

# AGENDA

## LABOR RELATIONS COMMITTEE

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

**Monday, September 9, 2024 at 4:00 p.m.**

Members: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Gerald Little, Christopher Boyd

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

- I. Call to Order
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***August 12, 2024 Minutes - Attached***)
- IV. Public Comment (*Speakers limited to 3 minutes*)
- V. Agenda

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

- **9-17-8** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of August 2024 (*Receive & File*)

2. **John A. McColgan, Jr., Saginaw County Prosecutor, re:**

- **9-17-9** Requesting approval of retention bonuses (\$1,000) for each employee in the Saginaw County Prosecutor's Office and DHHS Office, apart from John A. McColgan and Blair N. Stevenson, from funds awarded by the State Legislature
- **9-17-10** Requesting the salary of Chief Assistant Prosecutor Blair N. Stevenson be made equivalent to his counterpart at the Saginaw Defenders Office, retroactive to March 1, 2024, from funds awarded by the State Legislature
- **9-17-11** Requesting retention pay retroactive to March 1, 2024 for Christi A. Lopez, Office Manager, and Trent D. Boyd, Director of Operations, consistent with retro pay received by the Assistant Prosecutors, from funds awarded by the State Legislature

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

- **9-17-12** Requesting consideration and approval of two (2) Memorandums of Understanding between County of Saginaw, Saginaw County Prosecuting Attorney, and UAW Local 455 – Unit 48 (Managers) as follows:
  - (1) Rate of pay increase for the Chief Assistant Prosecuting Attorney; and
  - (2) Retention payment to Trent Boyd and Christi Lopez funded by the High Crime Rate Community Support Grant

- VI. Miscellaneous
- VII. Adjournment

# MINUTES

DRAFT

## LABOR RELATIONS COMMITTEE

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

**Monday, August 12, 2024 at 4:00 p.m.**

Present: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Gerald Little, Christopher Boyd  
Others: Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Jaime Ceja, Patricia Johnson, Richard Spitzer, Darcie Totten, Brian Wendling, Christina Harrington, Jason VanBocxlaer, Undersheriff Gomez, Renee Sharkey, and Catherine Hicks

- I. Call to Order ---**Webster at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**June 10, 2024 Minutes**)  
---**Moved by Matthews, Seconded by Little, to approve. Motion carried.**
- IV. Public Comment (*Speakers limited to 3 minutes*) ---**None**
- V. Agenda

[Considered request from Public Works Commissioner first due to prior engagement.]

1. **Brian J. Wendling, Public Works Commissioner, re:**

- **8-20-28** Requested approval to remove the Maintenance Worker III position and add a second Maintenance Engineer position in the office of Public Works.  
---Discussion was held for approval to add a Maintenance Engineer position and keep the Maintenance Worker III position open but vacant, for now, in the office of Public Works. Boyd questioned whether he intended to leave the Maintenance Worker III position vacant or replace it with the Maintenance Engineer position as stated in the initial communication. A Memorandum of Understanding will be required if a position will be moved from one union to another. After Mr. Wendling left the meeting, Attorney Dave Gilbert recommended approving both positions and presenting this to be heard by the full Board and for further discussion with Public Works Commissioner Wendling.  
---**Moved by Matthews, seconded by Little, to approve as amended. Motion carried. (Board Report)**

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

- **8-20-25** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the months of June & July 2024  
**Moved by Matthews, seconded by Boyd, to receive and file. Motion carried. (Receive & File)**
- **8-20-26** Submitted an update and recommendation regarding the Request for Proposal – Job Classification and Compensation Study and to approve Gallagher to complete a Compensation Plan Update (Option B) for \$79,950 plus any additional costs associated with on-site meetings, with funding available within the Administrator’s Office budget.  
---**Moved by Boyd, seconded by Matthews, to approve. Motion carried. (Board Report)**

