

MINUTES

LABOR RELATIONS COMMITTEE

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

Thursday, January 12, 2023 at 4:30 p.m.

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

Others: Vanessa Guerra, Robert Belleman, Dave Gilbert, Jennifer Broadfoot, Koren Thurston, Undersheriff Mike Gomez, Judge Patrick McGraw, LaTecia Cirilo, Jack Tany, April Key, Suzy Koeplinger

I. Call to Order ---**Webster at 5:14 p.m.**

II. Welcome – Roll Call

III. Correction/Approval of Minutes (**December 12, 2022 Minutes - Attached**)
---**Moved by Boyd, seconded by Matthews, to approve. Motion carried.**

IV. Public Comment ---**None**

V. Agenda

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

- **1-17-13** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of December 2022
---**Moved by Little, seconded by Matthews, to receive and file. Motion carried. (Receive & File)**

2. **LaTecia Cirilo, Probate Register, Probate Court, re:**

- **1-17-12** Requesting an increase to its Contractual Services Account of \$30,000 from the FY 2023 General Fund to pay for the services of Terry Kluck, retired Probate Register, for the month of December 2022 and for an extension to her contract from January 4, 2023 – April 4, 2023 (if approved by the Labor Relations Committee)
---**Moved by Matthews, seconded by Boyd, to approve. Motion carried. (Board Report)**

3. **Closed Session, re:**

- Pursuant to MCL 15.268(c) of the Open Meetings Act, the committee will convene a Closed Session to discuss strategy connected with the negotiation of collective bargaining agreements (**Document to be provided at Closed Session**)
---**The Chair announced the need to meet in Closed Session as noted above. Moved by Boyd, seconded by Harris, to go into closed session. Roll-call was unanimous at 5:19 p.m. After discussion, the Committee entered open session at 6:05 p.m. No action.**

VI. Miscellaneous ---**None**

VII. Adjournment ---**Moved by Matthews, seconded by Harris, to adjourn. Motion carried, time being 6:06 p.m.**

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

MINUTES
LABOR RELATIONS COMMITTEE - SPECIAL

111 S. Michigan Ave., Rm. 215, Saginaw, MI 48602

Tuesday, January 17, 2023 at 4:00 p.m.

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

Others: Vanessa Guerra, Robert Belleman, Dave Gilbert, Personnel Director, and others

- I. Call to Order ---**Webster at 4:02 p.m.**
- II. Welcome – Roll Call ---**All present**
- III. Correction/Approval of Minutes (**None**)
- IV. Public Comment {*Speakers limited to 3 minutes*}
 - Sgt. Craig Irvine spoke in support of moving forward with ratifying contract or adopting an MOU regarding the Non-312 members
- V. Agenda

1. **Closed Session, re:**

- Pursuant to MCL 15.268(c) of the Open Meetings Act, the committee will convene a Closed Session to discuss strategy connected with the negotiation of collective bargaining agreements (*Documents to be provided at Closed Session*)

---The Chair announced the need to meet in Closed Session as noted above. Moved by Matthews, seconded by Boyd, to go into closed session. Roll-call was unanimous at 4:05 p.m.

---The Committee entered open session at 4:40 p.m. Matthews moved, seconded by Little, to approve the recommendation of Labor Counsel regarding ratification of the Collective Bargaining Agreement with POAM 312-Eligible (Deputies). Motion carried. (Board Report)

- VI. Miscellaneous ---**None**
- VII. Adjournment ---**Moved by Matthews, seconded by Little, to adjourn. Motion carried; time being 4:42 p.m.**

Respectfully submitted,
Vanessa Guerra, County Clerk/Committee Clerk
Michael A. Webster, Committee Chair

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, February 13, 2023 at 4:00 p.m.

