

ADDENDUM
SAGINAW COUNTY BOARD OF COMMISSIONERS
Tuesday, February 22, 2022 - 5:00 p.m.
Saginaw County Governmental Center
111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602

I. OPENING PROCEDURE

II. PUBLIC PARTICIPATION *(Page 1)*

a. **Public Hearings – *None Additional***

b. **Audiences – *None Additional***

c. **Laudatories –**

- Certificate of Recognition to Amy Deford, Controller's Office, upon her retirement after 31+ years of service
- Certificate of Recognition to Beverly Yanca, Commission on Aging, upon her retirement after 33 years of service as a volunteer/employee

III. PETITIONS AND COMMUNICATIONS – *(Page 3) – None Additional*

IV. INITIATORY MOTIONS

V. REPORTS OF COMMITTEES – *(Page 5) – Additional – Distributed to Commissioners*

(Added after Special Labor Relations Committee held prior to the Board Session)

Labor Relations Committee – M. Webster, Chair; K. Harris, Vice-Chair

(Additional)

- 5.7)** Approval of two (2) Memorandums of Understanding regarding employee bargaining unit changes among Teamsters, TPOAM and UAW
- 5.8)** Approval of Collective Bargaining Agreement (CBA) between Saginaw County and POAM – Unit III (Command)

VI. RESOLUTIONS – *None additional*

VII. CLOSING PROCEDURE – *(Page 68)*

- a. 1) **Unfinished Business – *None Additional***
- 2) **Proclamations – *None***

3) Appointments and Elections –

CHAIR APPOINTMENTS

Michigan Association of Local Public Health

Christina Harrington, Health Officer

Tawnya Simon, Personal and Preventive Health Services Director

Term expires:

Serves Until Replaced

ELECTIONS

None Additional

- b. Announcements by Chair
- c. Commissioners' Audiences
- d. Adjournment

2-22-22-sek

Certificate of Recognition

Saginaw County,
Michigan



Amy Deford

Retirement & Benefits Administrator
for
Saginaw County

Amy Deford provided over 30 wonderful years of dedicated service to the County of Saginaw and more importantly to our employees and retirees as the County's Retirement & Benefit Administrator. She began working for Saginaw County on April 12, 1990 as a Clerk Typist 1. Amy was the person employees and retirees would call with questions about their benefits. She was also the first person called to resolve claims issues when they arose. Along with her daily assistance to employees and retirees, she coordinated and served on multiple committees including the Retiree Healthcare Task Force, the Board of Trustees for the Municipal Employees Retirement System (MERS) of Michigan, and the Union/Management Benefits Committee, on which she served from 2012 until her retirement on December 31, 2021.



Amy was the smiling face her coworkers would see each morning. She always had a story to share about her three children, Nathan, Eric, and Tyler and her three grandchildren, Landon, Grayson, and Bryelle. She enjoys traveling and now will have more time to visit her sister in Florida. Amy loved her job so much she continued to work even after her husband, Walter, retired. She also took little time off from work after her house was a total loss from a fire on her birthday in September 2017. Amy jokes about having processed every current retiree's application for retirement.

The Saginaw County Board of Commissioners congratulates Amy Deford on her retirement after 30 plus years of service, and thanks her for her hard work and dedication to Saginaw County and the employees and retirees she served throughout the years.

Respectfully Submitted,
Saginaw County
Board of Commissioners

Carl E. Ruth
Carl E. Ruth

Chairman, District #10

Presented: February 22, 2022
Adopted: February 22, 2022

Laughter
sparkles like a splash
of water in sunlight

Christopher S. Boyd, Carol E. Ewing, Kyle R. Harris, Dennis H. Krafft, Gerald D. Little, Sheldon Matthews,
Carl E. Ruth, Jack B. Tany, James G. Theisen, Michael A. Webster, Cynthia M. Winiecke

Certificate of Recognition



Saginaw County,
Michigan



"Share your smile with the world. It's a symbol of friendship and peace."
— Christie Brinkley

Beverly Yanca

Activity/Volunteer Coordinator
for
Commission on Aging



Beverly "Bev" Yanca first engaged with Saginaw County when she became a volunteer at Commission on Aging in 1988, helping at the senior center and periodically delivering meals. She officially began her career with Saginaw County when she was hired on part-time for the Mature Worker Program in 1998. Bev was promoted to the full-time position of Volunteer/Activity Coordinator in December of 2000. She remained in that position up until her retirement, effective December 31, 2021. In her over 30 years involved with Commission on Aging, Bev has given a helping hand wherever it was needed.



Bev will be greatly missed by all COA employees, participants, and especially volunteers. She not only brings a high level of energy, which radiates to other staff and volunteers, but has always had a way to make volunteers feel appreciated and included. Her social work background has been especially helpful when working with participants at the senior centers. She assisted with organizing and facilitating dozens of agency special events, including the annual senior picnic, volunteer recognition programs, holiday gatherings, and more. Bev has created long-lasting relationships with community partners that have enhanced service delivery and program offerings throughout the years and the many yet to come.

The Saginaw County Board of Commissioners congratulates Beverly Yanca on her retirement after nearly 33 years of service, and thanks her for her hard work and dedication to Saginaw County, the volunteers she assisted, and the citizens she served throughout the years.

Respectfully Submitted,
Saginaw County
Board of Commissioners

Carl E. Ruth
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Chairman, District #10

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Your Labor Relations Committee considered Communication No. 2-22-19 from Dave Gilbert, Civil Counsel/Labor Specialist, requesting approval of two (2) Memorandums of Understanding between Saginaw County and Teamsters, TPOAM, and UAW regarding bargaining unit changes.

