

AGENDA

LABOR RELATIONS COMMITTEE

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

Monday, December 8, 2025 at 4:00 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 (***October 13, 2025 - Attached***) [Note: November meeting cancelled]
- IV. Public Comment (*Speakers limited to 3 minutes*)
- 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*)
- **12-16-10** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of November 2025 (*Receive & 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

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

Monday, October 13, 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, Koren Thurston, Jennifer Broadfoot, Dave Gilbert, Carissa Diffin, William Stanuszek, Darcie Totten, Undersheriff Gomez, Patricia Johnson, Jaime Ceja, Suzy Koepplinger, Renee Sharkey, and Catherine Hicks

- I. Call to Order – ***Chair Little at 4:00 p.m.***
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***September 8, 2025***)
 - ***Moved by Matthews, seconded by Harris, to approve. Motion carried.***
- IV. Public Comment – **None**
- V. Agenda

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

- **10-21-12** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of September 2025 (***Receive & File***)
- Commissioner Tany requested that if any department heads leave, he be notified by text or email so that he doesn't hear about it from the public first. It was stated that 9-1-1 staff are not county employees; it is an Authority. Administrator Hannah and two commissioners sit on its board. The 9-1-1 director is hired by the Saginaw County 9-1-1 Authority Board.
- ***Moved by Matthews, seconded by Harris, to receive and file. Motion carried.***

2. **Patricia Johnson, Retirement and Benefits Administrator, re:**

- **10-21-13** Requesting approval of a Resolution exempting Saginaw County from the requirements of Public Act 152 of 2011, known as the Publicly Funded Health Insurance Contributions Act
- ***Moved by Matthews, seconded by Tany, to approve. Motion carried. (Res. 2025 – 18)***

3. **Miguel Gomez, Undersheriff, re:**

- **10-21-14** Requesting a Personnel Control Number (PCN) to add a third 416 traffic unit and fill it with a School Resource Officer during the summer months
- The person who will fill this position knows that it is temporary, only during the summer months.
- ***Moved by Piotrowski, seconded by Tany, to approve. Motion carried. (Board Report)***

4. **Bill Stanuszek, Director, Mosquito Abatement Commission, re:**

- **10-21-15** Requesting a temporary PCN to allow another employee to fill the Operations Manager role until the current employee returns from deployment with the U.S. Army Reserves
- ***Moved by Matthews, seconded by Piotrowski, to approve. Motion carried. (Board Report)***

5. **Mary Catherine Hannah, County Administrator, re:**

- **10-21-16** Requesting the Board ratify the wage rates included in the FY 2026 Budget and apply the 3% base wage increase for individuals in the County's ten (10) non-union positions
- ***Moved by Matthews, seconded by Piotrowski, to approve. Motion carried. (Board Report)***

6. Any other matters to come before the committee – **None**

VI. Miscellaneous – **None**

VII. Adjournment – ***Moved by Harris, seconded by Piotrowski, to adjourn; time being 4:20 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

November 5, 2025

12-16-9

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

SAGINAW COUNTY BOC
NOV 5 '25 AM 11:50

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 November, 2025. 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 October, 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 November, 2025 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



administrators@county@saginawcounty.com

Employment Status Report –November, 2025

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Caister, S.	COA	9/23/19	10/1/25	Nutrition Program Mgr.	N/A	N/A	N/A	N/A	Yes	Retirement
Fisher, D.	Prosecutor	2/21/23	10/11/25	APA	N/A	N/A	N/A	N/A	Yes	New job
Shepard, D.	Detention	5/8/25	10/11/25	DYCS	N/A	N/A	N/A	N/A	No	New job
Carrier, S.	District	1/24/14	10/20/25	Court Recorder	N/A	N/A	N/A	N/A	No	Personal Reasons
Ray, A.	Animal Care	3/4/25	10/21/25	Office Asst. II	N/A	N/A	N/A	N/A	Yes	Personal Reasons
Augustyn, H	Circuit	5/11/22	10/24/25	Law Clerk/Bailiff	N/A	N/A	N/A	N/A	No	Resigned
Kleekamp, L.	MI Works!	7/20/00	10/1/25	Planner/Coord	N/A	N/A	N/A	N/A	Yes	Retirement

Michigan Works! employees transitioned to Isabella County employment effective October 1, 2025. Ray Ogden, Amy Pringle, Wonzella Doyal, Kristen Wenzel, Craig Clark, Thomas Luck, and Lucy Meyer were impacted by this transition and are now Isabella County employees.