Present: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Gerald Little
Absent: Christopher Boyd
Others: Robert Belleman, Dave Gilbert, Jennifer Broadfoot, Jaime Ceja, Undersheriff Gomez, Landry Gomez, Jessica Sargent, Suzy Koeplinger, Marissa Sawdon and Mary Williams

- I. Call to Order ---**Webster at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (*Jan. 12, 2023 Minutes; Jan. 17, 2023 Special Meeting Minutes - Attached*)
---**Moved by Little, seconded by Matthews, to approve. Motion carried.**
- IV. Public Comment ---**None**
 - *Speakers limited to 3 minutes*
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **2-21-15** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of January 2023
---**Moved by Matthews, seconded by Harris, to receive and file. Motion carried. (Receive & File)**
 2. **Mike Gomez, Undersheriff, William L. Federspiel, Sheriff, re:**
 - **2-21-16** Requesting a PCN be issued for a School Resource Officer (Law Enforcement Officer) for the Chesaning Union School District
Undersheriff Gomez amended the request in committee to ask for the addition of a general PCN in the Law Enforcement budget and a PCN for motor carrier which will be effective for three (3) months.
---**Moved by Matthews, seconded by Little, to approve. Motion carried. (Board Report)**
 3. **Jessica Sargent, Commission on Aging Director, re:**
 - **2-21-17** Requesting a temporary PCN be issued for a Foster Grandparent Program Coordinator position due to resignation effective May 13, 2023 and training; and approval to enter into a Professional Services Agreement with Tara Stinson, current Foster Grandparent Program Coordinator, from May 15, 2023 through July 7, 2023 to provide up to 20 hours per pay period to ensure accurate grant reporting of the AmeriCorps federal grant
Discussion was held regarding what would be best for the department and the employees during this time of grant reporting and training. The position should be filled by April and the agreement would last for a maximum of six (6) weeks, utilized only when needed.
---**Moved by Matthews, seconded by Little, to approve. Motion carried. (Board Report)**

4. **David M. Gilbert, Civil/Labor Counsel, re:**

- **2-21-18** Requesting consideration and approval of a Memorandum of Understanding between Saginaw County and Teamsters Local 214 representing Commission on Aging and Public Health Department
**---Moved by Matthews, seconded by Harris, to approve. Motion carried.
(Board Report)**

VI. Miscellaneous

---Dave Gilbert, Civil/Labor Counsel, provided an update on the contract with Sergeants.

---Commissioner Matthews announced Bombas Sock Day will be this Thursday and invited all commissioners to meet him in the Courthouse lobby at 9:00 a.m. to hand out free socks to employees.

---Robert Belleman, Controller, announced a hot chocolate and breakfast bar give-away will be sponsored by the Saginaw Wellness Action Team (S.W.A.T.) on February 14, 2023 as employees are coming into work.

VII. Adjournment **---Moved by Matthews, seconded by Harris, to adjourn. Motion carried, time being 4:35 p.m.**

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

MINUTES

LABOR RELATIONS COMMITTEE - SPECIAL

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

Tuesday, February 21, 2023 at 4:00 p.m.

Present: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Denny Harris, Christopher Boyd
Absent: Gerald Little
Others: Vanessa Guerra, Robert Belleman, Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Randy Pfau, Kyle Bostwick, Mark Piotrowski, Rich Spitzer, Suzy Koeplinger, Marissa Sawdon and Mary Williams

- I. Call to Order ---**Webster at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**None**)
- IV. Public Comment ---None
 - *Speakers limited to 3 minutes*
- V. Agenda

1. **Randy Pfau, Medical Examiner's Office Manager**, re:

- **2-21-19** Requesting creation of a FT clerical position in the Medical Examiner's Office and to establish a PCN for an Office Assistant II at level T-07 (\$99,287 salary & benefits)
---**Moved by Boyd, seconded by Harris, to approve. Motion carried.**
(Board Report)

Removed from Agenda Prior to Committee

2. ~~**Closed Session**~~, re:

- ~~Pursuant to MCL 15.268(c) of the Open Meetings Act, the committee will convene a Closed Session to discuss strategy connected with the negotiation of collective bargaining agreements (*Documents to be provided at Closed Session*)~~

- VI. Miscellaneous ---**None**
- VII. Adjournment ---**Moved by Matthews, seconded by Boyd, to adjourn. Motion carried; time being 4:09 p.m.**

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

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, March 13, 2023 at 4:00 p.m.