We met with Mr. Gilbert who explained that the Memorandums of Understanding pertained to the Job Classification and Total Compensation Study Phases II and III with Baker Tilly and its recommendation to reassign various positions to a professional, managerial or technical classification that is commensurate with the duties of those positions.

We recommend approval of the two (2) Memorandums of Understanding between Saginaw County and Teamsters, TPOAM, and UAW regarding bargaining unit changes.

Respectfully Submitted,
COMMITTEE ON LABOR RELATIONS

s/ _____
Michael A. Webster, Chairman

s/ _____
Kyle R. Harris, Vice-Chair

s/ _____
Gerald D. Little

s/ _____
Sheldon Matthews

s/ _____
Carl E. Ruth

Your Labor Relations Committee herewith submits the collective bargaining agreement between the County of Saginaw and all affected Co-Employers and **POAM Unit III (Command)**. The agreement covers the period commencing February 22, 2022 and ending September 30, 2024. 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 + (February 22, 2022 – September 30, 2024)
2. County proposes to change the language in the contract to provide regular full-time employees and regular part-time employees, who are otherwise eligible may hold probationary status and qualify for benefits per the MOU.
3. County proposes to add language reflecting that the member is responsible for employee co-pays on County benefits during any period of suspension.
4. Furloughs:
 - County is proposing language to provide guidelines with respect to furloughing employees, if the financial condition of the County shall necessitate and allow discussion with the Union.
5. County proposes to add Juneteenth as a holiday.
6. Paid Time Off (PTO):
 - PTO shall accrue commencing on the date of hire and be credited on the first day of the month following thirty (30) days of service.
 - In compliance with Michigan's Paid Medical Leave Act, less than regular full-time employees shall accrue PTO in accordance with the Act and pursuant to County policy #341.
 - County proposes to eliminate the 700-hour cap on the accumulation of PTO.
 - County proposes to provide that PTO shall not be used in not less than 15-minute increments.
7. County Policies:
 - County proposes to update the policies with the most recent effective dates. This would cover four (4) policies.
8. Health Insurance:
 - County proposes to change in general, the health insurance article to make the language uniform with other County Collective Bargaining Agreements. Additional revisions will be needed due to the new healthcare.
 - County proposes, effective January 1, 2022, or as soon as practical after the contract is ratified, to have one high deductible health plan during the term of the Collective Bargaining Agreement. The County proposes to opt out of PA 152 to allow: (1) increased flexibility in calculating employee

healthcare costs by the County contributing up to \$827,400 annually to reduce claims in excess of the hard cap calculation, (2) utilize the hard cap calculation methodology in determining employee monthly premiums, and (3) contribute \$500 to each eligible employee's Health Savings Account (HSA). The County will, for the 2022 plan year, contribute an additional \$442,800 in ARPA funding, which represents COVID related medical expenses.

- County proposes to change Article 17, Section 1 to reflect that the County will pay the health insurance premium, subject to co-pays and PA 152 requirements for a maximum of three (3) years.
- County proposes to change the language in the contracts to reflect that the employee may reenter employer coverage subject to the terms and conditions of the carrier and in accordance with IRS regulations or a qualifying event.
- County proposes to eliminate the refund language in the contract as the County is no longer with Blue Cross Blue Shield.
- County proposes to shorten the eligibility period on health insurance, dental insurance, life insurance, and optical insurance to the first of the month following completion of thirty (30) days of qualifying service per the MOU's.
- County has opted out of PA 152 for the 2022 medical plan year. The decision to opt out will need to be made for each medical plan year covered in the contract.
- County proposes to provide that the insurance will be in accordance with the plan in effect on the date of ratification of the contract. The employer reserves the right to change carriers by providing comparable coverage for reasons of cost or service.
- County proposes to determine the provider of insurance, except the benefit level will be maintained at the same level. If the benefit levels change then the County will negotiate prior to a change in provider.
- County proposes to increase the monthly stipend in lieu of health insurance to \$200.
- County proposes to modify the CBA to provide for a two-part Coronavirus Premium Pay Plan which will provide:
 - (a) Those eligible employees who are currently on the County's payroll and worked in person between March 24, 2020 through July 27, 2020 will receive up to \$2,500 under Part A, depending upon the duration of in-person work performed.
 - (b) Those eligible employees who are currently on the County's payroll shall receive a one- time lump sum payment of \$1,250 under Part B of the Plan.
 - (c) Any employee who makes an excess of \$80,085 with inclusion of either Part A or Part B or both, must provide an explanation justifying why he/she should be eligible for the premium pay/hazard pay.
 - (d) Employees will be expected to complete an Affidavit verifying the percentage they are eligible for under Part A. The Department Head will be expected to sign affirming they are unaware of any information that would contradict information attested to by the employee.

9. Wages:

- County proposes a 2% base wage increase in 2021/2022, up to 2% wage increase in 2022/2023 and 2023/2024, contingent on the budget stabilization fund.

- The County proposes to roll the on-call annual stipend in the amount of \$5,250 into the base wage for the lieutenants, provided there is language in the contract to reference that the on-call stipend has been rolled into the base wage.

We recommend approval of the agreement between the County of Saginaw and all affected Co-Employers and **POAM Unit III (Command)** as outlined above; further, authorize the proper County officials to sign the appropriate documents and make the necessary budget adjustments.

Respectfully Submitted,
COMMITTEE ON LABOR RELATIONS

s/ _____
Michael A. Webster, Chairman

s/ _____
Kyle R. Harris, Vice-Chair

s/ _____
Gerald D. Little

s/ _____
Sheldon Matthews

s/ _____
Carl E. Ruth