Summary of Exit Interviews –October, 2025

Mo./Yr.	Dept.	Why Leaving?	Are you satisfied with:			
			Pay?	Benefits?	Chance for Advancement?	Yrs. Service
10/25	Michigan Works!	Retiring due to transition to Isabella County. Devastated County let Michigan Works! leave. Feels no one stood up for agency. Also upset County allowed offices to move to Midland County previously.	Yes	Yes	Poor	25 yr. 2 mo.
10/25	COA	Retiring after 6 years here and 34 at Covenant. Enjoyed working at COA, with the team and reaching out in the community to make a difference for our seniors.	Yes	Yes	Don't know	6 yr.
10/25	Prosecutor	Offered position with an organization where experience is closely aligned with training and experience in present position. Work environment was collegial and pleasant, consistent and steady. Management is knowledgeable, easy to work with and encouraging of advancement and opportunities to gain experience.	Yes*	Yes	Fair**	2 yr. 8 mo.
10/25	Animal Care	Current position and personal goals are not aligned.	No	Yes	Good	7 mo.

*Recent pay increase for APAs was greatly appreciated and last round of negotiations went successfully enough to attract and retain qualified new and experienced attorneys to this position. Pay was a consideration in decision to accept offered position and is significantly more than my present wage.

**APAs perform the work they are hired for and because our caseload is broad, but not deep, there are limited opportunities to cross over and build practice beyond the scope of work available.

Retirees with Current Contract (November, 2025)

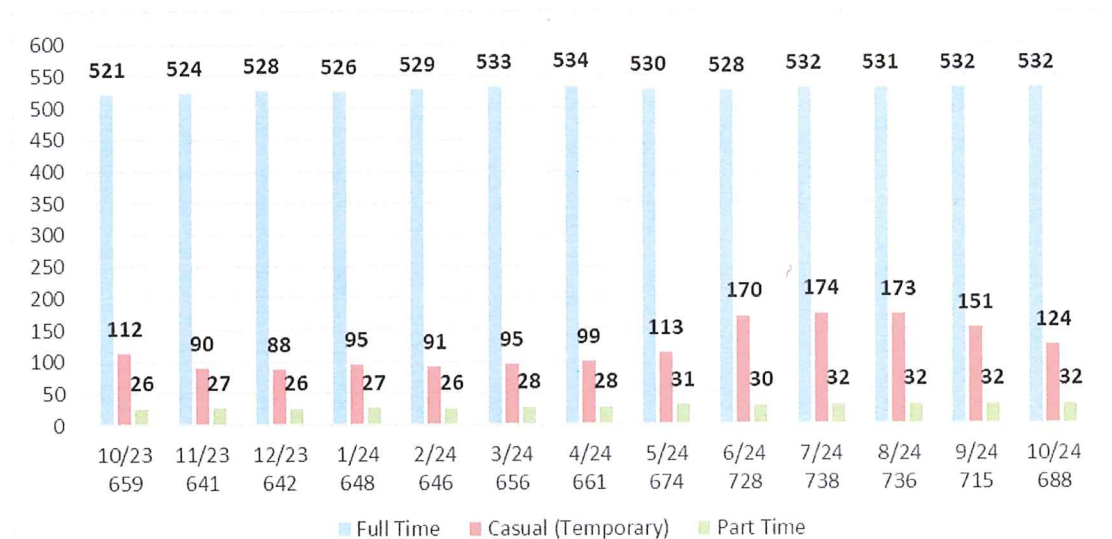
Name	Department	Retirement Date	Contract Expiration	Pay
Alan Kaufman (Kaufman Aviation)	H.W. Browne Airport	01/01/02	09/30/26	\$82,497 annually in 2025