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

Others: Vanessa Guerra, Robert Belleman, Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Judge McGraw, LeTecia Cirilo, Kyle Bostwick, April Key, Suzy Koeplinger and Marissa Sawdon

I. Call to Order ---**Webster at 4:00 p.m.**

II. Welcome – Roll Call

III. Correction/Approval of Minutes (**Feb. 13, 2023 Minutes; Feb. 21, 2023 Special Meeting Minutes - Attached**)
---**Moved by Little, seconded by Boyd, to approve. Motion carried.**

IV. Public Comment ---**None**

- *Speakers limited to 3 minutes*

V. Agenda

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

- **3-21-10** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of February 2023
---**Moved by Little, seconded by Harris, to receive and file. Motion carried. (Receive & File)**

2. **Judge Patrick McGraw & LaTecia Cirilo, Probate Register, Probate Court, re:**

- **3-21-11** Requesting an extension to the contract with Terry Kluck from April 4, 2023 to July 4, 2023 [Labor Relations]; Requesting an increase to its Contractual Services Account of \$30,000 from the 2023 General Fund to pay for the services of Terry Kluck, retired Probate Register [Budget/Audit]
---**Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)**
[Note: Request for funds to be considered at the 3-21-23 B/A special meeting]

3. **Kyle Bostwick, Chief Deputy County Clerk, re:**

- **3-21-15** Requesting creation of a new Personnel Control Number (PCN) for the position of Circuit Court Records Supervisor within the County Clerk's Circuit Court Records Department
---**Moved by Boyd, seconded by Harris, to approve pursuant to the elimination of the two vacant Legal Specialists I positions. (Board Report)**

4. **David M. Gilbert, Civil/Labor Counsel, re:**

- **3-21-12** Requesting consideration and approval of a Memorandum of Understanding between Saginaw County, the Trial Court, and TPOAM regarding positions in the Circuit Court Administrator's Office
---**Moved by Boyd, seconded by Matthews, to approve. Motion carried. (Board Report)**

- VI. Miscellaneous ---**None**
- VII. Adjournment ---**Moved by Harris, seconded by Matthews, to adjourn. Motion carried; time being 4:34 p.m.**

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

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, April 10, 2023 at 4:00 p.m.

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

Others: Robert Belleman, Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Jaime Ceja, Marissa Sawdon and Suzy Koeplinger

I. Call to Order ---**Webster at 4:00 p.m.**

II. Welcome – Roll Call

III. Correction/Approval of Minutes (*Mar. 13, 2023 Meeting Minutes*)
---**Moved by Little, seconded by Boyd, to approve. Motion carried.**

IV. Public Comment ---**None**

- *Speakers limited to 3 minutes*

V. Agenda

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

- **4-18-14** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of March 2023
---**Moved by Boyd, seconded by Harris, to receive and file. Motion carried. (Receive & File)**

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

- Discussion of possibility of enacting summer hours
---**Moved by Boyd, seconded by Little, to refer to the May meeting and to invite the County Clerk to give a report on its pilot program. (Tabled)**

3. **Robert Belleman, Controller/CAO**, re:

- Discussion of an employee's ability to borrow against their retirement account
Discussion was held regarding the outstanding loans employees and former employees hold with MERS and the limits MERS might have in place. There are currently 64 loans in effect, with 17 loans in default. Mr. Belleman stated he will gather more information so the committee can determine what, if any, actions would be in the best interest of the employees, as well as their well-being. **(No Action)**

VI. Miscellaneous ---**None**

VII. Adjournment ---**Moved by Little, seconded by Harris, to adjourn. Motion carried; time being 4:28 p.m.**

Respectfully submitted,

Michael Webster, Committee Chair

Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, May 8, 2023 at 4:00 p.m.

