AGENDA LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 200, Saginaw, MI 48602 Monday, December 9, 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 (November 12, 2024 Minutes Attached)
- IV. Public Comment (Speakers limited to 3 minutes)
- V. Agenda

1. Jennifer Broadfoot, Personnel Director, re:

- 12-17-17 Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the months of September and November 2024 (Receive & File)
- 2. Dave Gilbert, Civil/Labor Counsel, re:

Closed Session

- 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
- 3. Any other matters to come before the committee
- VI. Miscellaneous
- VII. Adjournment

MINUTES LABOR RELATIONS COMMITTEE

DRAFT

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

Tuesday, November 12, 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, Dave Gilbert, Patricia Johnson, Tracey Slodowski, Suzy Koepplinger, Renee Sharkey, and Catherine Hicks
- I. Call to Order ---Webster at 4:00 p.m.
- II. Welcome Roll Call
- III.Correction/Approval of Minutes (September 9, 2024 Minutes)---Moved by Harris, seconded by Little, to approve. Motion carried.
- IV. Public Comment (Speakers limited to 3 minutes) None
- 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*)

---Discussion was held regarding retention of seasonal employees at Mosquito Control assisting with the move to the new facility on Towerline. Additional staff will not be necessary, and they should be completely moved from Congress to Towerline by January. Webster commented that the number of "Voluntary Departures" noted on the report has been reduced since 2022 and that it is probably due to increased stability in the labor market post-COVID. ---Moved by Boyd, seconded by Little, to receive and file. Motion carried.

- 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

---Moved by Matthews, seconded by Boyd, to approve contingent upon union approval. Motion carried. (Board Report)

- VI. Miscellaneous ---None
- VII. Adjournment --- Moved by Harris, seconded by Little, to adjourn. Motion carried; time being 4:10 p.m.

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



County of Saginaw

LABOR RELATIONS

111 South Michigan Avenue Saginaw, MI 48602

> Mary Catherine Hannah County Administrator

12-17-17

December 4, 2024

SAGINAW COUNTY BOC DEC 4'24 AM9:12

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 December, 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 November, 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 December, 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,

Jennífer Broadfoot

Jennifer Broadfoot Personnel Director



Employment Status Report –December, 2024

Name	Dept.	DOH	DOT	Title	Transfer	Dept.	Class	Class	Exit	Reason
					Date		From	То	Int.	
Roussel, A.	Public Works	1/3/08	11/1/24	Office Coordinator	N/A	N/A	N/A	N/A	Yes	New career/job
Arceo, A.	District Ct.	8/6/12	11/15/24	Bailiff	N/A	N/A	N/A	N/A	Yes	Relocating
Fry, A.	Michigan Works!	12/16/19	11/13/24	Accountant I	N/A	N/A	N/A	N/A	No	Pursue new opportunity
Henry, M.	Sheriff	4/12/17	11/14/24	Deputy	N/A	N/A	N/A	N/A	No	Resigned
Perry, J.	Family Ct.	11/6/17	11/15/24	Attorney- Referee	N/A	N/A	N/A	N/A	No	New job
Grant, P.	COA	2/6/24	11/19/24	Custodian	N/A	N/A	N/A	N/A	No	Resigned
Weber, K.	Sheriff	4/24/97	11/22/24	Deputy	N/A	N/A	N/A	N/A	No	Terminated
Moore, K.	Health	3/3/24	11/22/24	PH Nurse	N/A	N/A	N/A	N/A	No	Pursue other opportunities

Summary of Exit Interviews -November, 2024

			Are you s	satisfied with:			
Mo./Yr.	Dept.	Why Leaving?	Pay?	Benefits?	Chance for Advancement?	Yrs. Service	
11/24	Public Works	Beginning career in field that I received degree in.	Yes	Yes	Poor (within Dept.)	16 yr. 10 mo.	
11/24	District Ct.	Moving to west side of state	Yes	Yes	N/A	12 yr. 3 mo.	