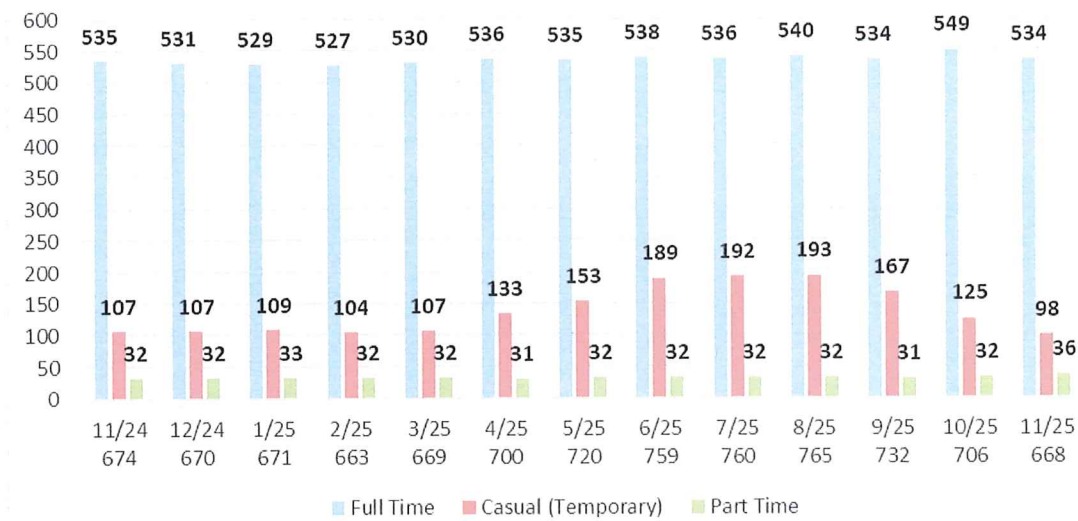
Retirees Working as Needed (November 1, 2025) *

Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in October
Bethany Jacques	Health	7/1/19	September 30, 2025	\$50.00	33.5
Maria Cisneros	Health	9/27/13	December 31, 2025	\$28.00	180
Maureen Haas	Treasurer	1/1/25	September 17, 2025	\$35.00	21.25

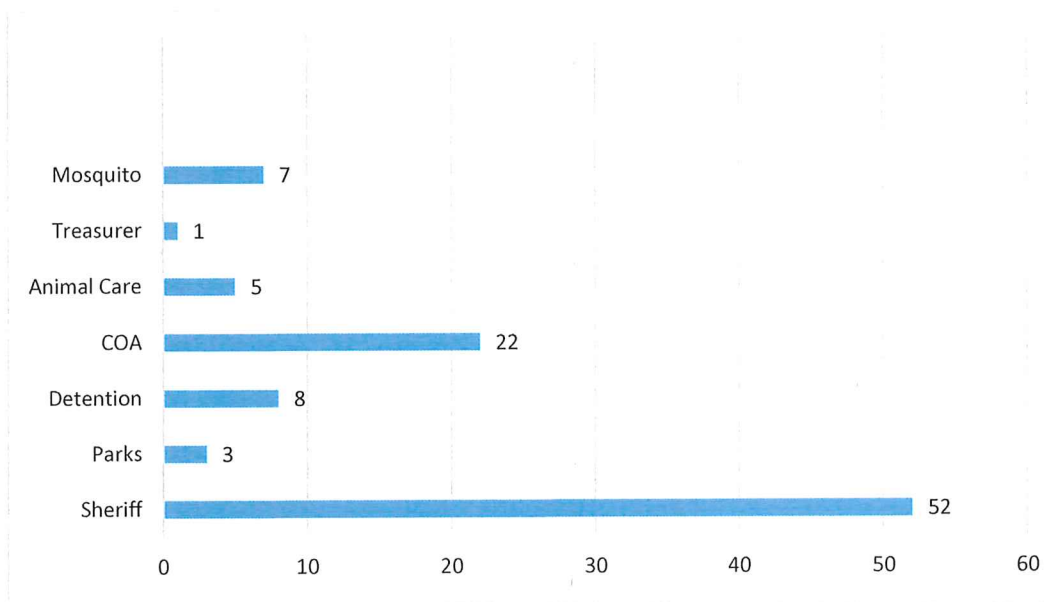
*This report does not include retired Court employees with a current contract.