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

Others: Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Judge Frank, Judge Hoffman, Judge Clark, Judge Jurrens, Linda James, Linda Brunges, Sheila Ray-Danley, Crystal Escamilla, Michelle Johnson, Virginia Jebb, Jason VanBocklaer, Suzy Koeplinger, Marissa Sawdon, and Catherine Hicks

- I. Call to Order ---**Webster at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (*April 10, 2023 Meeting Minutes*)
---**Moved by Boyd, seconded by Little, to approve. Motion carried.**
- IV. Public Comment ---*Speakers limited to 3 minutes*
 - **Judge Frank thanked the committee for considering approval of the proposed Memorandum of Understanding on the agenda and stated how important it is to the employees.**
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **5-16-13** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of April 2023
---**Moved by Matthews, seconded by Little, to receive and file. Motion carried. (Receive & File)**
 - **5-16-14** Submitting information on summer hours offered to employees at other comparable counties
After review, the commonality between all counties that offered summer hours was that there was no county policy, each individual department created its own procedures. Chairman Webster requested the Chief Deputy County Clerk attend the June Labor Relations Committee meeting to offer a report on the pilot program the County Clerk’s office implemented last year. (No Action)
 2. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **5-16-15** Submitting for consideration a Memorandum of Understanding between Saginaw County and TPOAM regarding reclassification of District Court Judicial Assistants
Mr. Gilbert detailed that this MOU would place the District Court Judicial Assistant position at the same level as the Circuit Court Judicial Assistant. Chairman Webster categorized this as a move toward a more unified court system, as was prioritized in strategic planning.
---**Moved by Boyd, seconded by Matthews, to approve. Motion carried by unanimous roll call vote. (Board Report)**

VI. Miscellaneous

- **Commissioner Matthews invited the committee members to help serve pancakes at the Employee Pancake Breakfast next Thursday, May 18, 2023 at 8:00 a.m.**

VII. Adjournment ---***Moved by Harris, seconded by Matthews, to adjourn. Motion carried; time being 4:22 p.m.***

Respectfully submitted,
Michael Webster, Committee Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, June 12, 2023 at 4:00 p.m.

Present: Sheldon Matthews - Vice-Chair, Denny Harris, Christopher Boyd
Absent: Michael Webster - Chair, Gerald Little
Others: Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Patricia Johnson, Jessica Sargent, Chris Klawuhn, Jaime Ceja, Brian Keenan-Lechel, Jason VanBocxlaer, Marissa Sawdon, Catherine Hicks, and Suzy Koeplinger

- I. Call to Order ---**Matthews at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**May 8, 2023 Meeting Minutes**)
---**Moved by Boyd, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment ---Speakers *limited to 3 minutes*
 - **Jason VanBocxlaer, UAW Region 1D-Flint Servicing Representative, informed the committee of ongoing issues between the Controller and the I.T. Director.**
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **6-20-21** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of May 2023
---**Moved by Boyd, seconded by Harris, to receive and file. Motion carried. (Receive & File)**
 2. **Patricia Johnson, Retirement/Benefits Administrator, re:**
 - **6-20-22** Requesting extension of the Professional Services Agreement with Amy Deford from December 10, 2022 through January 31, 2023 to pay for services provided
---**Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)**
 3. **Jessica Sargent, Commission on Aging Director, re:**
 - **6-20-24** Requesting a temporary Position Control Number (PCN) for Senior Center Specialist due to retirement of the current employee on August 31, 2023 and the need to onboard/train a new individual prior to departure
---**Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)**
 4. **Chris Klawuhn, Environmental Health Director, Health Department, re:**
 - **6-20-25** Requesting a temporary contract with a former SCHD employee to provide office coverage in the Environmental Health Services Division of the Health Department during a staff maternity leave, from late July/early August until no later than November 30, 2023
---**Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)**

VI. Miscellaneous

- **Commissioner Boyd informed commissioners of requests for a county closure on Monday, July 3, 2023 due to Independence Day falling on a Tuesday. This will be discussed in Executive Committee.**

VII. Adjournment ---***Moved by Harris, seconded by Boyd, to adjourn. Motion carried; time being 4:22 p.m.***

Respectfully Submitted,
Sheldon Matthews, Committee Vice-Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE - SPECIAL

111 S. Michigan Ave., Rm. 215, Saginaw, MI 48602

Tuesday, June 20, 2023 at 4:00 p.m.

