

AGENDA

LABOR RELATIONS COMMITTEE

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

Thursday, January 15, 2026 at 4:30 p.m.*

Members: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: County Clerk, Administrator, HR Director, Finance Director, Civil/Labor Counsel, Board Staff

- I. Call to Order
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***December 8, 2025 - Attached***)
- IV. Public Comment (*Speakers limited to 3 minutes*)
- V. Agenda

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

- **1-20-17** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of December 2025 (*Receive & File*)

2. **Dave Gilbert, County Civil/Labor Counsel, re:**

- **1-20-18** Submitting two (2) Memorandums of Understanding: (1) UAW Local 455 – Unit 48 to allow the Public Health Officer to adjust pay step of the Nursing Program Supervisor; and (2) Teamsters Local 214 to allow the Public Health Officer to adjust pay step of newly hired nurses

3. **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

4. 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

Monday, December 8, 2025 at 4:00 p.m.

Present: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Vanessa Guerra, Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Dave Gilbert and Kyle Bostwick

- I. Call to Order – ***Chair Little at 4:00 p.m.***
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***October 13, 2025***) [Note: November meeting cancelled]
 - ***Moved by Matthews, seconded by Harris, to approve. Motion carried.***
- IV. Public Comment - ***None***
- V. Agenda

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

- ***12-16-9 Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of October 2025 (Receive & File)***
- ***Moved by Tany, seconded by Matthews, to approve. Motion carried. (Receive and File)***

- ***12-16-10 Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of November 2025 (Receive & File)***
- ***Moved by Tany, seconded by Matthews, to approve. Motion carried. (Receive and File)***

2. **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
- ***Moved by Tany, seconded by Piotrowski, to enter closed session for the reason noted above. Motion carried by unanimous roll call vote at 4:08 p.m. Upon convening in open session at 4:28 p.m., Matthews moved, seconded by Harris, to accept the recommendation of Labor Counsel and forward the Collective Bargaining Agreement with COAM – Sergeants to the full board. Motion carried. (Board Report)***

3. Any other matters to come before the committee

- VI. Miscellaneous – ***None***
- VII. Adjournment – ***Moved by Matthews, seconded by Harris, to adjourn; time being 4:30 p.m.***

Respectfully Submitted,
Gerald Little, Committee Chair
Vanessa Guerra, Committee Clerk



County of Saginaw

LABOR RELATIONS

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

1-20-17

January 7, 2026

SAGINAW COUNTY BOC
JAN 7 '26 AM11:42

Commissioner Jack Tany, Chairman
Saginaw County Board of Commissioners
111 South Michigan Ave.
Saginaw, MI 48602

Re: Labor Relations Committee Employment Status Report

Dear Chairman Tany:

Pursuant to a request from the Labor Relations Committee, the Personnel Department is herein submitting the Employment Status Report for January, 2026. 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, 2025 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, 2026 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
HR Director



(989) 790-5210



administratorsoffice@saginawcounty.com

Employment Status Report –January, 2026

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Balderstone, A.	Animal Care	8/19/17	12/11/25	Animal Care Officer	N/A	N/A	N/A	N/A	No	Family

Retirees with Current Contract (January, 2026)

