

MINUTES

LABOR RELATIONS COMMITTEE

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

Tuesday, January 21, 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, Brian Keenan-Lechel, Dave Gilbert, Jennifer Broadfoot

- I. Call to Order --- **Gerald Little at 4:00 p.m.**
- II. Welcome – Rollcall
- III. Correction/Approval of Minutes (**December 9, 2024 Minutes**)
---Moved by Tany, seconded by Piotrowski, to approve. Motion carried.
- IV. Public Comment (*Speakers limited to 3 minutes*) ---**None**
- V. Agenda

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

- **1-21-9** Presented Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the months of December 2024 (*Receive & File*)
---Informational - no action.

2. **Hon. Judge Darnell Jackson, Circuit Court, re:**

- **1-21-10** Requested PCN for the Judicial Assistant position to be reinstated in the FY25 budget due to the extension of funding from the State of Michigan (\$385,000) and an additional amount of \$80,000 to continue the program through the end of 2025
---Moved by Matthews, seconded by Tany, to approve. Motion carried.
(Board Report)

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
---The Chair announced the need to meet in Closed Session as noted above. Moved by Harris, seconded by Tany, to go into closed session at 4:15 p.m.
---The committee entered open session at 4:35 p.m.
---Moved by Matthews, seconded by Harris, to adopt the proposed TPOAM Collective Bargaining Agreement. Motion carried. (Board Report)

4. Any other matters to come before the committee ---**None**

VI. Miscellaneous ---**None**

VII. Adjournment --- **Moved by Piotrowski, seconded by Matthews, to adjourn. Motion carried; time being 4:38 p.m.**

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

MINUTES

LABOR RELATIONS COMMITTEE

111 S. Michigan Ave., Rm. 215, Saginaw, MI 48602

Monday, February 10, 2025 at 4:00 p.m.

Present: Gerald Little-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Absent: Sheldon Matthews-Vice-Chair
Others: Vanessa Guerra, Tim Novak, Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Brian Keenan-Lechel, Dave Gilbert, Andrew Klaczkiwicz, Mark Angliss, Jaime Ceja, Suzy Koeplinger, Renee Sharkey, Catherine Hicks

- I. Call to Order --- ***Gerald Little at 4:00 p.m.***
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***January 21, 2025 Minutes***)
---***Moved by Tany, seconded by Piotrowski, to approve. Motion carried.***
- IV. Public Comment (*Speakers limited to 3 minutes*) ---***None***
- V. Agenda

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

- **2-18-10** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of January 2025 (*Receive & File*)
---***Moved by Harris, seconded by Tany, to receive and file. Motion carried. (Receive & File)***
- **2-18-11** Requesting approval of new, proposed County Policy titled “Earned Sick Time Act” and revised County Policy #341 “Paid Time Off” due to implementation of the Earned Sick Time Act of 2018 slated to take effect February 21, 2025
---***Director Broadfoot advised that Civil Counsel had reviewed the policy, and it is in compliance with the Earned Sick Time Act.***
---***Moved by Tany, seconded by Harris, to approve. Motion carried. (Board Report)***

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

- **2-18-12** Requesting consideration of wage increases for individuals in the county’s eleven (11) non-union positions following the parameters set forth in the collective bargaining agreement with TPOAM
---***Discussion was held; the County Administrator requested a 3% increase for eleven non-union positions to be applied in 2025 (one year) to be funded by the General Fund.***
---***Moved by Harris, seconded by Tany, to approve. Motion carried. (Board Report)***

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

- **2-18-13** Requesting consideration and approval of Memorandums of Understanding between County of Saginaw and (1) UAW Local 455-Unit 48 representing Managers, and (2) UAW Local 455-Unit 50 representing Professional Employees, both regarding provision of a bonus in recognition of extra work duties undertaken during the absence of the IT Director.

---Discussion was held; Dave Gilbert, Civil/Labor Counsel, confirmed that this bonus is for additional duties performed by Mark Angliss and Michelle Konecny in the absence of the prior IT Director, Josh Brown, until the position was filled. This is a one-time, non-reoccurring bonus of \$2,500 for Mr. Angliss and \$2,000 for Ms. Konecny for which the union has already approved.

