

AGENDA

LABOR RELATIONS COMMITTEE

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

Monday, June 10, 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 (***May 13, 2024 Minutes - Attached***)
- IV. Public Comment
 - *Speakers limited to 3 minutes*
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **6-18-13** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of May 2024 (*Receive & File*)

(*Referred back to committee from May 21, 2024 Board Session/New Communication*)
 2. **Patricia Johnson, Retirement/Benefits Administrator, re:**
 - **6-18-14** Requesting consideration of a proposal to establish 457 Deferred Compensation and Roth IRA plans at Municipal Employees' Retirement System (MERS)

(*Referred back to committee from May 21, 2024 Board Session*)
 3. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **5-21-12** Requesting consideration and approval of a Memorandum of Understanding between Saginaw County and UAW Local 455 – Unit 48 regarding a stipend to Chief Deputy Clerk Kyle Bostwick, funded from the Early Voting Center Revenue Fund
 4. **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
- VI. Miscellaneous
- VII. Adjournment

MINUTES

DRAFT

LABOR RELATIONS COMMITTEE

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

Monday, May 13, 2024 at 4:00 p.m.

Present: Michael Webster - Chair, Sheldon Matthews – Vice-Chair, Denny Harris, Gerald Little
Absent: Christopher Boyd
Others: Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Jaime Ceja, Dave Gilbert, Richard Spitzer, Darcie Totten, Patricia Johnson, Vanessa Guerra (by phone), Isaac Blackmon, Jason Van Bocxlaer, Tricia Mejia, Tish Yaros, Jamie Uptmor, Kristine Bolzman, Matthew Uptmor, Marne Daggett, Lisa Roethlisberger, Alethea Taylor, Suzy Koepplinger, and Renee Sharkey

- I. Call to Order ---**Webster at 4:00 p.m.**
- II. Welcome – Roll Call ---**Webster recognized the passing of Josh Brown, IT Director, and asked for a moment of silence.**
- III. Correction/Approval of Minutes (**March 11, 2024 Minutes**)
---**Moved by Little, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment
 - Jason Van Bocxlaer, UAW Local 455 Business Agent, expressed his condolences to the family of Josh Brown. He spoke in support of the two (2) Memorandums of Understanding for Kyle Bostwick that are being presented at the meeting. He stated that Clerk Guerra did a great job providing information on comparable counties.
 - Kris Bolzman, President of the Saginaw County Area Clerks Association, spoke in support of Kyle Bostwick, Saginaw County Chief Deputy Clerk, and provided a written Resolution (2024 – 001) in support of his reclassification and stipend. (*On file*)
 - Alethea Taylor, Buena Vista Charter Township Clerk, spoke in support of Kyle Bostwick as a hard worker and valuable employee to the county and in favor of the two (2) Memorandums of Understanding that are on the agenda.
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **5-21-10** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of April 2024
---**Moved by Little, seconded by Harris, to receive and file. Motion carried.**
(Receive & File)
 2. **Patricia Johnson, Retirement/Benefits Administrator, re:**
 - **5-21-11** Requesting consideration of a proposal to move 457 Deferred Compensation and Roth IRA plans to Municipal Employees' Retirement System (MERS)
---**Discussion was held with Patricia Johnson and Marne Daggett from MERS.**
---**After discussion, Matthews moved, seconded by Harris, to approve.**
Motion carried. (Board Report)
 3. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **5-21-12** Requesting consideration and approval of ~~four (4)~~ three (3) Memorandums of Understanding between Saginaw County and the following bargaining units:
 - POAM regarding a Hiring Incentive Program for Assistant Prosecuting Attorneys in the Saginaw County Prosecutor's Office

---Discussion was held in regard to striking paragraph #3 and to approve contingent upon union approval.