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

Others: Robert Belleman, Dave Gilbert, Jennifer Broadfoot, Dennis Krafft, Richard Spitzer, April Key, Mary McLaughlin, Catherine Hicks, Marissa Sawdon and Suzy Koeplinger

I. Call to Order ---**Webster at 4:00 p.m.**

II. Welcome – Roll Call

III. Correction/Approval of Minutes (**None**)

IV. Public Comment ---**None**

- *Speakers limited to 3 minutes*

V. Agenda

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

- **6-20-28** Requesting approval of a Memorandum of Understanding between Saginaw County and Teamsters Local 214 regarding a pilot hiring/retention payment program for Public Health Nurses
---Moved by Matthews, seconded by Little, to approve. Motion carried. (Board Report)

2. **Closed Session**, re: Collective Bargaining Agreement with COAM – Sergeants, pursuant to MCL 15.268(c) “for strategy and negotiation sessions connected with the negotiation of a collective bargaining agreement”

---The Chair announced the need to meet in Closed Session as noted above. Moved by Matthews, seconded by Harris, to go into closed session. Roll-call was unanimous at 4:06 p.m.

---The Committee entered open session at 4:17 p.m. Matthews moved, seconded by Boyd, to approve the Collective Bargaining Agreement with COAM – Sergeants. Motion carried. (Board Report)

VI. Miscellaneous ---**None**

VII. Adjournment ---**Moved by Harris seconded by Little, to adjourn. Motion carried; time being 4:18 p.m.**

Respectfully Submitted,
Michael Webster, Committee Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, August 7, 2023 at 4:00 p.m.

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

Others: Dave Gilbert, Koren Thurston, Jennifer Broadfoot, Patricia Johnson, Marne Daggett, Tara Hofmeister, Judge Dicken, Mary McLaughlin, Darcie Graham, Catherine Hicks and Marissa Sawdon

- I. Call to Order ---**Webster at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (*June 12, 2023 Minutes; June 20, 2023 Special Meeting Minutes*)
---**Moved by Matthews, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment ---**None**
 - *Speakers limited to 3 minutes*
- V. Agenda

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

- **8-15-24** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the months of June and July 2023
---**Moved by Little, seconded by Matthews, to receive and file. Motion carried.**
(Receive & File)

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

- **8-15-25** Requesting certification of the Employee and Officer Delegates attending the 2023 Municipal Employees' Retirement System (MERS) Annual Meeting to be held in Detroit, MI this year from September 28 - 29, 2023 at a cost of \$255 each
Discussion with Patricia Johnson centered around training sessions and employee knowledge of the benefits program. A survey was recently done and showed that the wants of employees are very diverse. The employees delegated to attend the annual MERS meeting are Mindy Tuck and Denise Rogers, both new to their current positions. The attendees will be required to write a report and an article for the employee newsletter.
---**Moved by Matthews, seconded by Harris, to approve. Motion carried.**
(Board Report)
- **8-15-26** Presenting information, along with Marne Daggett from the Municipal Employees' Retirement System, on Saginaw County employees' ability to borrow from their 401(a) retirement accounts and the impact on investments and the plan in general
A presentation was given and distributed detailing the statistics of Saginaw County loans with MERS. Saginaw County makes up 10% of all MERS DC plan loans and Chairman Webster sees this as a warning sign considering this program was offered only three years ago as a COVID assistance to employees but some are taking advantage.
---**Moved by Matthews, seconded by Little, to table and refer discussion to the September meeting. Motion carried. (Tabled)**

3. **Tara Hofmeister, Friend of the Court Director, and Judge Dicken, re:**

- **8-15-27** Requesting to reclassify the vacant Friend of the Court position of Referee to a Family Evaluator position and modify the PCN, which would result in savings of \$20,567 to Saginaw County

Tara Hofmeister and Judge Dicken explained that this change does not eliminate an employee, but a vacant position. Chairman Boyd stated that the dollars saved could be used to help fund Judge Borrello's request to hire a consultant to assist Circuit Court.

---Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)

4. **Health Department, re:**

- **8-15-28** Requesting extension of contract with retiree Public Health Nurse Mary Patnode, through FY 2024; and requesting the addition of a temporary PCN to the Immunization Program until November 30, 2023 due to planned retirement and training

---Moved by Boyd, seconded by Little, to approve. Motion carried. (Board Report)

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

VII. Adjournment ***---Moved by Matthews, seconded by Little, to adjourn. Motion carried; time being 5:21 p.m.***

Respectfully Submitted,

Michael A. Webster, Committee Chair

Marissa Sawdon, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, September 11, 2023 at 4:00 p.m.

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

Others: Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Jack Tany, Judge Borrello, Judge McGraw, Josh Brown, Tawnya Simon, Patricia Johnson, Kyle Bostwick, Jaime Ceja, Darcie Graham, April Key, Marne Daggett, Leah Behnke, Veronica LaBar, Catherine Hicks and Marissa Sawdon

- I. Call to Order ---**Webster at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**August 7, 2023 Minutes**)
---**Moved by Little, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment ---**None**
 - *Speakers limited to 3 minutes*
- V. Agenda

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

- **9-19-18** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of August 2023 (*Receive & File*)
---**Moved by Boyd, seconded by Little, to receive and file. Motion carried. (Receive & File)**

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

- **9-19-22** Submitting four (4) Memorandums of Understanding for consideration:

(1) MOU between Saginaw County and UAW Local 455 – Unit 50 regarding the hiring of a Law Clerk for Judge Gafkay

- **9-19-5** **André R. Borrello, Chief Judge** requesting authorization to hire the qualified applicant for the position of Law Clerk/Bailiff to Judge Julie Gafkay at Step 3 of the designated B-19 pay scale
---**Moved by Boyd, seconded by Harris, to approve. Motion carried. (Board Report)**

Pulled prior to committee

~~(2) MOU between Saginaw County and POAM Non 312 regarding the rehiring of a Corrections Officer~~

- ~~• **9-19-16** **Sheriff Federspiel** requesting approval to re-employ Corrections Officer Zasha Weese at Step 3 of the Non 312 collective bargaining agreement wage scale~~

(3) MOU between Saginaw County and UAW Local 455 – Unit 50 regarding the rehiring of an IT Programmer Analyst

- **9-19-19** **Josh Brown, IT Director** requesting approval to allow former employee Eric Gustafson to return to the IT Department at the same rate of pay, PTO accrual rate, and previous tenure.
---**Moved by Matthews, seconded by Little, to approve. Motion carried. (Board Report)**

- (4) MOU between Saginaw County and POAM regarding the promotion of a Detention Youth Care Specialist to Detention Supervisor
---Moved by Matthews, seconded by Little, to approve. Motion carried.
(Board Report)

3. Hon. Patrick J. McGraw, re:

- **9-19-17** Requesting changes to the step/level and an increase in compensation for the Probate Register/Administrator from B20-3 to B22-1, Chief Deputy Register from T13-3 to T15-1, and Deputy Registers from T8-3 to T9-3, for a total addition to the Probate Budget of \$16,215.56
Judge McGraw explained the correct total of the request is \$25,896.10 and the department does not have adequate funds. Chairman Webster asked if this could be postponed until the next compensation study and Commissioner Boyd informed that the Budget/Audit Committee voted to remove the study from next year's budget. The money to fund this request could come from the savings. Could this cause a parity between departments if a large portion is used in one department? This can be discussed at the Board Session.
---Moved by Boyd, seconded by Harris, to approve. Motion carried.
(Board Report)

