

AGENDA

LABOR RELATIONS COMMITTEE

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

Tuesday, November 12, 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 (***September 9, 2024 Minutes - Attached***)
- IV. Public Comment (*Speakers limited to 3 minutes*)
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **11-19-9** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the months of September and October 2024 (*Receive & File*)
 2. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **11-19-10** Requesting consideration and approval of two (2) Memorandums of Understanding between County of Saginaw, Saginaw County Sheriff, and (1) Command Officers Association of Michigan and (2) Police Officers Association of Michigan Unit 312, both regarding continuation of the current high deductible health plan for the 2025 plan year
- VI. Miscellaneous
- VII. Adjournment

MINUTES

LABOR RELATIONS COMMITTEE

DRAFT

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

Monday, September 9, 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 Keenan-Lechel, John McColgan, Jr., Blair Stevenson, Suzy Koepplinger, Renee Sharkey, and Catherine Hicks

- I. Call to Order ---**Webster at 4:01 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**August 12, 2024 Minutes**)
---**Moved by Little, seconded by Boyd, to approve. Motion carried.**
- IV. Public Comment (*Speakers limited to 3 minutes*) ---**None**
- 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*)
---**Moved by Boyd, seconded by Harris to receive and file. Motion carried.**

2. **John A. McColgan, Jr., Saginaw County Prosecutor, and Blair Stevenson, Chief Asst., 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 (**No action**)
- **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
(**9-17-10 & 9-17-11 were considered below**)

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

- **9-17-12** Requesting consideration and approval of two (2) Memorandums of Understanding (MOU) 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
---**Moved by Boyd, seconded by Matthews, to approve the MOU subject to approval by the union. Motion carried.**
 - (2) Retention payment to Trent Boyd and Christi Lopez funded by the High Crime Rate Community Support Grant
---**Matthews moved, seconded by Harris, to approve the MOU subject to approval by the union. Motion carried w/ abstention by Boyd.**

VI. Miscellaneous ---**None**

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

Respectfully Submitted,

Michael Webster, Committee Chair

Suzy Koeplinger, Committee Clerk



County of Saginaw

LABOR
RELATIONS

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

November 6, 2024

11-19-9

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

SAGINAW COUNTY BOC
NOV 6 '24 PM3:58

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 October and November, 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 September and October, 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 November, 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 –November, 2024

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Henne, M.	COA	6/11/24	9/5/24	Program Assistant	N/A	N/A	N/A	N/A	Yes	Work Environment
Taylor, N.	Detention	11/17/23	9/15/24	DYCS	N/A	N/A	N/A	N/A	No	Joined Military
Savage, A.	Family Div.	10/12/21	9/21/24	Legal Specialist I	N/A	N/A	N/A	N/A	Yes	New position/work environment
Peterson, E.	Clerk	6/20/24	9/26/24	Legal Specialist I	N/A	N/A	N/A	N/A	No	Resigned
Schafer, H.	Prosecutor	10/31/22	N/A	Legal Clerk I	9/1/24	Sheriff	T07	T09	Yes	Promotion/Higher Pay
Perkins-Cage, K.	District	7/17/23	N/A	Legal Clerk I	10/27/24	Family Div.	T7	T9	Yes	Promotion
Shantz, A.	Sheriff	11/1/21	N/A	Clerk	10/27/24	Pros.	\$14 hr.	T9	No	Promotion

Retirees with Current Contract (November 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 2025