Number of Employees (Reported for First of Month)





Number of Temporary Employees by Department (November 1, 2025)



Status Report
Saginaw County Employee Groups
October 1, 2025

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	53	9/30/2027	Set
UAW – Clerical, Technical, & Paraprofessionals	20	9/30/2027	Set
COAM – Sheriff Unit II-Sergeants	15	9/30/2025	In Negotiations
POAM – Detention Youth Care Specialists	21	9/30/2027	Set
POAM – Prosecutors	18	9/30/2027	Set
POAM – Detention Center Supervisors	4	9/30/2027	Set
Teamsters – Health Dept./COA Employees	86	9/30/2027	Set
COAM – Sheriff Unit III- Captain/Lieutenants	5	9/30/2027	Set
POAM – Animal Shelter Employees	10	9/30/2027	Set
POAM – Probation Officers, Family Division	7	9/30/2027	Set
TPOAM – Courthouse Employees	138	9/30/2027	Set
Teamsters – Public Health Nurses	8	9/30/2027	Set
POAM – Sheriff Unit 1 (312 Eligible)	39	9/30/2025	In Negotiations
GELC – Probation Officers, District Court	5	9/30/2027	Set
POAM – Sheriff Unit 1 (Non-312 Eligible)	37	9/30/2027	Set
Total	570		

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County of Saginaw

LABOR RELATIONS

111 South Michigan Avenue
Saginaw, MI 48602

Mary Catherine Hannah
County Administrator

12-16-10

December 2, 2025

SAGINAW COUNTY BOC
DEC 2 '25 PM12:29

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 December, 2025. 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 October and November, 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 December, 2025 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



administrators@office@saginawcounty.com

Employment Status Report –November/December, 2025

Name	Dept.	DOH	DOT	Title	Transfer Date	Dept.	Class From	Class To	Exit Int.	Reason
Caister, S.	COA	9/23/19	10/1/25	Nutrition Program Mgr.	N/A	N/A	N/A	N/A	Yes	Retirement
Fisher, D.	Prosecutor	2/21/23	10/11/25	APA	N/A	N/A	N/A	N/A	Yes	New job
Shepard, D.	Detention	5/8/25	10/11/25	DYCS	N/A	N/A	N/A	N/A	No	New job
Carrier, S.	District	1/24/14	10/20/25	Court Recorder	N/A	N/A	N/A	N/A	No	Personal Reasons
Ray, A.	Animal Care	3/4/25	10/21/25	Office Asst. II	N/A	N/A	N/A	N/A	Yes	Personal Reasons
Augustyn, H	Circuit	5/11/22	10/24/25	Law Clerk/ Bailiff	N/A	N/A	N/A	N/A	No	Resigned
Kleekamp, L.	MI Works!	7/20/00	10/1/25	Planner/ Coordinator	N/A	N/A	N/A	N/A	Yes	Retirement
Farnham, M.	FOC	9/24/01	11/1/25	Legal Coordinator	N/A	N/A	N/A	N/A	Yes	Retirement
James, L.	District Ct.	9/15/97	11/1/25	Court Admin.	N/A	N/A	N/A	N/A	Yes	Retirement
Phillips, D.	Animal Care	11/2/20	11/1/25	Kennel Tech	N/A	N/A	N/A	N/A	No	Layoff
Silva, M.	Animal Care	4/1/24	11/1/25	Kennel Tech	N/A	N/A	N/A	N/A	No	Layoff
Gembrowski, A.	Sheriff	5/17/19	11/7/25	Deputy	N/A	N/A	N/A	N/A	No	Resigned
Wilson, D.	Health	2/18/25	11/21/25	Community Health Worker.	N/A	N/A	N/A	N/A	Yes	Unhappy with Work Environment
Vigneau, T.	Clerk	5/11/18	11/28/25	Records Coordinator I	N/A	N/A	N/A	N/A	Yes	Resigned
Stanley, D.	Sheriff	6/23/25	N/A	On-call Office Clerk	11/23/25	Sheriff	14.00 hr.	T-7	No	Promotion

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10/25	COA	Retiring after 6 years here and 34 at Covenant. Enjoyed working at COA, with the team and reaching out in the community to make a difference for our seniors.	Yes	Yes	Don't know	6 yr.