- **8-20-27** Submitted for consideration a new, proposed County Policy titled “Remote Work,” a voluntary work arrangement that allows an eligible employee to work outside of their primary work location, allowing employees and departments greater flexibility in work arrangements on a case-by-case basis.  
**---Moved by Boyd, seconded by Little, to approve. Motion carried. (Board Report)**

3. **Patricia Johnson, Retirement/Benefits Administrator, re:**

- **8-20-29** Requested certification of the Office Delegate and Employee Delegate attending the 2024 Municipal Employees’ Retirement System (MERS) Annual Meeting to be held in Grand Rapids, MI this year from October 10 - 11, 2024  
**---Moved by Matthews, seconded by Harris, to approve. Motion carried. (Board Report)**

4. **Christina A. Harrington, MPH, Health Officer, re:**

- **8-20-30** Requested to: (1) Extend retiree contracts with retirees Mary Patnode and Bethany Jacques through FY 2025; and (2) Request to add temporary PCN, Health Specialist II, to the Immunization Program (22160112) until December 1, 2024  
**---Moved by Matthews, seconded by Little, to approve. Motion carried. (Board Report)**

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

- **8-20-31** Requesting consideration and approval of a Memorandum of Understanding between Saginaw County and POAM Unit 312 (Deputies) regarding creating salary steps for cadets entering the Police Academy.  
**---Moved by Boyd, seconded by Harris, to approve, subject to approval by the union. Motion carried. (Board Report)**

VI. Miscellaneous ---None

VII. Adjournment **---Moved by Matthews, seconded by Harris, to adjourn. Motion carried; time being 5:08 p.m.**

Respectfully Submitted,  
Michael Webster, Committee Chair  
Renee Sharkey, Committee Clerk



County of Saginaw

**LABOR  
RELATIONS**

111 South Michigan Avenue  
Saginaw, MI 48602

Mary Catherine Hannah  
County Administrator

9-17-8

September 4, 2024

SAGINAW COUNTY BDC  
SEP 4 '24 AM 9:30

Commissioner Christopher Boyd, Chairman  
Saginaw County Board of Commissioners  
111 South Michigan Ave.  
Saginaw, MI 48602

Re: Labor Relations Committee Employment Status Report

Dear Chairman Boyd:

Pursuant to a request from the Labor Relations Committee, the Personnel Department is herein submitting the Employment Status Report for September, 2024. 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 August, 2024 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 September, 2024 meeting to answer any questions regarding this report. Meanwhile, if you or any Commissioner has questions, please do not hesitate to contact me. Thank you.

Sincerely,

*Jennifer Broadfoot*

Jennifer Broadfoot  
Personnel Director



(989) 790-5210



administratorsoffice@saginawcounty.com

**Employment Status Report –September, 2024**

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Walker, D.	District Ct.	10/12/23	8/2/24	Probation Officer	N/A	N/A	N/A	N/A	No	Resigned
Lagalo, R.	Sheriff	1/20/17	8/30/24	Deputy	N/A	N/A	N/A	N/A	No	New Job
Rawls, K.	Sheriff	9/16/21	8/30/24	Deputy	N/A	N/A	N/A	N/A	No	New Job