Summary of Exit Interviews –October, 2024

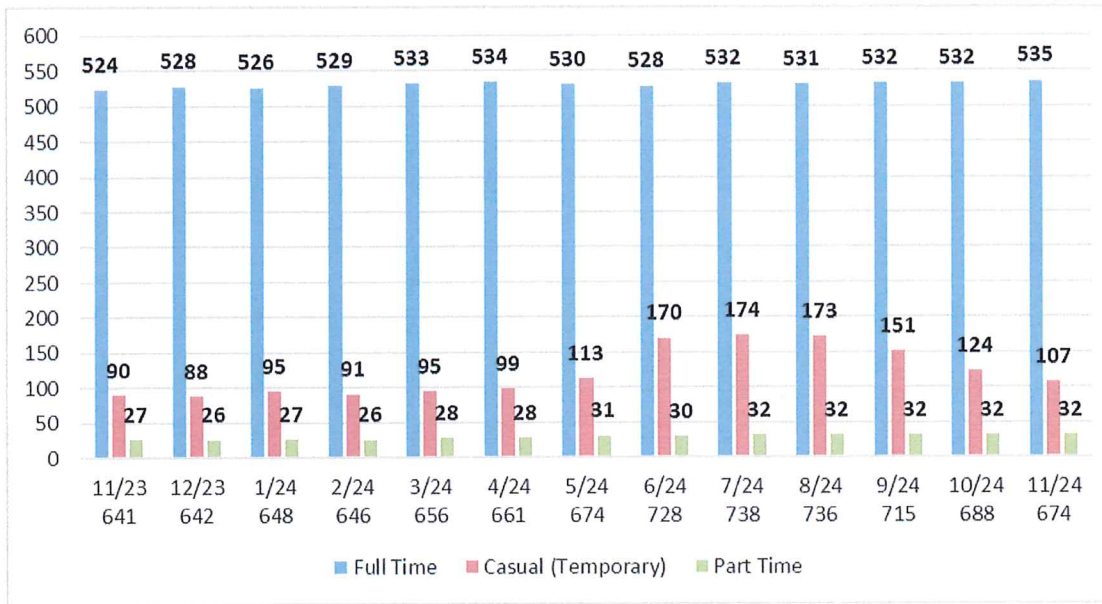
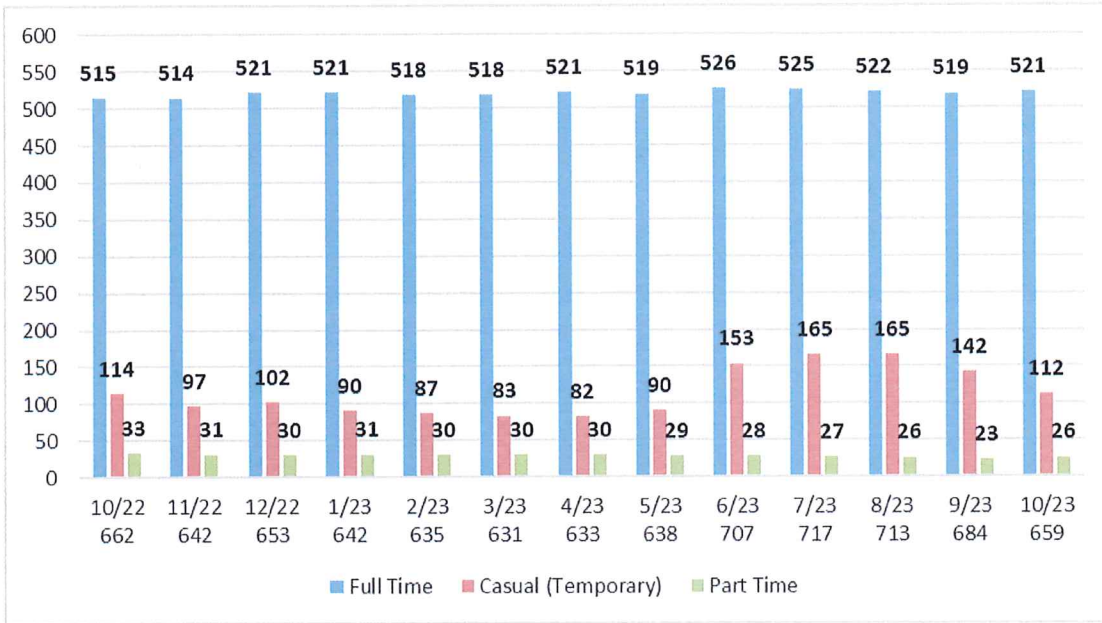
Mo./Yr.	Dept.	Why Leaving?	Are you satisfied with:			
			Pay?	Benefits?	Chance for Advancement?	Yrs. Service
9/24	COA	Difficulty working with Manager; not happy with work environment	Yes	Yes	N/A	3 mo.
9/24	Family Div.	Poor work environment/found new position that better aligned with education and career goals.	Yes	Yes	Fair	2 yr. 11 mo.
9/24	Prosecutor	Pay rate is higher in Sheriff's Dept.	No	Yes	Poor	1 yr. 10 mo.
10/24	District	Growth opportunity/new opportunity & higher pay	No	No	Good	1 yr. 3 mo.