Retirees with Current Contract (December 1, 2024)

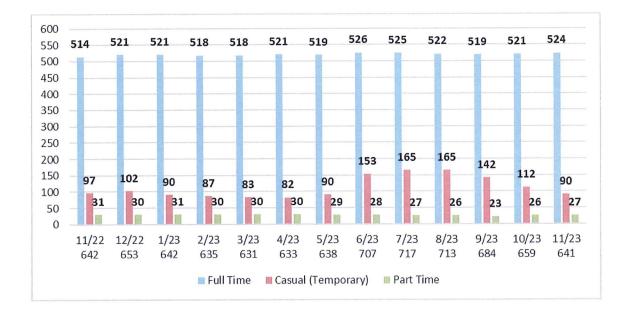
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in
Aviation)				2025

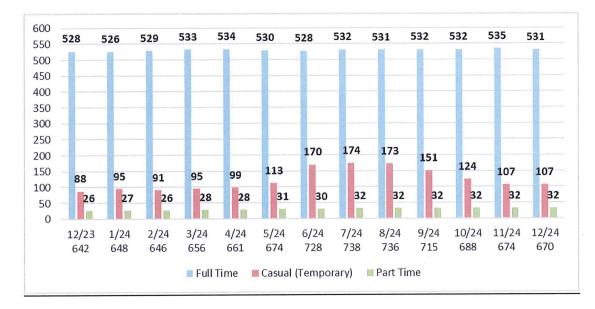
Retirees Working as Needed (December 1, 2024) *

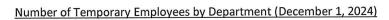
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in November
Bethany Jacques	Health	7/1/19	September 30, 2025	\$50.00	51
Mary Patnode	Health	9/30/18	September 30, 2025	\$45.00	96

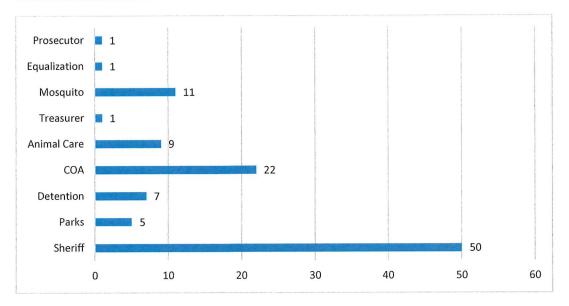
*This report does not include retired Court employees with a current contract.

Number of Employees (Reported for First of Month)









Status Report Saginaw County Employee Groups December 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	57	9/30/2024	Negotiations open							
UAW – Clerical, Technical, & Paraprofessionals	21	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	140	9/30/2024	Negotiations open							
Teamsters – Public Health Nurses	9	9/30/2024	Negotiations open							
POAM – Sheriff Unit 1 (312 Eligible)	34	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	563									

	2022	January	February	March	April	May	June/July	August	September	October	November	December
	477		1	0			2		0		0	
Retirement	17	4	1	0			4	4	0	2		
New Job	24	3	0	3	4	1	4	0	3	2	2	4
Moved (Within or Out of State)	4	0	1	1	1	0	0	0	1	0	0	(
Returned to Previous Job	1	0	0	0	0	0	0	1	0	0	0	(
No Show	0	0	0	0	0	0	0	0	0	0	0	(
Going Back to School	1	0	0	0	0	0	0	1	0	0	0	(
Reevaluate Interests/Career Change	2	0	0	0	0	0	0	0	0	2	0	(
Pursue Other Opportunities	0	0	0	0	0	0	0	0	0	0	0	(
Unhappy with Work Environment	5	1	0	0	1	0	2	1	0	0	0) (
Family Matter	7	0	0	1	3	0	0	2	0	0	0	
Personal	1	0	0	0	0	0	0	1	0	0	0) (
Position not What Expected	0	0	0	0	0	0	0	C	0	0	0	(
Transportation Issues	0	0	0	0	0	0	0	0	0	0	0	(
Resigned During Disciplinary Procedure	0	0	0	0	0	0	0	0	0	0	0	(
Scheduling Conflict with other Job	0	0	0	0	0	0	0	0	0	0	0	(
Resigned No Reason Given	11	1	1	<u>0</u>	<u>0</u>	1	1	1	2	1	2	
	73	9	3	5	11	3	9	11	6	7	4	
DCN Count	595											
PCN Count	595											
Annual Turnover Rate (to date)									<u> </u>			
All Voluntary Departures:	12.27%											
Not including Retirements:	9.41%											1