**Retirees with Current Contract (August 1, 2024)**

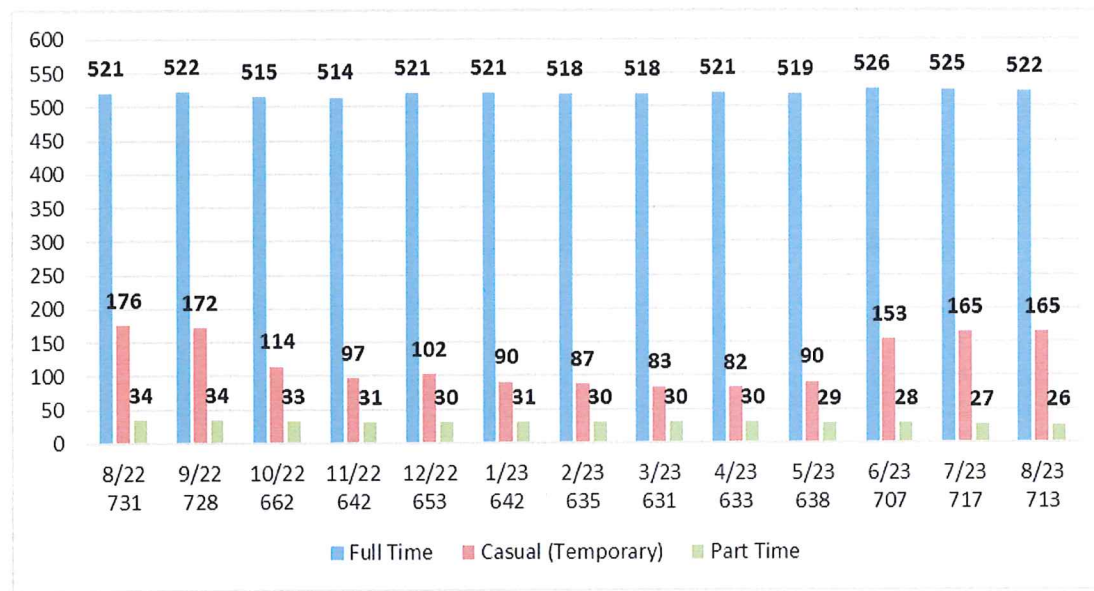
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2024

**Retirees Working as Needed (September 1, 2024) \***

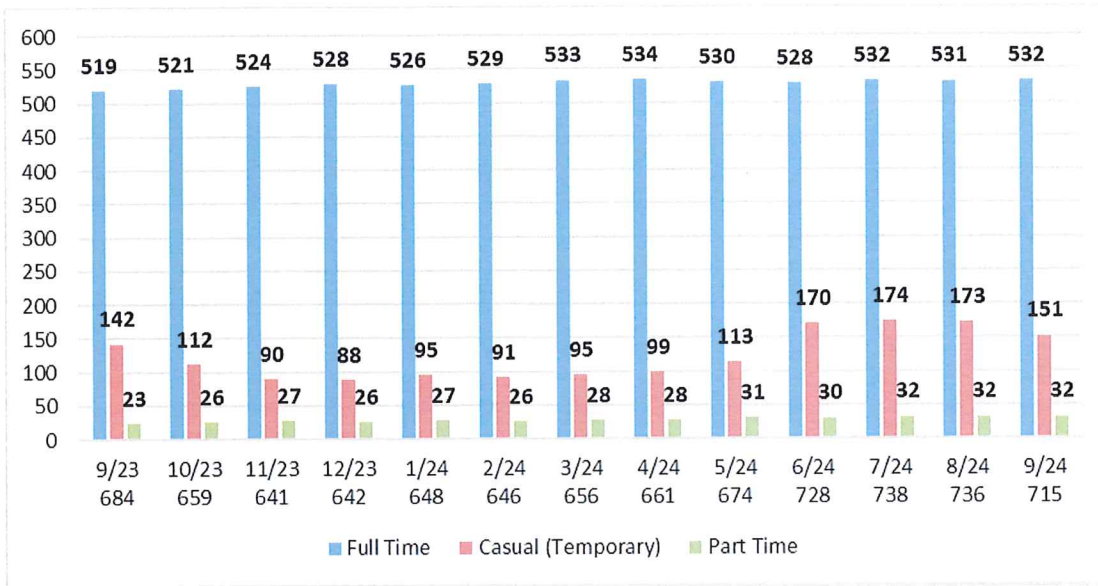
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in August
Bethany Jacques	Health	7/1/19	September 30, 2024	\$50.00	65.5
Mary Patnode	Health	9/30/18	September 30, 2024	\$45.00	127