---*Moved by Matthews, seconded by Little, to amend the Memorandum of Understanding by striking paragraph #3. Motion carried.*

---*Moved by Matthews, seconded by Harris, to approve the Memorandum of Understanding as amended and contingent upon union approval. Motion carried (Board Report)*

- ~~UAW Local 455 – Unit 48 regarding an increase in salary schedule for Office Manager, Operations Supervisor, and Chief Assistant Prosecuting Attorney in the Saginaw County Prosecutor’s Office~~

---Pulled at committee meeting

---Committee Chair Webster stated he was excited by the support of the Clerk’s Association and was glad they endeavored to attend the meeting. He recognized how important clerks are and their valuable role in fair elections.

---County Clerk Guerra spoke (via telephone) on the process she used to re-score the Chief Deputy Clerk position in accordance with County policy. Discussion was held regarding certification of election officials.

- UAW Local 455 – Unit 48 regarding a step level and compensation increase for Chief Deputy Clerk Kyle Bostwick

--Discussion was held with the County Administrator who stated that, due to the re-scoring and review of comparables, she is very comfortable with this level and compensation increase.

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

- UAW Local 455 – Unit 48 regarding a stipend to Chief Deputy Clerk Kyle Bostwick, funded from the Early Voting Center Revenue Fund

---Discussion was held regarding the stipend and the source of funding.

---*Moved by Harris, seconded by Little, to amend the Memorandum of Understanding to include the following language to the last WHEREAS paragraph and the first THEREFORE paragraph: “and upon verification of the funds on deposit with the county.”*

---*Moved by Little, seconded by Matthews, to approve the Memorandum of Understanding as amended. Motion carried. (Board Report)*

4. Vanessa Guerra, Saginaw County Clerk, re:

- **5-21-13** Submitting information in support of the request to approve two (2) Memorandums of Understanding between Saginaw County and UAW Local 455 – Unit 48 regarding step level, compensation and stipend for Chief Deputy Clerk Kyle Bostwick [See communication above from Civil/Labor Counsel] (See notes above)

VI. Miscellaneous ---*None*

VII. Adjournment ---*Moved by Little, seconded by Harris, to adjourn. Motion carried; time being 4:48 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

6-18-13

June 5, 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 June, 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 May, 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 June, 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

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2024 JUN -6 A 9:14



(989) 790-5210



administratoroffice@saginawcounty.com

Employment Status Report –June, 2024

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Arquette, S.	Admin.	7/14/03	5/1/24	Act. Payables Analyst	N/A	N/A	N/A	N/A	No	Retirement
Johnson, P.	Health	4/19/21	5/24/24	Env. Health Specialist	N/A	N/A	N/A	N/A	Yes	New Job
Brown, J.	IT	12/7/15	5/13/24	Director	N/A	N/A	N/A	N/A	No	Deceased
Jackson, T.	FOC	8/17/15	5/10/24	Account Specialist II	N/A	N/A	N/A	N/A	No	Resigned
Torres, M.	COA	2/17/21	5/2/24	Driver I	N/A	N/A	N/A	N/A	No	Terminated
Augustyn, H.	FOC	5/11/22	N/A	Associate FOC	5/26/24	Circuit	B-21	B-19	No	Transfer
Anderson, M.	Health	6/13/22	N/A	Office Asst. II	5/12/24	FOC	T-7	T-10	Yes	Promotion
Teneyuque, C.	Clerk	1/23/17	N/A	Legal Specialist I	5/12/24	FOC	T-9	T-10	No	Promotion

Summary of Exit Interviews – May, 2024

Mo./Yr.	Dept.	Why Leaving?	Are you satisfied with:			
			Pay?	Benefits?	Chance for Advancement?	Yrs. Service
5/24	Health	New position with Oakland County.	No	Yes	Fair	3 yr. 1 mo.
5/24	Health	Increase in pay grade and rate. Falls within educational background.	No	Yes	Poor (not within Health Dept.)	1 yr. 10 mo.

