

# AGENDA

## LABOR RELATIONS COMMITTEE

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

**\*Thursday, January 11, 2024 at \*4:30 p.m.**

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

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

I. Call to Order

II. Welcome – Roll Call

III. Correction/Approval of Minutes (*December 11, 2023 Minutes - Attached*)

IV. Public Comment

- *Speakers limited to 3 minutes*

V. Agenda

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

- **1-16-14** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of December 2023 (*Receive & File*)

VI. Miscellaneous

VII. Adjournment

**MINUTES**  
**LABOR RELATIONS COMMITTEE**

**DRAFT**

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



# COUNTY OF SAGINAW **LABOR RELATIONS**

111 SOUTH MICHIGAN AVENUE  
SAGINAW, MICHIGAN 48602

1-16-14

January 4, 2024

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 January, 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 December, 2023 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 January, 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

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SAGINAW COUNTY  
BOARD OF COMMISSIONERS  
2024 JAN - 3 A 10: 34

Employment Status Report –January, 2024

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Pena, Y.	Health	7/26/23	12/15/23	WIC Tech	N/A	N/A	N/A	N/A	Yes	New Job
Lopez, A.	District	12/6/23	12/14/23	Legal Clerk I	N/A	N/A	N/A	N/A	No	Probationary Termination
Pruiett, T.	Detention	5/15/23	12/8/23	DYCS	N/A	N/A	N/A	N/A	No	Resigned
Williams, K.	Sheriff	2/21/22	12/2/23	Corrections Officer	N/A	N/A	N/A	N/A	No	Resigned
Key, A.	Adm. Office	1/19/21	12/1/23	Personnel Specialist	N/A	N/A	N/A	N/A	Yes	New Job

Summary of Exit Interviews – December, 2023

Mo./Yr.	Dept.	Why Leaving?	Are you satisfied with:			Yrs. Service
			Pay?	Benefits?	Chance for Advancement?	
12/23	Health	Offered higher paying position with the VA; took position due to lack of training in job	No	Yes	Poor	5 mo.
12/23	Administrator	Promotional opportunity with City of Saginaw	Yes	Yes and no*	N/A	2 yr. 11 mo.

\*Health insurance is fine. PTO accrual needs to increase. Vision insurance should be every year, not every two years.

Retirees with Current Contract (January 1, 2024)

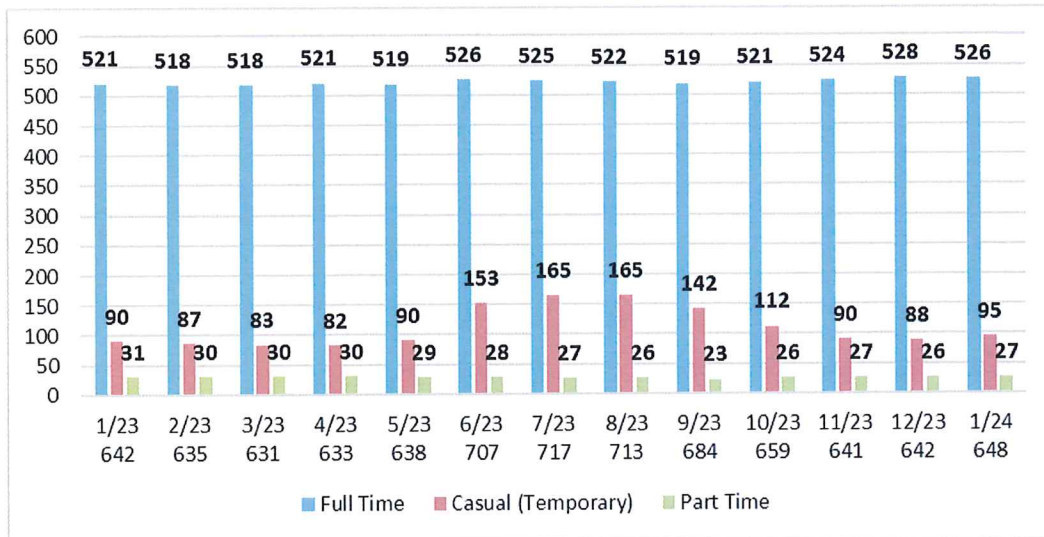
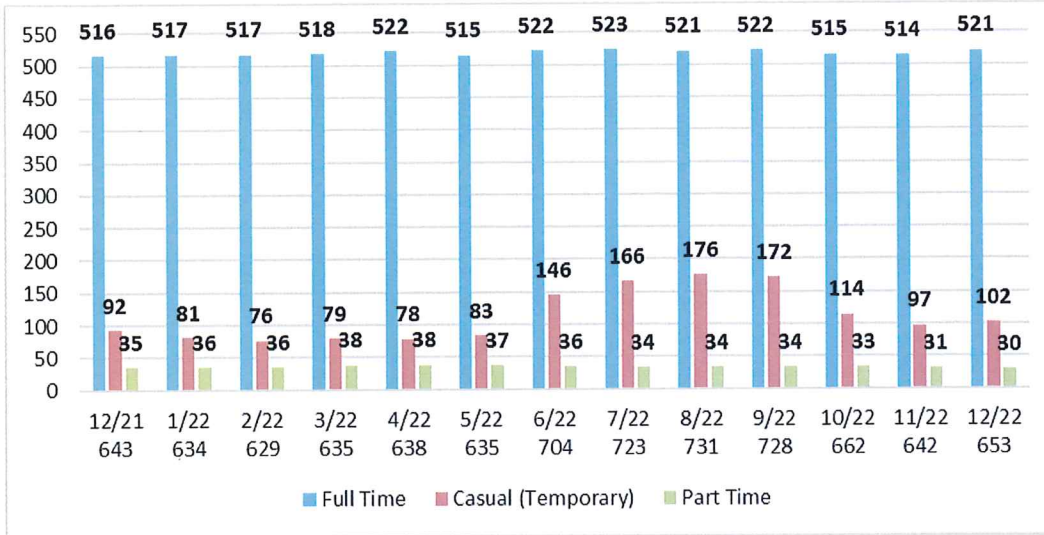
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2024