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

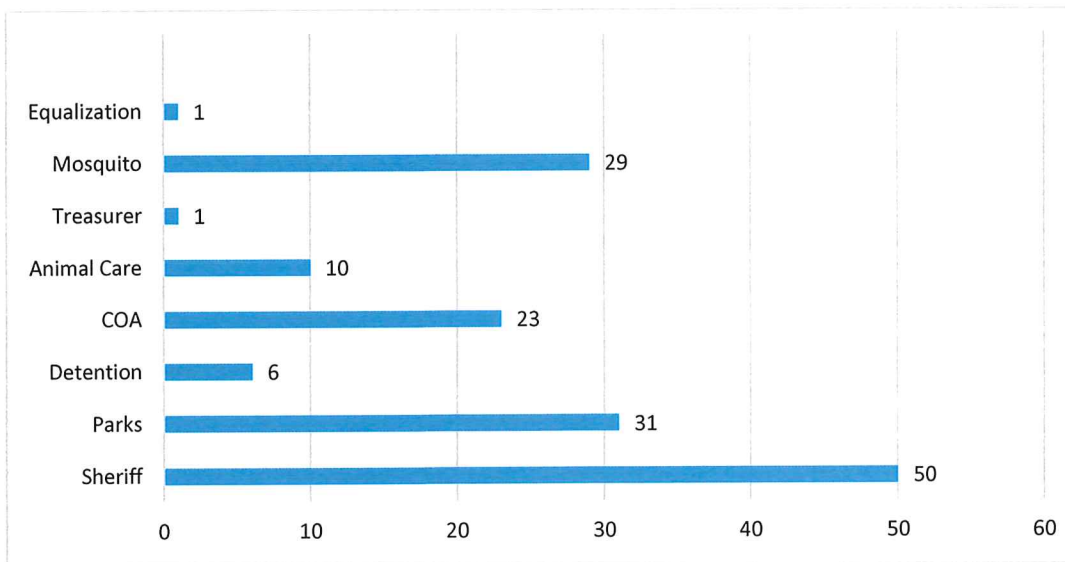
**Number of Employees (Reported for First of Month)**



Number of Employees (Reported for First of Month)



Number of Temporary Employees by Department (September 1, 2024)



**Status Report**  
**Saginaw County Employee Groups**

September 1, 2024

<b>Employee Group</b>	<b>Employees</b>	<b>Expiration of Contract</b>	<b>Status</b>
Commissioners	11	December 31, 2024	Set
Elected Officials	6	December 31, 2024	Set
Judges	12	State of Michigan Commission	Set
Non-Union	11	September 30, 2024 Annual via Budget	Set
UAW – Managers	60	9/30/2024	Negotiations open
UAW – Professionals	58	9/30/2024	Negotiations open
UAW – Clerical, Technical, & Paraprofessionals	21	9/30/2024	Negotiations open
COAM – Sheriff Unit II-Sergeants	15	9/30/2025	Set
POAM – Detention Youth Care Specialists	21	9/30/2024	Negotiations open
POAM – Prosecutors	17	9/30/2024	Negotiations open
POAM – Detention Center Supervisors	4	9/30/2024	Negotiations open
Teamsters – Health Dept./COA Employees	81	9/30/2024	Negotiations open
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2024	Negotiations opening in Sept.
POAM – Animal Shelter Employees	10	9/30/2024	Negotiations opening in Sept.
POAM – Probation Officers, Family Division	7	9/30/2024	Negotiations open
TPOAM – Courthouse Employees	139	9/30/2024	Negotiations open
Teamsters – Public Health Nurses	10	9/30/2024	Negotiations open
POAM – Sheriff Unit 1 (312 Eligible)	35	9/30/2025	Set
GELC – Probation Officers, District Court	4	9/30/2024	Negotiations open
POAM – Sheriff Unit 1 (Non-312 Eligible)	37	9/30/2024	Negotiations open
<b>Total</b>	<b>564</b>		