Retirees with Current Contract (June 1, 2024)

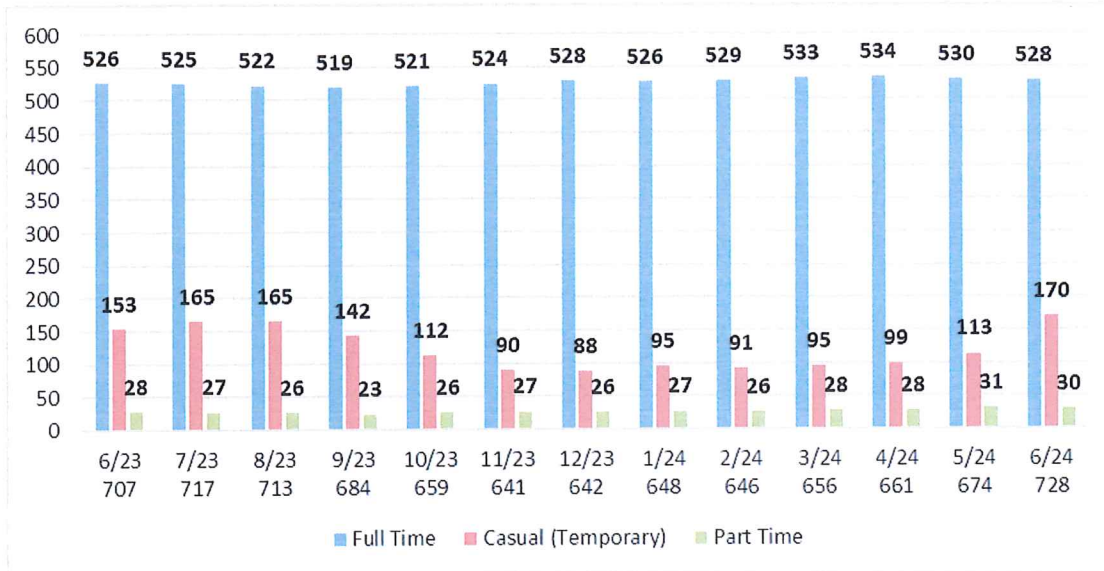
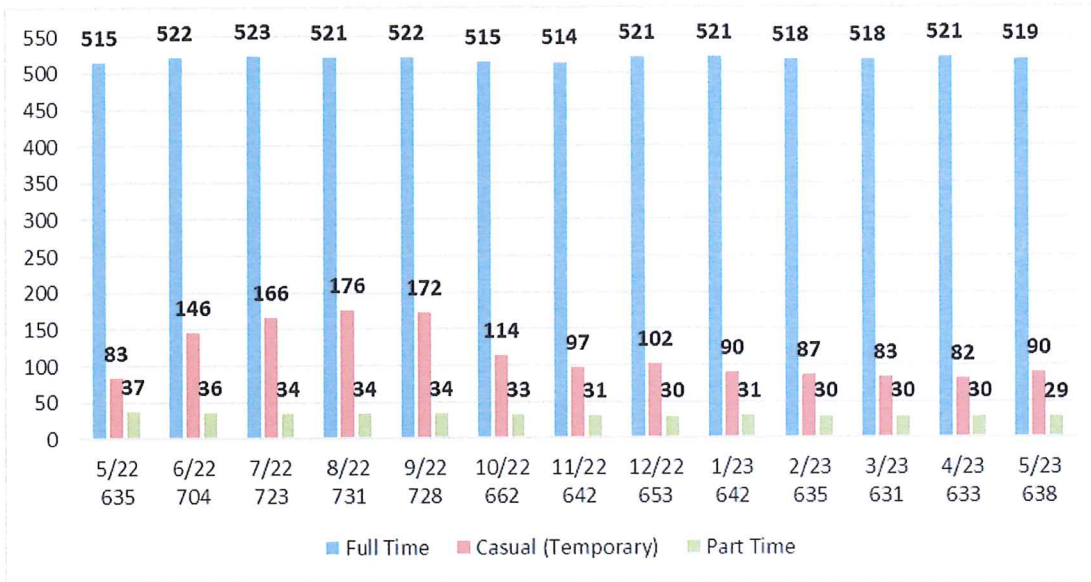
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2024