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

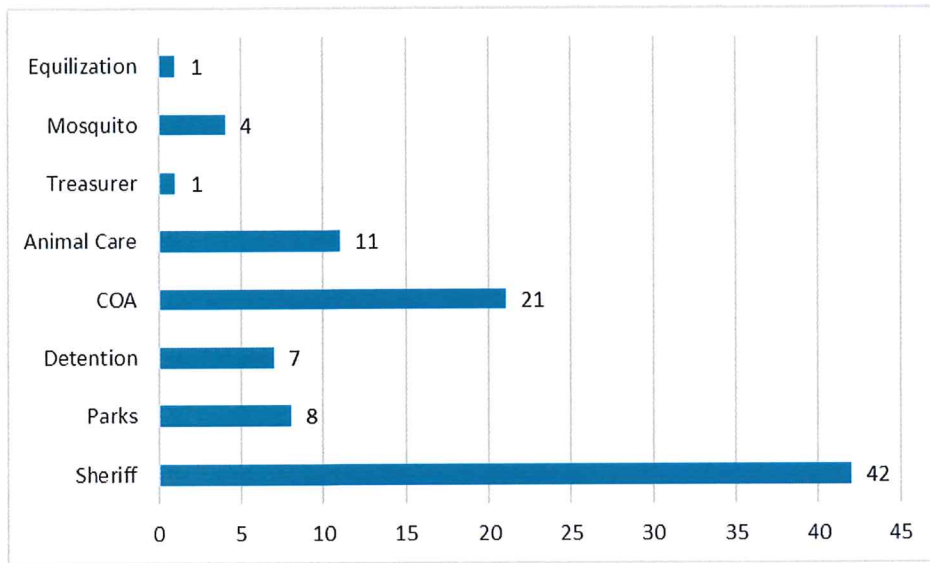
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in December
Bethany Jacques	Health	7/1/19	September 30, 2024	\$50.00	34.25
Mary Patnode	Health	9/30/18	September 30, 2024	\$45.00	119.75
Maria Cisneros	Health	9/27/13	March 29, 2024	\$28.00	117

\*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 (January 1, 2024)



**Status Report  
Saginaw County Employee Groups**

January 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	10	September 30, 2024 Annual via Budget	Set
UAW – Managers	59	9/30/2024	Set
UAW – Professionals	58	9/30/2024	Set
UAW – Clerical, Technical, & Paraprofessionals	21	9/30/2024	Set
COAM – Sheriff Unit II-Sergeants	14	9/30/2025	Set
POAM – Detention Youth Care Specialists	17	9/30/2024	Set
POAM – Prosecutors	18	9/30/2024	Set
POAM – Detention Center Supervisors	4	9/30/2024	Set
Teamsters – Health Dept./COA Employees	76	9/30/2024	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2024	Set
POAM – Animal Shelter Employees	8	9/30/2024	Set
POAM – Probation Officers, Family Division	7	9/30/2024	Set
TPOAM – Courthouse Employees	138	9/30/2024	Set
Teamsters – Public Health Nurses	10	9/30/2024	Set
POAM – Sheriff Unit 1 (312 Eligible)	38	9/30/2025	Set
GELC – Probation Officers, District Court	5	9/30/2024	Set
POAM – Sheriff Unit 1 (Non-312 Eligible)	36	9/30/2024	Set
<b>Total</b>	<b>553</b>		