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

- **2-18-14** Requesting consideration and approval of a Memorandum of Understanding between County of Saginaw and TPOAM regarding a pay rate increase for a District Court bailiff

---Discussion was held; per County Policy #335, Section 7.9 of the Compensation Policy, "A former employee who is rehired shall be paid at Step 1 of the pertinent grade unless the employee is granted previous service in accordance with the Continuous Length of Service Policy." County Policy #334, Section 6.6 Continuous Length of Service "Break in Service. Continuous length of service shall be considered as broken for the following reasons: 6.6.1 An employee resigns or retires." It was noted that Murray never left County employment. He resigned to work under a grant in Circuit Court and then returned to District Court as a Bailiff. It was asked, why have it in a policy if it is not enforced? What is done for one person should be done in every case.

---Moved by Harris, seconded by Tany, to move forward to the Board for consideration. Motion did not pass with all members voting No.

4. Any other matters to come before the committee

---Civil Counsel reported that 5 unions have settled and 3 UAW and 2 Teamsters unions will be negotiating next week. There are 14 unions in negotiations at this time.

VI. Miscellaneous ---None

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

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

MINUTES
SPECIAL LABOR RELATIONS COMMITTEE
111 S. Michigan Ave., Rm. 215, Saginaw, MI 48602
Tuesday, February 18, 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, Dave Gilbert (Civil/Labor Counsel)

- I. Call to Order ---**Little at 4:02 p.m.**
- II. Welcome – Roll Call
- IV. Public Comment (*Speakers limited to 3 minutes*) ---**None**
- V. Agenda

1. **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

---Tany moved, seconded by Harris, to go into closed session for the purpose noted above, and the motion carried unanimously by roll call; time being 4:04 p.m. After discussion, Harris moved, seconded by Piotrowski, to leave closed session. Motion carried.

---Tany moved, seconded by Piotrowski, to move Collective Bargaining Agreement summaries, as amended, to the Board on the Addendum as reports 5.4 – 5.11, and the motion carried for the following groups:

- GELC – District Court Probation Officers
- POAM – Assistant Prosecutors
- POAM – Detention Supervisors
- POAM – Detention Youth Care Specialists
- POAM – Family Division Probation Officers
- UAW – Managers
- UAW – Paraprofessionals
- UAW – Professionals

2. Any other matters to come before the committee---**None**

VI. Miscellaneous---**None**

VII. Adjournment---**Tany moved, seconded by Piotrowski, to adjourn. Motion carried; time being 4:58 p.m.**

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

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, March 17, 2025 at 4:00 p.m.

Present: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Andrew Klaczkiwicz, Jaime Ceja, Linda James, Rachel Horton, Christina Harrington, Suzy Koepplinger, and Renee Sharkey

- I. Call to Order --- ***Gerald Little at 4:00 p.m.***
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (***February 10, 2025 & February 18, 2025 Special***)
 - ***Moved by Tany, seconded by Piotrowski, to approve. Motion carried.***
- IV. Public Comment - **None**
- V. Agenda

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

- **3-18-12** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of February 2025
- ***Moved by Matthews, seconded by Piotrowski, to receive and file. Motion carried. (Receive & File)***
- **3-18-13** Requesting approval of revised County Policy #368 “Earned Sick Time Act” due to last minute amendments made by the State Legislature
- ***Moved by Matthews, seconded by Piotrowski, to approve. Motion carried. (Board Report)***

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

- **3-18-14** Requesting approval of revised County Policy #335 “Compensation” regarding rehiring of staff
- ***Moved by Matthews, seconded by Tany, to approve. Motion carried with the following roll call vote:***
Yes: Jack Tany, Sheldon Matthews, Gerald Little - 3
No: Mark Piotrowski, Dennis Harris - 2
(Board Report)
- Discussion was held. The revision of County Policy No. 335 “Compensation” regarding rehiring of staff will be presented at the Board Meeting for approval by the Board. Charles Murry was employed with District Court as a bailiff at T12-Step 7 when he resigned to work under a grant in Circuit Court. He was rehired as a bailiff in District Court in the same position but paid T12-Step 1. Civil Counsel, Dave Gilbert, advised that to make Murry “whole” after moving him back to Step 7, a bonus could be granted to make up for the difference in pay from November 18, 2024 to March 18, 2025. District Court Administrator, Linda James, confirmed that there is money in the budget for this.
- ***Moved by Matthews, seconded by Tany, to award Mr. Murry a discretionary bonus in the amount that represents the difference between Step 1 pay and Step 7 pay from his rehire as a Bailiff on November 18, 2024 to current. Motion carried with a NO vote from Commissioner Piotrowski. (Board Report)***