Retirees Working as Needed (June 1, 2024) *

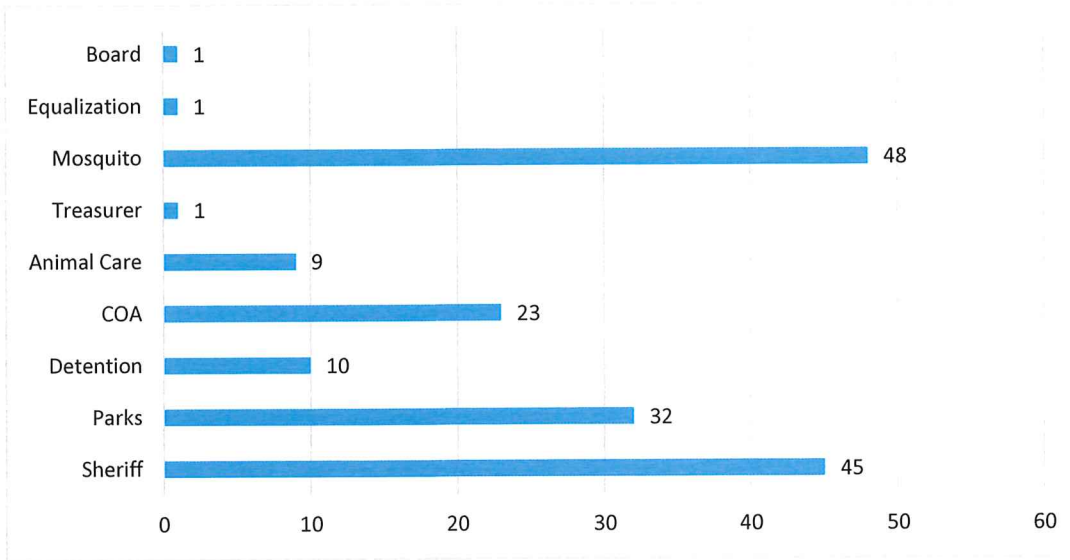
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in May
Bethany Jacques	Health	7/1/19	September 30, 2024	\$50.00	47.75
Mary Patnode	Health	9/30/18	September 30, 2024	\$45.00	111.25

*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 (June 1, 2024)



**Status Report
Saginaw County Employee Groups**

June 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, 2024 Annual via Budget	Set
UAW – Managers	60	9/30/2024	Set
UAW – Professionals	55	9/30/2024	Set
UAW – Clerical, Technical, & Paraprofessionals	21	9/30/2024	Set
COAM – Sheriff Unit II-Sergeants	15	9/30/2025	Set
POAM – Detention Youth Care Specialists	18	9/30/2024	Set
POAM – Prosecutors	17	9/30/2024	Set
POAM – Detention Center Supervisors	4	9/30/2024	Set
Teamsters – Health Dept./COA Employees	77	9/30/2024	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2024	Set
POAM – Animal Shelter Employees	10	9/30/2024	Set
POAM – Probation Officers, Family Division	7	9/30/2024	Set
TPOAM – Courthouse Employees	140	9/30/2024	Set
Teamsters – Public Health Nurses	10	9/30/2024	Set
POAM – Sheriff Unit 1 (312 Eligible)	37	9/30/2025	Set
GELC – Probation Officers, District Court	5	9/30/2024	Set
POAM – Sheriff Unit 1 (Non-312 Eligible)	37	9/30/2024	Set
Total	558		



County of Saginaw

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

May 30, 2024

Honorable Christopher Boyd, Chairman
Board of Commissioners
County of Saginaw
111 S. Michigan Ave.
Saginaw, MI 48602

6-18-14

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2024 MAY 31 AM 8:44

RE: AMENDED PROPOSAL TO MOVE DEFERRED COMPENSATION PLANS TO MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM

Dear Chairman Boyd:

Please permit this letter to serve as my request to meet with the Labor Relations Committee at the June 10, 2024 meeting regarding the following:

Proposal to allow the Municipal Employees' Retirement System to offer a 457 Deferred Compensation plan and a ROTH IRA plan to current eligible employees of Saginaw County.