Retirees Working as Needed (October 1, 2024) *

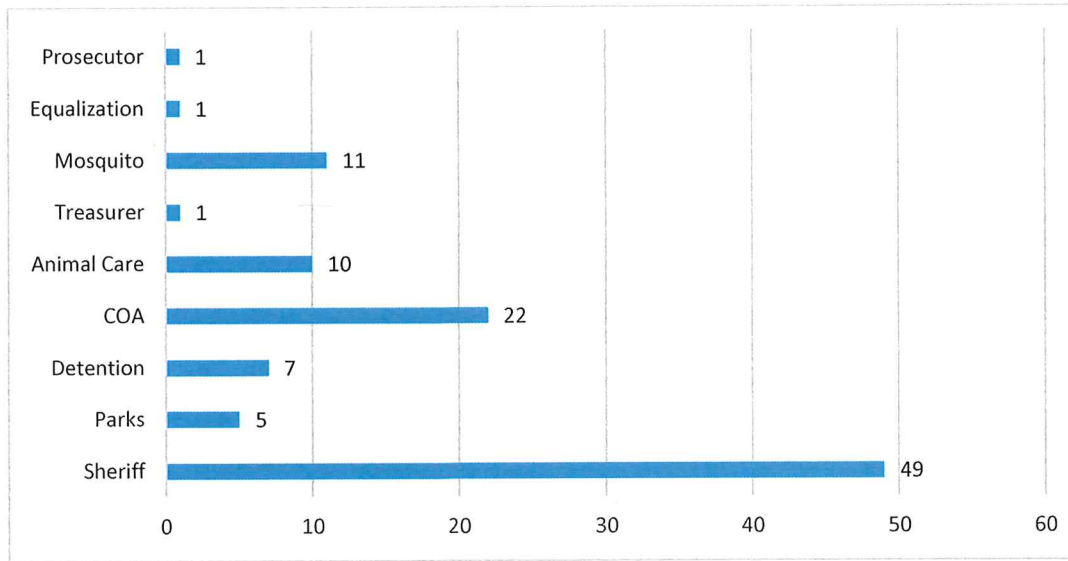
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in October
Bethany Jacques	Health	7/1/19	September 30, 2025	\$50.00	51
Mary Patnode	Health	9/30/18	September 30, 2025	\$45.00	137.5

*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 (November 1, 2024)



Status Report
Saginaw County Employee Groups

November 1, 2024

Employee Group	Employees	Expiration of Contract	Status
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, 2025 Annual via Budget	Set
UAW – Managers	60	9/30/2024	Negotiations open
UAW – Professionals	58	9/30/2024	Negotiations open
UAW – Clerical, Technical, & Paraprofessionals	20	9/30/2024	Negotiations open
COAM – Sheriff Unit II-Sergeants	15	9/30/2025	Set
POAM – Detention Youth Care Specialists	19	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	82	9/30/2024	Negotiations open
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2024	Negotiations open.
POAM – Animal Shelter Employees	10	9/30/2024	Negotiations open
POAM – Probation Officers, Family Division	7	9/30/2024	Negotiations open
TPOAM – Courthouse Employees	141	9/30/2024	Negotiations open
Teamsters – Public Health Nurses	10	9/30/2024	Negotiations open
POAM – Sheriff Unit 1 (312 Eligible)	36	9/30/2025	Set
GELC – Probation Officers, District Court	5	9/30/2024	Negotiations open
POAM – Sheriff Unit 1 (Non-312 Eligible)	38	9/30/2024	Negotiations open
Total	567		

GILBERT & SMITH, P.C.
ATTORNEYS AT LAW

721 SOUTH MICHIGAN AVENUE
SAGINAW, MICHIGAN 48602-1529

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**LABOR
RELATIONS**

DAVID M. GILBERT
LAWRENCE WM. SMITH
AMY L. LUSK

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

November 7, 2024

11-19-10

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

SAGINAW COUNTY BOC
NOV 7 '24 PM 2:53

Re: MOUs for Consideration by the Labor Relations Committee

Dear Chairman Webster:

I am submitting for consideration by the Labor Relations Committee on November 12, 2024, the following MOUs:

- MOU with Command Officers Association of Michigan, representing Sergeants, regarding continuation of the current high deductible health plan for the 2025 plan year; and
- MOU with Police Officers Association of Michigan Unit 312, representing full-time Deputies, regarding continuation of the current high deductible health plan for the 2025 plan year.

I will be in attendance at the November 12th 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 among the SAGINAW COUNTY BOARD OF COMMISSIONERS and SAGINAW COUNTY SHERIFF (“EMPLOYER”) and COMMAND OFFICERS ASSOCIATION OF MICHIGAN, representing the Sergeants (“UNION”).