3. **Christina Harrington, Health Officer, re:**

- **3-18-15** Requesting approval to onboard an experienced Public Health Nurse at Step 3 of the current Public Health Nurse I (PHN I) pay scale, due to the inability of the department to offer competitive starting salaries
- **Discussion was held. There is a large difference in pay between the Health Department's starting salaries for Registered Nurses and that of competitive employers, creating difficulty in hiring and retaining quality nursing staff at the health department. There are currently 6 Public Health Nurse positions vacant. The desired candidate has 10+ years of experience and the starting salary for RNs at the Health Department is \$16,520 less than the average RN salary in Saginaw, Michigan.**
- ***Moved by Matthews, seconded by Tany, to approve. Motion carried. (Board Report)***

4. **Rachel Horton, Animal Care & Control Director, re:**

- **3-18-16** Requesting approval of a proposed Volunteer Handbook, which includes a Volunteer Code of Conduct that outlines expectations and accountability measures to promote a positive and effective volunteer program
- **Director Horton provided a draft handbook including a code of conduct for the committee to review. The handbook will help to provide more structure, designate authority, and clarify conditions for dismissal. All volunteers of Saginaw County Animal Care & Control are required to read, agree to its contents and sign the handbook.**
- ***Moved by Harris, seconded by Piotrowski, to approve. Motion carried. (Board Report)***

5. **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
- ***The Chair announced the need to meet in Closed Session as noted above. Moved by Matthews, seconded by Piotrowski, to go into closed session at 5:05 p.m. Motion carried with a unanimous roll-call.***
- ***The committee entered open session at 5:19 p.m.***
- ***Moved by Tany, seconded by Harris, to adopt the proposed POAM Animal Control Collective Bargaining Agreement upon the recommendation of Civil Counsel, Dave Gilbert. Motion carried. (Board Report)***

6. Any other matters to come before the committee

VI. Miscellaneous - None

VII. Adjournment

- ***Moved by Harris, seconded by Tany, to adjourn. Motion carried; time being 5:20 p.m.***

Respectfully Submitted,
Gerald Little, Committee Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, April 7, 2025 at 4:00 p.m.

Members: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Dave Gilbert, Jaime Ceja, Patricia Johnson, Undersheriff Gomez, Darcie Totten, Suzy Koeplinger, Renee Sharkey and Catherine Hicks

- I. Call to Order ---**Chair Little @ 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**March 17, 2025**)
 - **Moved by Matthews, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment ---None
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **4-15-15** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of March 2025
 - **Moved by Tany, seconded by Piotrowski, to receive and file. Motion carried.**
 2. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **4-15-17** Requested consideration and approval of a Memorandum of Understanding between County of Saginaw and POAM Unit 312 representing deputies to reduce the mandatory contribution to the Health Care Savings Plan (HCSP) from five (5%) percent to one (1%) percent
 - **Moved by Matthews, seconded by Piotrowski, to receive and file. Motion carried. (Board Report)**
 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
 - **The Chair announced the need to meet in Closed Session as noted above. Moved by Matthews, seconded by Tany, to go into closed session. Roll-call was unanimous at 4:05 p.m.**
 - **The Committee entered open session at 4:14 p.m.**
 - **Moved by Matthews, seconded by Tany, to accept the recommendation of Civil Counsel. Motion carried. (Board Report)**
 4. Any other matters to come before the committee
- VI. Miscellaneous
 - **There are 3 bargaining units left to settle.**
- VII. Adjournment
 - **Moved by Matthews, seconded by Piotrowski, to adjourn. Motion carried; time being 4:17 p.m.**

Respectfully Submitted,
Gerald Little, Committee Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, May 12, 2025 at 4:00 p.m.