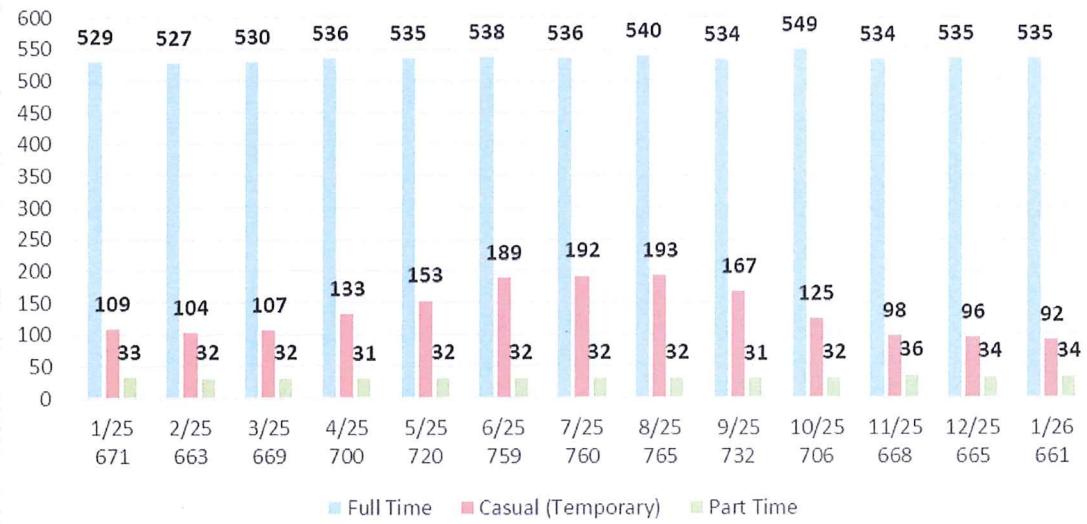
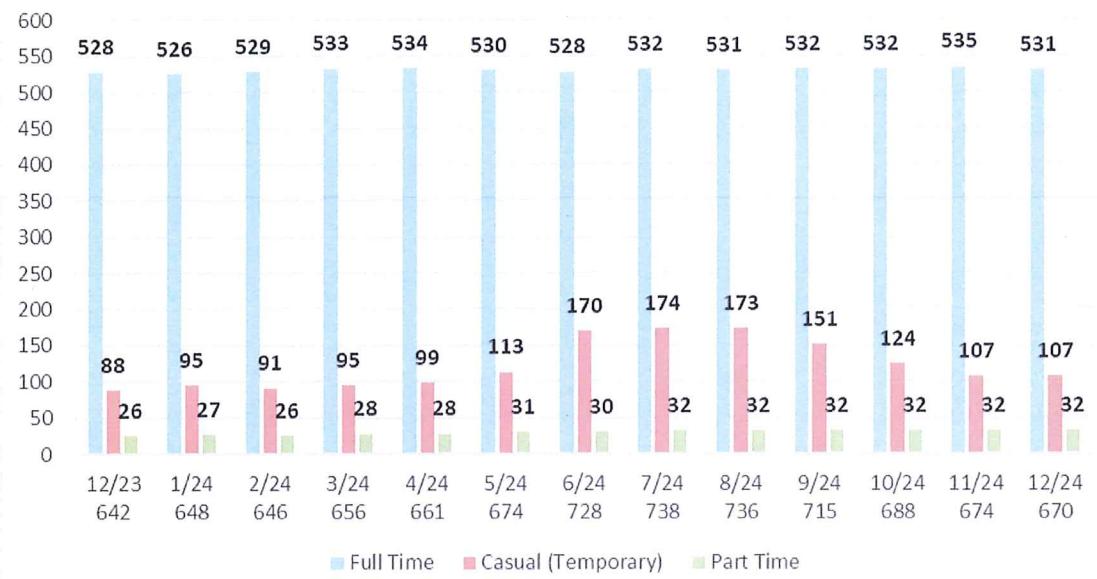
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2025

