("EMPLOYER") and TEAMSTERS, STATE COUNTY & MUNICIPAL WORKERS LOCAL 214 ("UNION") representing Commission on Aging and Public Health Department Employees.

WHEREAS, the EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA"), which covers the time period December 18, 2018 to September 30, 2021;

WHEREAS, the EMPLOYER is desirous of increasing the PTO limit for those employees working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, up to 820 hours through September 30, 2021;

WHEREAS, the UNION is also desirous of increasing the PTO limit for those employees working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, up to 820 hours through September 30, 2021;

THEREFORE, it is agreed as follows:

1. The PTO limit of 700 hours contained in Article IX, Section 9.2 of the CBA for those individuals working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, will be increased to 820 hours through September 30, 2021;
2. This MOU shall be binding upon the UNION and EMPLOYER; shall not be considered precedent setting; and shall not affect the CBA in any other manner than that which is specifically set forth herein.

FOR THE EMPLOYER:

FOR THE UNION:

\_\_\_\_\_  
Robert V. Belleman – Controller/CAO

\_\_\_\_\_  
Curtis Brown – Teamsters Representative

\_\_\_\_\_  
Carl E. Ruth, Chair  
Board of Commissioners

\_\_\_\_\_  
David M. Gilbert – Labor Specialist



**MEMORANDUM OF UNDERSTANDING  
AND AGREEMENT**

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT entered into this \_\_\_\_ day of \_\_\_\_\_, 2021 between the COUNTY OF SAGINAW ("EMPLOYER") and TEAMSTERS, STATE COUNTY & MUNICIPAL WORKERS LOCAL 214 ("UNION") representing Public Health Nurses.

WHEREAS, the EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA"), which covers the time period December 18, 2018 to September 30, 2021;

WHEREAS, the EMPLOYER is desirous of increasing the PTO limit for those employees working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, up to 820 hours through September 30, 2021;

WHEREAS, the UNION is also desirous of increasing the PTO limit for those employees working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, up to 820 hours through September 30, 2021;

THEREFORE, it is agreed as follows:

1. The PTO limit of 700 hours contained in Article 20, Section 20.3 of the CBA for those individuals working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, will be increased to 820 hours through September 30, 2021;
2. This MOU shall be binding upon the UNION and EMPLOYER; shall not be considered precedent setting; and shall not affect the CBA in any other manner than that which is specifically set forth herein.

FOR THE EMPLOYER:

FOR THE UNION:

\_\_\_\_\_  
Robert V. Belleman – Controller/CAO

\_\_\_\_\_  
Curtis Brown – Teamsters Representative

\_\_\_\_\_  
Carl E. Ruth, Chair  
Board of Commissioners

\_\_\_\_\_  
David M. Gilbert – Labor Specialist

**MEMORANDUM OF UNDERSTANDING  
AND AGREEMENT**

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT entered into this \_\_\_\_ day of \_\_\_\_\_, 2021 between the COUNTY OF SAGINAW ("EMPLOYER") and UAW LOCAL 455 – UNIT 48 ("UNION"), representing Managers.

WHEREAS, the EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA"), which covers the time period November 20, 2018 to September 30, 2021;

WHEREAS, the EMPLOYER is desirous of increasing the PTO limit for those employees working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, up to 820 hours through September 30, 2021;

WHEREAS, the UNION is also desirous of increasing the PTO limit for those employees working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, up to 820 hours through September 30, 2021;

THEREFORE, it is agreed as follows:

1. The PTO limit of 700 hours contained in Article 12, Section 1 of the CBA for those individuals working at the Saginaw County Health Department who are dedicated to COVID response, including but not limited to contact tracing, vaccination scheduling, vaccination clinics and financial tracking, will be increased to 820 hours through September 30, 2021;
2. This MOU shall be binding upon the UNION and EMPLOYER; shall not be considered precedent setting; and shall not affect the CBA in any other manner than that which is specifically set forth herein.

FOR THE EMPLOYER:

FOR THE UNION:

\_\_\_\_\_  
Robert V. Belleman – Controller/CAO

\_\_\_\_\_  
Chad Wurtzel – Business Agent

\_\_\_\_\_  
Carl E. Ruth, Chair  
Board of Commissioners

\_\_\_\_\_  
David M. Gilbert – Labor Specialist