Present: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Mary Catherine Hannah, Jennifer Broadfoot, Koren Thurston, Patricia Johnson, Dave Gilbert, Suzy Koeplinger, and Catherine Hicks

- I. Call to Order ---**Chair Little at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**April 7, 2025**)
 - **Moved by Piotrowski, seconded by Tany, to approve. Motion carried.**
- IV. Public Comment - **None**
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **5-20-10** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of April 2025
 - **Moved by Piotrowski, seconded by Tany, to receive and file. Motion Carried. (Receive & File)**
 - **5-20-11** Requesting approval to modify the defined contribution retirement plan employer/employee match for non-union employees and county-wide elected officials
 - **Moved by Matthews, seconded by Tany, to approve. Motion carried. (Board Report)**
 - **5-20-12** Requesting approval of a Memorandum of Understanding between the County of Saginaw and UAW Local 455 Unit 48 (Managers) for two employees who were former members of the Teamsters Union to receive the discretionary bonus
 - **Moved by Matthews, seconded by Harris, to approve. Motion Carried. (Board Report)**
 2. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **5-20-13** Requesting approval of a Memorandum of Understanding between the County of Saginaw and POAM Unit 312 representing deputies to amend Article 8, Sec. 1 of the Collective Bargaining Agreement
 - **Request 5-20-13 was pulled at committee.**
 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 (*Information to be distributed*)
 - **The Chair announced the need to meet in Closed Session as noted above. Moved by Harris, seconded by Piotrowski, to go into closed session at 4:12 p.m.**
 - **The committee entered open session at 4:32 p.m.**
 - **Moved by Matthews, seconded by Tany, to adopt the recommendation of Civil/Labor Counsel regarding proposed Teamsters – Nurses Unit and Teamsters - General Unit Collective Bargaining Agreements. Motion carried. (Board Reports)**

4. Any other matters to come before the committee - **None**

VI. Miscellaneous - **None**

VII. Adjournment - ***Moved by Matthews, seconded by Harris, to adjourn; time being 4:35 p.m.***

Respectfully Submitted,

Gerald Little, Committee Chair

Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, June 9, 2025 at 4:00 p.m.

Present: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Mary Catherine Hannah, Jennifer Broadfoot, Dave Gilbert, Jaime Ceja, and Suzy Koeplinger

- I. Call to Order ---**Chair Little at 4:00 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**May 12, 2025**)
 - **Moved by Matthews, seconded by Harris, to approve. Motion carried.**
- IV. Public Comment - **None**
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **6-17-19** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of May 2025
 - **Moved by Tany, seconded by Piotrowski, to receive and file. Motion Carried. (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
 - **The Chair announced the need to meet in Closed Session as noted above. Moved by Piotrowski, seconded by Harris, to go into closed session. Roll-call was unanimous at 4:04 p.m.**
 - **The committee entered open session at 4:18 p.m.**
 - **Moved by Matthews, seconded by Tany, to adopt the recommendation of Civil/Labor Counsel regarding the proposed POAM 312 - Corrections Collective Bargaining Agreement. Motion carried. (Board Report)**
 3. Any other matters to come before the committee - **None**
- VI. Miscellaneous - **None**
- VII. Adjournment - **Moved by Harris, seconded by Matthews, to adjourn; time being 4:20 p.m.**

Respectfully Submitted,
Gerald Little, Committee Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, August 11, 2025 at 4:00 p.m.

Present: Gerald Little-Chair, Sheldon Matthews-Vice-Chair, Denny Harris, Mark Piotrowski, Jack Tany
Others: Mary Catherine Hannah, Jennifer Broadfoot, Dave Gilbert, Kyle Bostwick, Andrew Klaczkiwicz, Christina Harrington, Patricia Johnson, Undersheriff Gomez, Darcie Totten, Jaime Ceja, Suzy Koeplinger, 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 (**June 9, 2025**)

- **Moved by Matthews, seconded by Tany, to approve. Motion carried.**

IV. Public Comment – **None**

V. Agenda

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

- **8-19-22** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the months of June and July 2025
- **Moved by Tany, seconded by Piotrowski, to receive and file. Motion Carried. (Receive & File)**

[Withdrawn from Courts & Public Safety, transferred to Labor Relations]

2. **Hon. Julie Gafkay, Chief Circuit Court Judge, re:**

- **8-19-6** Requesting an increase in pay for the Law Clerk/Bailiff in her court to Step 3 of the B-19 pay scale
- Reasoning for the request was that step 1 of the pay scale doesn't compensate for someone with 10 years' experience prior to starting the position. Request was withdrawn from Labor Relations. Civil Counsel, Dave Gilbert, reported that he received an email from the union at 2:45 p.m. today requesting more discussion. (*No action*)