Mo./Yr.	Dept.	Why Leaving?	Are you satisfied with:			
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10/25	Prosecutor	Offered position with an organization where experience is closely aligned with training and experience in present position. Work environment was collegial and pleasant, consistent and steady. Management is knowledgeable, easy to work with and encouraging of advancement and opportunities to gain experience.	Yes*	Yes	Fair**	2 yr. 8 mo.
10/25	Animal Care	Current position and personal goals are not aligned.	No	Yes	Good	7 mo.
11/25	Health	Did not feel supported, valued or fairly compensated in role. Experienced challenges with manager's communication and engagement. Felt overlooked/not acknowledged. Had concerns with use of certifications.	No	Yes	Poor	9 mo.
11/25	District Ct.	Retirement	Yes	Yes	N/A	28 yr. 1 mo.
11/25	Clerk	Concerned would be let go due to performance.	Yes	Yes	Poor	7 yr. 6 mo.
11/25	FOC	Retirement	Yes	No	Fair***	24 yr. 1 mo.

*Recent pay increase for APAs was greatly appreciated and last round of negotiations went successfully enough to attract and retain qualified new and experienced attorneys to this position. Pay was a consideration in decision to accept offered position and is significantly more than my present wage.

**APAs perform the work they are hired for and because our caseload is broad, but not deep, there are limited opportunities to cross over and build practice beyond the scope of work available.

*** Should have stayed with Blue Cross for Health Insurance.

Retirees with Current Contract (December, 2025)