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

COURT HOUSE  
111 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602

**LABOR  
RELATIONS**

Blair N. Stevenson  
*Chief Assistant Prosecuting Attorney*

9-17-9

**TO:** Honorable Chairman Christopher Boyd  
**FROM:** Prosecutor John McColgan, Jr.  
**SUBJECT:** Employee Retention Bonus  
**DATE:** August 29, 2024

SAGINAW COUNTY BDC  
AUG 30 '24 AM9:32

Dear Chairman Boyd,

We are requesting to be placed on the Labor Relations Committee agenda to address Retention Bonuses. We would like to address the Committee regarding Retention Bonuses for each employee in the Saginaw County Prosecutor's Office apart from John A. McColgan and Blair N. Stevenson.

This will be done using funds that were awarded directly to the Saginaw County Prosecutors Office from the Michigan State Legislature for the sole purpose of employee retention. More specifically, we would like every employee in the Saginaw County Prosecutor's Office and DHHS Office to receive a \$1,000.00 retention bonus.

Sincerely,

John A. McColgan Jr.  
Saginaw County Prosecutor



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

COURT HOUSE  
111 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602

**LABOR  
RELATIONS**

**Blair N. Stevenson**  
*Chief Assistant Prosecuting Attorney*

9-17-10

**TO:** Honorable Chairman Christopher Boyd  
**FROM:** Prosecutor John McColgan, Jr.  
**SUBJECT:** Employee Retention Bonus  
**DATE:** August 29, 2024

SAGINAW COUNTY BOC  
AUG 30 '24 AM9:32

Dear Chairman Boyd,

We are requesting to be placed on the Labor Relations Committee agenda to address the salary for my Chief Assistant Prosecutor Blair N. Stevenson. I would like to address the Committee regarding increasing the salary for Blair to be made equivalent to his counterpart at the Saginaw Defenders Office, Demond L. Tibbs. I am requesting to increase the pay to be made equivalent as well as retro pay back to March 1, 2024, which is consistent with the retro pay received by the Assistant Prosecutors in my office.

This will be done using funds that were awarded directly to the Saginaw County Prosecutors Office from the Michigan State Legislature for the sole purpose of employee retention.

Sincerely,

John A. McColgan Jr.  
Saginaw County Prosecutor



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

COURT HOUSE  
111 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602

**LABOR  
RELATIONS**

Blair N. Stevenson  
*Chief Assistant Prosecuting Attorney*

9-17-11

**TO:** Honorable Chairman Christopher Boyd  
**FROM:** Prosecutor John McColgan, Jr.  
**SUBJECT:** Employee Retention Bonus  
**DATE:** August 29, 2024

SAGINAW COUNTY BOC  
AUG 30 '24 AM 9:32

Dear Chairman Boyd,

We are requesting to be placed on the Labor Relations Committee agenda to address the retention pay for Christi A. Lopez, Office Manager and Trent D. Boyd, Director of Operations. I would like to address the Committee regarding. I am requesting retro pay for Christi and Trent back to March 1, 2024, which is consistent with the retro pay received by the Assistant Prosecutors in my office.

This will be done using funds that were awarded directly to the Saginaw County Prosecutors Office from the Michigan State Legislature for the sole purpose of employee retention.

Sincerely,

A handwritten signature in black ink, appearing to read "J. McColgan".

John A. McColgan Jr.  
Saginaw County Prosecutor

**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

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

September 6, 2024

9-17-12

SAGINAW COUNTY BOC  
SEP 6 '24 AM 10:28

Chairman Michael A. Webster  
Saginaw County Board of Commissioners  
111 S. Michigan Avenue  
Saginaw, Michigan 48602

Re: MOUs for Consideration by the Labor Relations Committee

Dear Chairman Webster:

I am submitting for consideration by the Labor Relations Committee on September 9, 2024, the following MOUs:

- MOU with UAW Local 455 – Unit 48 (Managers) regarding rate of pay increase for the Chief Assistant Prosecuting Attorney in the Saginaw County Prosecutor's Office; and
- MOU with UAW Local 455 – Unit 48 (Managers) regarding a retention payment to Trent Boyd and Christi Lopez, funded by the High Crime Rate Community Support Grant.