I would like to revisit the topic of making it more convenient and less costly for employees to save additional funds for retirement with MERS, the company that already administers the County's Defined Contribution, Defined Benefit and Health Care Savings Program accounts. This is a continuation of a dialog that was begun with a discussion regarding employees taking loans from their 401(a) retirement accounts. I am asking that employees and retirees that already have funds with Mission Square or Nationwide be allowed to leave their investments with those companies if they choose.

I plan on being at the Labor Relations Committee meeting to answer questions regarding this proposal. Thank you for your consideration to this matter.

Respectfully,

Patricia Johnson
Retirement/Benefits Administrator



(989) 790-5210



administratoroffice@saginawcounty.com

GILBERT & SMITH, P.C.
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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

May 8, 2024

5-21-12

RECEIVED
SAGINAW COUNTY
BOARD OF COMMISSIONERS
2024 MAY - 9 A 9: 15

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

Re: MOU's for Consideration by the Labor Relations Committee

Dear Chairman Webster:

I am submitting for consideration by the Labor Relations Committee on May 13, 2024, the following MOU's:

- ~~MOU with UAW Local 455 – Unit 48 regarding Hiring Incentive Program for Assistant Prosecuting Attorneys in the Saginaw County Prosecutor's Office.~~
- ~~MOU with UAW Local 455 – Unit 48 regarding an increase in salary schedule for Office Manager, Operations Supervisor, and Chief Assistant Prosecuting Attorney in the Saginaw County Prosecutor's Office.~~
- ~~MOU with UAW Local 455 – Unit 48 regarding a step level and compensation increase for Chief Deputy Clerk Kyle Bostwick and~~
- MOU with UAW Local 455 – Unit 48 regarding a stipend to Chief Deputy Clerk, Kyle Bostwick, funded from the Early Voting Center Revenue Fund.

I will be in attendance at the May 13th 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 CLERK ("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, Chief Deputy Clerk in the County Clerk's Office, Kyle Bostwick, supervises Circuit Court records, vital records, and administers elections in that office;

WHEREAS, the administration of elections in the County Clerk's Office has imposed additional job duties on Chief Deputy Clerk, Kyle Bostwick;

WHEREAS, EMPLOYER desires to provide a stipend to Chief Deputy Clerk, Kyle Bostwick, in the amount of Five Thousand Five Hundred Dollars (\$5,500.00) per election, for administrating the election duties on behalf of the County, which shall be funded from the Early Voting Center Revenue Fund.

WHEREAS, UNION also desires that a stipend be provided to Chief Deputy Clerk, Kyle Bostwick, in the amount of Five Thousand Five Hundred Dollars (\$5,500.00) per election, for administrating the election duties on behalf of the County, which shall be funded from the Early Voting Center Revenue Fund.

THEREFORE, it is agreed as follows:

1. Chief Deputy Clerk, Kyle Bostwick, will be provided a stipend in the amount of Five Thousand Five Hundred Dollars (\$5,500.00) per election, for administrating the election duties on behalf of the County, which shall be funded from the Early Voting Center Revenue Fund.
2. This stipend shall be retroactive to January 1, 2024.
3. 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:

Christopher S. Boyd, Chairman

Mary Catherine Hannah
County Administrator

Vanessa Guerra – County Clerk

David M. Gilbert – Labor Specialist

FOR THE UNION:

Jason VanBocxlaer – Business Agent

Brian Keenan Lechel – Chief Steward