4. Tawnya Simon, PPHS Director, Christina Harrington, Health Officer, re:

- **9-19-20** Requesting an extension of the contract with retiree Bethany Jacques through FY 2024 to assist the department in current medical record updates/reporting, user needs, and assist in the transition to a new electronic health record system – EPIC
---Moved by Matthews, seconded by Little, to approve. Motion carried.
(Board Report)

[Tabled from August committee meeting for further discussion with updated attachments]

5. Patricia Johnson, Retirement/Benefits Administrator, re:

- **9-19-21** Presenting information, along with Marne Daggett and Leah Behnke from the Municipal Employees' Retirement System (MERS), on Saginaw County employees' ability to borrow from their 401(a) retirement accounts and the impact on investments and the general MERS plan
Discussion was held regarding offering employees a 457 account with MERS at no cost and a phase out of retirement loans. This will be discussed further at a future Committee of the Whole meeting and Marne Daggett will attend. Patricia Johnson will reach out to the unions about offering 457 accounts when negotiations start next year.
(No Action)

VI. Miscellaneous *---None*

VII. Adjournment *---Moved by Harris, seconded by Little, to adjourn. Motion carried; time being 5:12 p.m.*

Respectfully Submitted,
Michael Webster, Committee Chair
Marissa Sawdon, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Thursday*, October 12, 2023 at 4:30* p.m.

Present: Gerald Little, Denny Harris, Christopher Boyd
Absent: Michael Webster, Sheldon Matthews
Others: Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Jack Tany, Richard Spitzer, Jaime Ceja, Patricia Johnson, Brian Keenan-Lechel, Darcie Graham, Heather Greene, Marissa Sawdon, Catherine Hicks and Suzy Koeplinger

- I. Call to Order ---**Little at 4:34 p.m.**
- II. Welcome – Roll Call [**Chairman Boyd wished Commissioner Little a Happy Birthday!**]
- III. Correction/Approval of Minutes (**September 11, 2023 Minutes**)
---**Moved by Boyd, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment ---**None**
 - *Speakers limited to 3 minutes*
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **10-17-20** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of September 2023 (*Receive & File*)
---**Moved by Boyd, seconded by Harris, to receive and file. Motion carried.**
(Receive & File)
 2. **Saginaw County Healthcare Committee, re:**
 - **10-17-21** Requesting an additional HSA contribution of \$300 for participating employees (individuals and couples/families) to help offset the deductible and premium increases
Discussion was held with Patricia Johnson and Brian Keenan-Lechel regarding the additional HSA contribution, as well as an increase of \$10 per month in employee premiums and an increase to deductibles by \$100/\$200.
---**Moved by Boyd, seconded by Harris, to approve. Motion carried.**
(Board Report)
 3. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **10-17-27** Requesting consideration and approval of three (3) Memorandums of Understanding (*To be distributed upon approval by the unions*)
 - (1) MOU between Saginaw County and UAW Local 455 – Unit 48 regarding step/level increase and compensation increase for the Probate Register
 - (2) MOUs between Saginaw County and TPOAM regarding step/level increases and compensation increases for the Chief Deputy Register and Deputy Register positions

---Moved by Harris, seconded by Boyd, to approve the two MOUs between Saginaw County and TPOAM based on union approval and to forward the MOU between Saginaw County and the UAW on the Probate Register position to the Board for discussion. Civil Counsel will reach out to the UAW and report the outcome at the Board Session. Motion carried. (Board Report)

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

VII. Adjournment ---***Moved by Harris, seconded by Boyd, to adjourn. Motion carried; time being 5:04 p.m.***

Respectfully Submitted,
Gerald Little, Acting Committee Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, November 13, 2023 at 4:00 p.m.