I will be in attendance at the September 9<sup>th</sup> Labor Relations Committee meeting to answer any questions.

Respectfully,



David M. Gilbert  
Civil/Labor Counsel

DMG/dms  
Enclosures

MEMORANDUM OF UNDERSTANDING  
AND AGREEMENT

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2024 by and between the COUNTY OF SAGINAW and the SAGINAW COUNTY PROSECUTING ATTORNEY ("EMPLOYER") and UAW LOCAL 455 – UNIT 48, representing Managers ("UNION").

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

WHEREAS, EMPLOYER desires to increase the rate of pay for the Chief Assistant Prosecuting Attorney to reflect an individual classification market value adjustment and not an across-the-board wage increase;

WHEREAS, UNION also desires to increase the rate of pay for the Chief Assistant Prosecuting Attorney to reflect an individual classification market value adjustment and not an across-the-board wage increase;

THEREFORE, it is agreed as follows:

1. The salary of the Chief Assistant Prosecuting Attorney will be increased to the sum of One Hundred Forty-Three Thousand Eight Hundred Twenty Dollars (\$143,820), which represents an individual classification market value adjustment and not an across-the-board wage increase and will be retroactive to March 1, 2024.

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

FOR THE EMPLOYER:

FOR THE UNION:

\_\_\_\_\_  
Christopher S. Boyd, Chairman

\_\_\_\_\_  
Jason VanBocxlaer – Business Agent

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

\_\_\_\_\_  
Brian Keenan Lechel – Chief Steward

---

John A. McColgan, Jr. – Prosecutor

---

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 and the SAGINAW COUNTY PROSECUTING ATTORNEY (“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 December 14, 2021 through September 30, 2024;

WHEREAS, EMPLOYER desires to offer a retention payment to Trent Boyd in the amount of Three Thousand Seven Hundred Dollars (\$3,700.00) and to Christi Lopez in the amount of Six Thousand Three Hundred Dollars (\$6,300.00) in recognition of their efforts in cleaning up the backlog of cases from COVID, to be funded by the High Crime Rate Community Support Grant, received by the Prosecutor’s Office, and contingent upon sufficient funds from that Grant;

WHEREAS, UNION also desires to offer a retention payment to Trent Boyd in the amount of Three Thousand Seven Hundred Dollars (\$3,700.00) and to Christi Lopez in the amount of Six Thousand Three Hundred Dollars (\$6,300.00) in recognition of their efforts in cleaning up the backlog of cases from COVID, to be funded by the High Crime Rate Community Support Grant, received by the Prosecutor’s Office, and contingent upon sufficient funds from that Grant;

THEREFORE, it is hereby agreed as follows:

1. Trent Boyd will be paid the sum of Three Thousand Seven Hundred Dollars (\$3,700.00) and Christi Lopez will be paid the sum of Six Thousand Three Hundred Dollars (\$6,300.00) in recognition of their efforts in cleaning up the backlog of cases from COVID, to be funded by the High Crime Rate Community Support Grant, received by the Prosecutor’s Office, and contingent upon sufficient funds from that Grant;

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

FOR THE EMPLOYER:

FOR THE UNION:

\_\_\_\_\_  
Christopher S. Boyd, Chairman  
Board of Commissioners

\_\_\_\_\_  
Jason VanBocxlaer – Business Agent



---

Mary Catherine Hannah  
County Administrator

---

Brian Keenan Lechel – Chief Steward

---

John A. McColgan, Jr. – Prosecutor

---

David M. Gilbert – Labor Specialist