Retirees Working as Needed (January 1, 2026) *

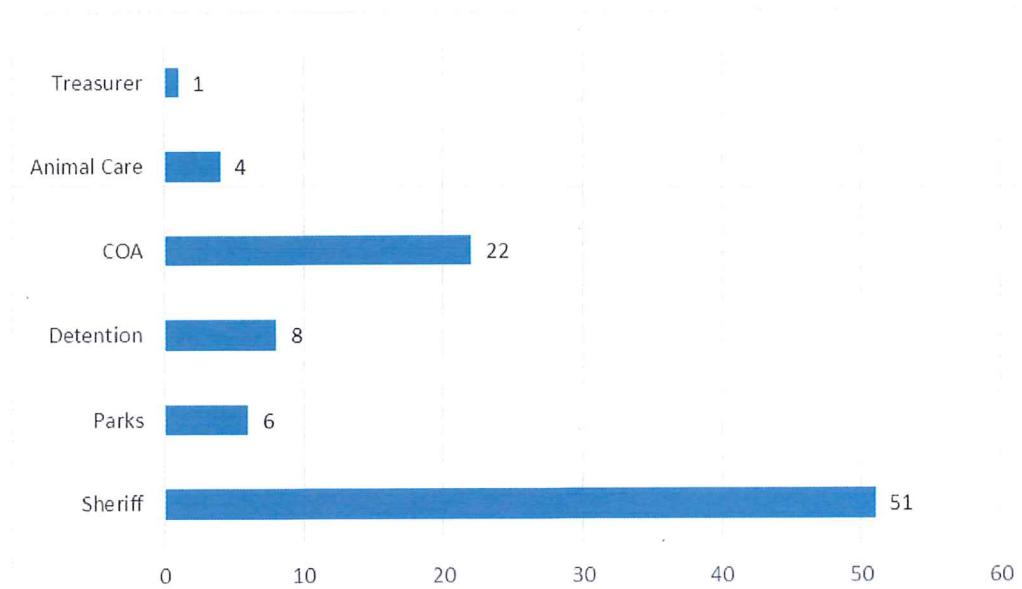
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in December
Bethany Jacques	Health	7/1/19	September 30, 2026	\$50.00	45.5
Maria Cisneros	Health	9/27/13	December 31, 2025	\$28.00	160.75
Maureen Haas	Treasurer	1/1/25	September 16, 2026	\$35.00	25.75

*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, 2026)



Status Report
Saginaw County Employee Groups
January 1, 2026

Employee Group	Employees	Expiration of Contract	Status
Commissioners	11	December 31, 2025	Set
Elected Officials	6	December 31, 2025	Set
Judges	12	State of Michigan Commission	Set
Non-Union	10	September 30, 2025 Annual via Budget	Set
UAW – Managers	65	9/30/2027	Set
UAW – Professionals	55	9/30/2027	Set
UAW – Clerical, Technical, & Paraprofessionals	20	9/30/2027	Set
COAM – Sheriff Unit II-Sergeants	15	9/30/2028	Set
POAM – Detention Youth Care Specialists	21	9/30/2027	Set
POAM – Prosecutors	19	9/30/2027	Set
POAM – Detention Center Supervisors	4	9/30/2027	Set
Teamsters – Health Dept./COA Employees	85	9/30/2027	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2027	Set
POAM – Animal Shelter Employees	8	9/30/2027	Set
POAM – Probation Officers, Family Division	7	9/30/2027	Set
TPOAM – Courthouse Employees	137	9/30/2027	Set
Teamsters – Public Health Nurses	8	9/30/2027	Set
POAM – Sheriff Unit 1 (Deputies)	39	9/30/2025	In Negotiations
GELC – Probation Officers, District Court	5	9/30/2027	Set
POAM – Sheriff Unit 1 (Corrections/Clerical)	37	9/30/2027	Set
Total	569		

2023 Voluntary Departures

2024 Voluntary Departures

GILBERT & SMITH, P.C.

ATTORNEYS AT LAW

721 SOUTH MICHIGAN AVENUE
SAGINAW, MICHIGAN 48602-1529

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DAVID M. GILBERT
LAWRENCE WM. SMITH

**LABOR
RELATIONS**

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

January 7, 2026

1-20-18

SAGINAW COUNTY BDC
JAN 7 '26 PM 12:30

Chairman Gerald Little
Saginaw County Board of Commissioners
111 S. Michigan Avenue
Saginaw, Michigan 48602

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

Dear Chairman Little:

I am submitting for consideration by the Labor Relations Committee on January 15, 2026, the following MOU's:

- MOU with UAW Local 455 – Unit 48 regarding discretion of Public Health Officer to adjust pay step of the Nursing Program Supervisor;
- MOU with Teamsters Local 214 regarding discretion of Public Health Officer to adjust pay step of newly hired nurses.