WHEREAS, EMPLOYER and UNION are parties to a Collective Bargaining Agreement (“CBA”), which covers the time period June 20, 2023 through September 30, 2025;

WHEREAS, effective January 1, 2025, the EMPLOYER desires to continue the current high deductible health plan for the 2025 plan year. The EMPLOYER will opt out of PA 152 as noted in Article 16, Section 16 to allow: (1) increased flexibility in calculating employee healthcare costs, (2) to allow for the establishment of monthly employee plan contributions for the high deductible plan at \$50 single coverage, \$120 two (2) person coverage and \$150 family coverage, and (3) for the employer to contribute \$825 for each single employee, and \$1,650 for two person and family employees’ Health Savings Account (HSA);

WHEREAS, effective January 1, 2025, UNION also desires to continue the current high deductible health plan for the 2025 plan year. The EMPLOYER will opt out of PA 152 as noted in Article 16, Section 16 to allow: (1) increased flexibility in calculating employee healthcare costs (2) to allow for the establishment of monthly employee plan contributions for the high deductible plan at \$50 single coverage, \$120 two (2) person coverage and \$150 family coverage, and (3) for the employer to contribute \$825 for each single employee, and \$1,650 for two person and family employees’ Health Savings Account (HSA);

THEREFORE, it is hereby agreed as follows:

1. Article 16, Sections 1, 2 & 16 of the CBA shall be modified to reflect that effective January 1, 2025, Employer will continue the current high deductible health plan during the 2025 plan year. Employer will opt out of PA 152 as noted in Article 16, Section 16 to allow: (1) increased flexibility in calculating employee healthcare costs, (2) to allow for the establishment of monthly employee plan contributions for the high deductible plan at \$50 single coverage, \$120 two (2) person coverage and \$150 family coverage, and (3) for the employer to contribute \$825 for each single employee, and \$1,650 for two person and family employee’s Health Savings Account (HSA);
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:

Mary Catherine Hannah
Saginaw County Administrator

Christopher S. Boyd, Chairman
Board of Commissioners

SAGINAW COUNTY SHERIFF'S DEPARTEMENT

William L. Federspiel - Sheriff

David M. Gilbert – Labor Specialist

FOR THE UNION:

Steve Sellers – Business Agent

MEMORANDUM OF UNDERSTANDING
AND AGREEMENT

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT made and entered into this _____ day of _____, 2024 by and among the COUNTY OF SAGINAW and the SAGINAW COUNTY SHERIFF'S DEPARTMENT ("EMPLOYER") and POLICE OFFICERS ASSOCIATION OF MICHIGAN UNIT 312 representing full-time Deputies ("UNION").

WHEREAS, EMPLOYER and UNION are parties to a Collective Bargaining Agreement ("CBA"), which covers the time period January 17, 2023 through September 30, 2025;

WHEREAS, effective January 1, 2025, the EMPLOYER desires to continue the current high deductible health plan for the 2025 plan year. The EMPLOYER will opt out of PA 152 as noted in Article 17, Section 16 to allow: (1) increased flexibility in calculating employee healthcare costs, (2) to allow for the establishment of monthly employee plan contributions for the high deductible plan at \$50 single coverage, \$120 two (2) person coverage and \$150 family coverage, and (3) for the employer to contribute \$825 for each single employee, and \$1,650 for two person and family employees' Health Savings Account (HSA);

WHEREAS, effective January 1, 2025, UNION also desires to continue the current high deductible health plan for the 2025 plan year. The EMPLOYER will opt out of PA 152 as noted in Article 17, Section 16 to allow: (1) increased flexibility in calculating employee healthcare costs (2) to allow for the establishment of monthly employee plan contributions for the high deductible plan at \$50 single coverage, \$120 two (2) person coverage and \$150 family coverage, and (3) for the employer to contribute \$825 for each single employee, and \$1,650 for two person and family employees' Health Savings Account (HSA);

THEREFORE, it is hereby agreed as follows:

1. Article 17, Sections 1, 2 & 16 of the CBA shall be modified to reflect that effective January 1, 2025, Employer will continue the current high deductible health plan during the 2025 plan year. Employer will opt out of PA 152 as noted in Article 17, Section 16 to allow: (1) increased flexibility in calculating employee healthcare costs, (2) to allow for the establishment of monthly employee plan contributions for the high deductible plan at \$50 single coverage, \$120 two (2) person coverage and \$150 family coverage, and (3) for the employer to contribute \$825 for each single employee, and \$1,650 for two person and family employee's Health Savings Account (HSA);
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:

Mary Catherine Hannah
Saginaw County Administrator

Christopher S. Boyd, Chairman
Board of Commissioners

SAGINAW COUNTY SHERIFF'S DEPARTEMENT

William L. Federspiel - Sheriff

David M. Gilbert – Labor Specialist

FOR THE UNION:

Steve Sellers – Business Agent