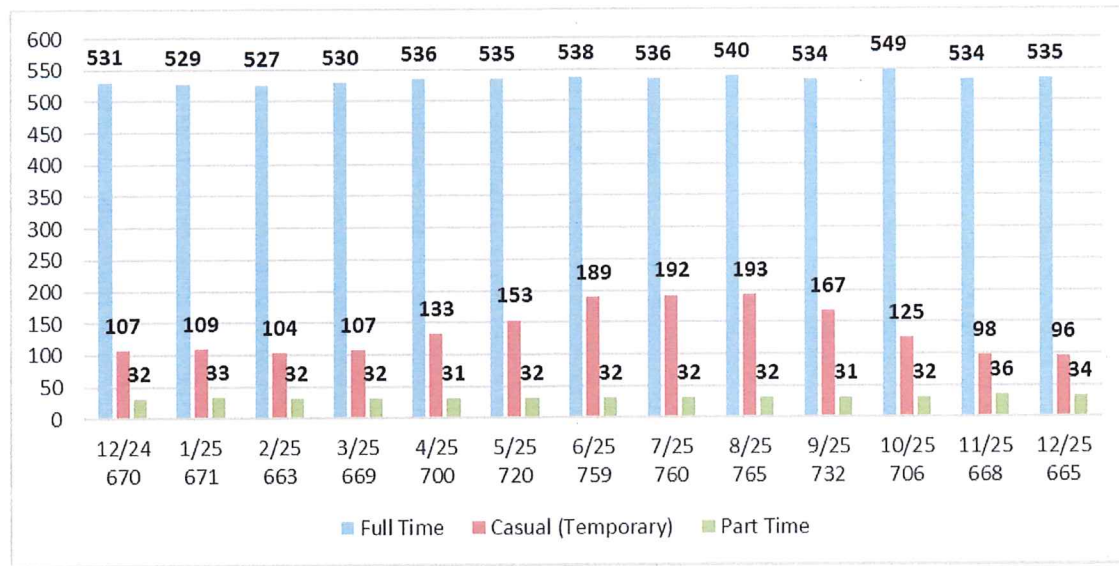
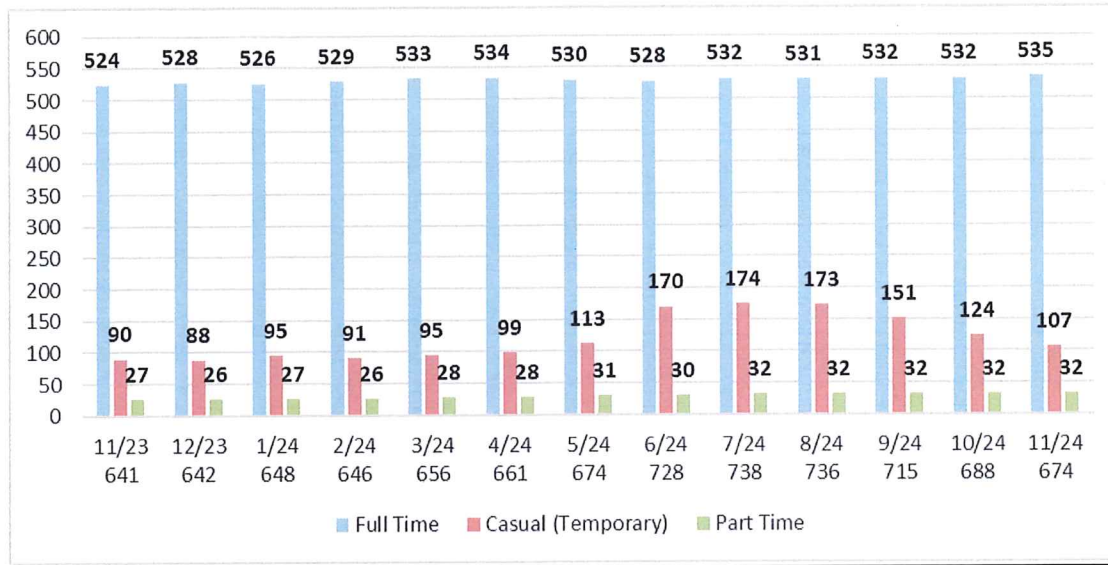
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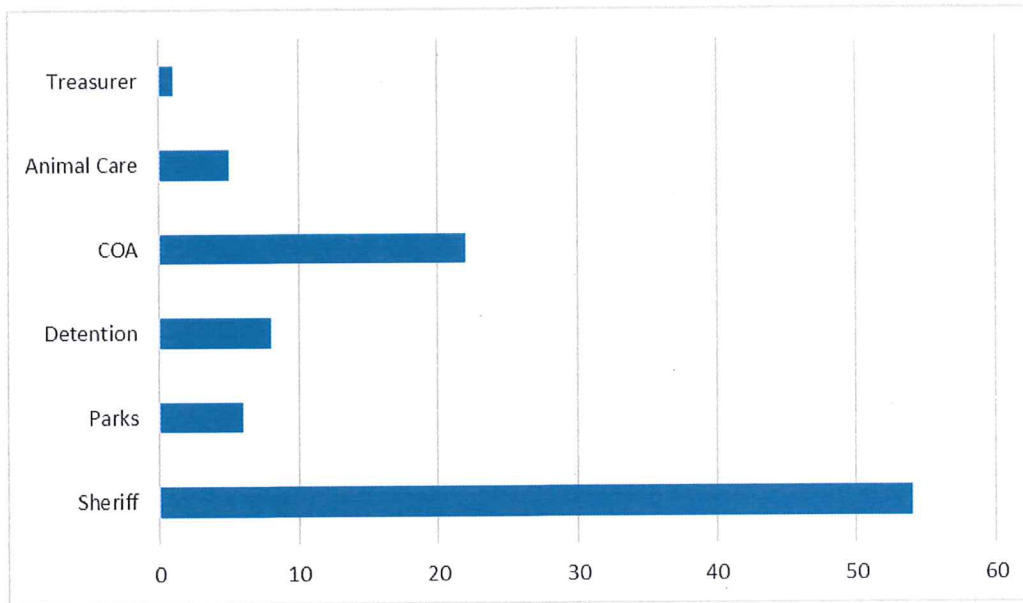
Name	Department	Retirement Date	Contract Expiration	Hourly Pay	Hours worked in November
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Maria Cisneros	Health	9/27/13	December 31, 2025	\$28.00	67.50
Maureen Haas	Treasurer	1/1/25	September 16, 2026	\$35.00	19.25

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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
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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)	38	9/30/2027	Set
Total	569		

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