I will be in attendance at the January 15th 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 _____, 2026 by and between the COUNTY OF SAGINAW ("EMPLOYER") and UAW LOCAL 455 – UNIT 48, representing Managers ("UNION").

WHEREAS the EMPLOYER and UNION are parties to a collective bargaining agreement ("CBA") which covers the time period October 1, 2024 to September 30, 2027; and

WHEREAS the EMPLOYER has experienced challenges in hiring qualified Public Health Nurses with the current salary; and

WHEREAS the UNION is aware of the challenges in hiring qualified Public Health Nurses; and

WHEREAS the EMPLOYER and Teamsters Local 214 have agreed to allow the Public Health Officer, Christina Harrington, discretion to start a newly hired Public Health Nurse up to Step 5 of their respective pay scales, considering their experience; and

WHEREAS, there is a Nursing Program Supervisor currently employed with the Public Health Department who is at a pay step less than a Step 5 and may be affected by hiring a new Public Health Nurse at a level up to a Step 5.

THEREFORE, it is agreed as follows:

1. The Public Health Officer shall have the discretion to adjust the pay step of the Nursing Program Supervisor, Lisa Schutt, or anybody who subsequently holds the position of Nursing Program Supervisor, to a pay step, reflective of any new Public Health Nurse that is hired at anything other than the starting pay step, depending upon their experience.
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 what is specifically set forth herein.

FOR THE EMPLOYER:

Mary Catherine Hannah
Saginaw County Administrator

FOR THE UNION:

Tim Mackie – Business Agent

Jack Tany, Chairman
Board of Commissioners

Christina Harrington
Public Health Officer

David M. Gilbert - Labor Specialist

MEMORANDUM OF UNDERSTANDING
AND AGREEMENT

This MEMORANDUM OF UNDERSTANDING AND AGREEMENT made and entered into this _____ day of _____, 2026 by and between the COUNTY OF SAGINAW ("EMPLOYER") and TEAMSTERS STATE COUNTY AND MUNICIPAL WORKERS LOCAL 214 ("UNION") representing Public Health Nurses.

WHEREAS the EMPLOYER and UNION are parties to a collective bargaining agreement ("CBA") which covers the time period October 1, 2024 to September 30, 2027; and

WHEREAS the EMPLOYER has experienced challenges in hiring qualified Public Health Nurses with the current starting salary; and

WHEREAS the UNION is aware of the challenges in hiring qualified Public Health Nurses; and

WHEREAS the EMPLOYER desires to allow the Public Health Officer, Christina Harrington, discretion to start a newly hired Public Health Nurse up to Step 5 of the pay scale, considering their experience; and

WHEREAS the UNION also desires to allow the Public Health Officer, Christina Harrington, discretion to start a newly hired Public Health Nurse up to Step 5 of the pay scale, considering their experience; and

WHEREAS, there are three (3) Public Health Nurses currently employed with the Public Health Department who are at a pay step less than a Step 5 and may be affected by hiring a new Public Health Nurse at a level up to a Step 5.

THEREFORE, it is agreed as follows:

1. Based upon the experience of a potential hire as a Public Health Nurse 1 or Public Health Nurse 2, the Public Health Officer shall have the discretion to start a Public Health Nurse at up to a Step 5 of the current respective salary range for each position.
2. The Public Health Officer shall also have the discretion to adjust the step placement of Christie Gransden, Amy Garcia, and Ashley Reed up to a Step 5 of the pay scale, reflective of any new Public Health Nurse that is hired at anything other than the starting wage scale, depending upon their experience.
3. With the exception of the step placement, any potential hire for Public Health Nurse 1 or Public Health Nurse 2 will be treated as a new hire with respect to seniority, and all other benefits provided by EMPLOYER.

4. 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 what is specifically set forth herein.

FOR THE EMPLOYER:

Mary Catherine Hannah
Saginaw County Administrator

Jack Tany, Chairman
Board of Commissioners

Christina Harrington
Public Health Officer

David M. Gilbert - Labor Specialist

FOR THE UNION:

Amy Roddy