	2023	January	February	March	April	May	June/July	August	September	October	November	December
Retirement	20	1	2	3	2	1	. 5	2	0	2	2	. C
New Job	17	2	0	2	2	C	2	4	1	2	0	2
Moved (Within or Out of State)	6	0	1	1	1	C	1	1	1	0	0	C
Returned to Previous Job	0	0	0	0	0	C	0	0	0	0	0	C
No Show	0	0	0	0	· 0	C	0	0	0	0	0	C
Going Back to School	1	0	0	0	0	1	. 0	0	0	0	0) <u> </u>
Reevaluate Interests/Career Change	2	0	0	0	0	C	0	0	2	0	0) <u> </u>
Pursue Other Opportunities	1	0	0	0	0	C	0	1	0	0	0	0 0
Unhappy with Work Environment	8	0	0	0	0	2	4	1	0	1	0) <u> </u>
Family Matter	3	0	1	1	0	C	0	1	0	0	0	
Personal	2	1	0	1	0	C	0 0	0	0	0	0	<u> </u>
Position not What Expected	1	0	0	0	0	C	0 0	0	0	0	1	. c
Transportation Issues	0	0	0	0	0	C	0 0	0	0	0	0	
Resigned During Disciplinary Procedure	0	0	0	0	0	C	0 0	0	0	0	0	<u> </u>
Scheduling Conflict with other Job	0	0	0	0	0	<u> </u>	0 0	C	0	0	C) <u> </u>
Resigned No Reason Given	9	1	1	<u>0</u>	1	<u>c</u>	<u>1</u>	<u>0</u>	<u>2</u>	<u>0</u>	1	2
	70	5	5	8	6	4	13	10	6	5	4	4
PCN Count	596											<u></u>
Annual Turnover Rate (to date)												
All Voluntary Departures:	11.74%											
Not including Retirements:	8.39%											

2024 Voluntary Departures					A		turn a thulu	A	Cantanhar	October	November	December
	2024	January	February	March	April	May	June/July	August	September	October	November	December
	<u></u>											
Retirement	8	3	0	1	0	1	. 3	0	0	0	0	
New Job	12	1	0	2	3	1	. 1	2	0	0	2	
Moved (Within or Out of State)	2	0	0	1	0	C	0 0	0	0	0	1	
Returned to Previous Job	0	0	0	0	0	C	0 0	0	0	0	0	
No Show	0	0	0	0	0	0	0 0	0	0	0	0	
Going Back to School	0	0	0	0	0	C	0 0	0	0	0	0	
Reevaluate Interests/Career Change	1	0	0	0	0	C	0 0	0	1	0	0	
Pursue Other Opportunities	2	0	0	0	0	C) 0	0	0	0	2	
Unhappy with Work Environment	2	0	0	0	0	C	0 0	0	2	0	0	
Family Matter	2	0	1	1	0	C	0 0	0	0	0	0	
Personal	1	0	0	0	0	C	0 0	0	1	0	0	
Position not What Expected	1	1	0	0	0	0	0 0	0	0	0	0	
Transportation Issues	0	0	0	0	0	0	0 0	0	0	0	0	
Resigned During Disciplinary Procedure	0	0	0	0	0		0 0	0	0	0	0	
Scheduling Conflict with other Job	0	0	0	0	0		0 0	0	0	0	0	
Resigned No Reason Given	<u>10</u>	<u>1</u>	<u>2</u>	<u>1</u>	1	1	1	1	<u>0</u>	<u>0</u>	2	
	41	6	3	6	4	3	3 5	3	4	0	7	1
PCN Count	605											
Annual Turnover Rate (to date)		1										
All Voluntary Departures:	6.78%											
Not including Retirements:	5.45%											