Present: Michael Webster - Chair, Sheldon Matthews - Vice-Chair, Gerald Little, Christopher Boyd
Absent: Dennis Harris
Others: Jennifer Broadfoot, Dave Gilbert, Christina Harrington, Patricia Johnson, Darcie Graham, and Suzy Koeplinger

- I. Call to Order ---**Webster at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**October 12, 2023 Minutes**)
---**Moved by Little, seconded by Boyd, to approve. Motion carried.**
- IV. Public Comment ---**None**
 - *Speakers limited to 3 minutes*
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **11-21-14** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of October 2023
---**Moved by Boyd, seconded by Little, to receive and file. Motion carried. (Receive & File)**
 2. **Christina Harrington, Health Officer, Health Department, re:**
 - **11-21-15** Requesting approval to extend the current contract with retiree Maria Cisneros, former Office Assistant in Environmental Health, through March 29, 2024
---**Moved by Matthews, seconded by Boyd, to approve. Motion carried. (Board Report)**
 3. **Patricia Johnson, Retirement and Benefits Administrator & Dave Gilbert, Civil/Labor Counsel, re:**
 - **11-21-16** Requesting approval of a Resolution exempting Saginaw County from the requirements of Public Act 152 of 2011, known as the Publicly Funded Health Insurance Contributions Act
---**Moved by Boyd, seconded by Little, to approve. Motion carried. (Resolution 2023-22)**
 - **11-21-17** Requesting consideration and approval of fourteen (14) Memorandums of Understanding to reflect an additional HSA contribution of \$300 for participating employees (individuals and couples/families) to help offset the deductible and premium increases; and a \$10.00 per month increase in employee premium shares
---**Moved by Boyd, seconded by Little, to approve, subject to union approval. Motion carried. (Board Report)**

VI. Miscellaneous ---**None**

VII. Adjournment ---**Moved by Little, seconded by Boyd, to adjourn. Motion carried; time being 4:14 p.m.**

Respectfully Submitted,
Michael Webster, Committee Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, December 11, 2023 at 4:00 p.m.

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

Others: Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Undersheriff Gomez, Brian Keenan-Lechel, Darcie Graham, Catherine Hicks and Marissa Sawdon

I. Call to Order ---**Webster at 4:02 p.m.**

II. Welcome – Roll Call

III. Correction/Approval of Minutes (**November 13, 2023 Minutes**)
---**Moved by Matthews, seconded by Little, to approve. Motion carried.**

IV. Public Comment (*Speakers limited to 3 minutes*)

- **Brian Keenan-Lechel spoke as a union representative and requested that the previously eliminated Baker Tilly Compensation Study be replaced in some form in 2024 to give employees a path forward for future compensation increases due to changing job descriptions.**

V. Agenda

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

- **12-19-14** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of November 2023

---**Moved by Boyd, seconded by Harris, to receive and file. Motion carried.**
(Receive & File)

Discussion was held with Ms. Broadfoot, Mr. Lechel and Ms. Thurston about the compensation study, removal of funding for the next phase from the FY 2024 Budget, and the Position Analysis Questionnaire used by Baker Tilly. Ms. Broadfoot will research other firms and submit a list of options to the committee in March. Chair Webster will check with those who participated in Phase I and gather their thoughts on moving forward.

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

- **12-19-15** Requesting consideration and approval of three (3) Memorandums of Understanding with POAM Unit 312 regarding (1) the County paying for and being reimbursed for law enforcement training academy; (2) the transfer of two employees from POAM Non 312 to POAM 312 bargaining unit; and (3) amending Article 8 of the CBA to remove the restriction on non FTO certified officers and amending the provision on extending the twelve (12) month probationary period
---**Moved by Matthews, seconded by Little, to approve subject to union approval. Motion carried. (Board Report)**

VI. Miscellaneous ---**Chairman Boyd met with the Elected Officials who expressed gratitude for the Employee Christmas Party, with a special thanks to Commissioner Matthews for his generous contribution to the raffle.**

VII. Adjournment ---**Moved by Harris, seconded by Little, to adjourn. Motion carried; time being 4:32 p.m.**

Respectfully Submitted,

Michael Webster, Committee Chair

Marissa Sawdon, Committee Clerk