3. **Christina Harrington, Health Officer, re:**

- **8-19-23** Requesting an extension of the retiree contract with Bethany Jacques through fiscal year 2026 to provide consultant services and serve as the departmental liaison with Covenant Epic staff to improve operational efficiencies
- Health Officer Harrington requested that Bethany Jacques' retiree contract be extended through FY 2026. Her current contract expires September 30, 2025 and the need continues for her consulting service and her role as departmental liaison with Covenant Epic staff. She is furthering Epic customization and reporting and improving operational efficiencies.
- **Moved by Matthews, seconded by Tany, to approve. Motion Carried. (Board Report)**
- **8-19-24** Requesting to contract with former employee Maria Cisneros to provide office coverage in the Environmental Health Services Division for a staff maternity leave until the employee returns or no later than December 31, 2025
- Health Officer Harrington reported that the contract for services will be terminated upon the return of staff from maternity leave, or no later than December 31, 2025.
- **Moved by Matthews, seconded by Harris, to approve. Motion Carried. (Board Report)**

4. **Patricia Johnson, Retirement/Benefits Administrator, re:**

- **8-19-25** Requesting certification of the Officer and Employee Delegates attending the 2025 Municipal Employees' Retirement System (MERS) Annual Meeting to be held in Acme, MI this year from October 16 - 17, 2025
- Patricia Johnson reported the election process for the delegates this year was exciting. Many people were nominated; Mindy Tuck from payroll was chosen as the officer delegate and Christine Juarez from Commission on Aging was elected to be the employee delegate. They will share a short summary of what they learned at the MERS annual meeting.
- ***Moved by Matthews, seconded by Tany, to approve. Motion Carried. (Board Report)***

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

- **8-19-26** Requesting approval of a revision to clarify Sec. 7.4 of County Policy #335, "Compensation," regarding the compensation for countywide elected positions (Clerk, Prosecutor, Public Works Commissioner, Register of Deeds, Sheriff and Treasurer) that establishes a separation of no less than 15% between the elected official and the highest pay grade within that office
- Administrator Hannah advised that the present language in County Policy #335 makes the policy hard to implement. It is rewritten for clarity. The goal is to get to 15% separation as quickly as possible. The draft has been shared with elected officials and Civil Counsel. The purpose of the 15% was to create a threshold because the highest paid individual in a department exceeded the pay of the elected official. This amount (15%) is common practice among other counties.
- ***Moved by Tany, seconded by Matthews, to approve. Motion Carried. (Board Report)***

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

- **8-19-27** Submitting two Memorandums of Understanding (MOU): (1) MOU between County of Saginaw and UAW Local 455 – Unit 50 regarding a step increase for Judge Gafkay's law clerk; and (2) MOU between County of Saginaw, Saginaw County Sheriff and POAM Unit 312 amending Article 8, Section 1 of the CBA removing the restriction of non-FTO certified officers
- MOU number 1 regarding a step increase for Chief Judge Gafkay's law clerk was withdrawn-no action.
- MOU number 2, per Civil Counsel, Dave Gilbert, solves a problem that has existed for over a year. Undersheriff Gomez was in the audience and concurred with Civil Counsel.
- ***Moved by Matthews, seconded by Piotrowski, to approve MOU #2. Motion Carried. (Board Report)***

7. Any other matters to come before the committee

VI. Miscellaneous – **None**

VII. Adjournment – ***Moved by Harris, seconded by Matthews, to adjourn; time being 4:25 p.m.***

Respectfully Submitted,
Gerald Little, Committee Chair
Suzy Koeplinger, Committee Clerk

MINUTES

LABOR RELATIONS COMMITTEE

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

Monday, September 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, Dave Gilbert, Tim Novak,
Mary McLaughlin, Michael Yelsik, Carissa Diffin, Darcie Totten, Richard Spitzer, Jaime Ceja,
Suzy Koeplinger, Renee Sharkey, and Catherine Hicks

- I. Call to Order – **Chair Little at 4:02 p.m.**
- II. Welcome – Roll Call
- III. Correction/Approval of Minutes (**August 11, 2025**)
 - **Moved by Matthews, seconded by Piotrowski, to approve. Motion carried.**
- IV. Public Comment (*Speakers limited to 3 minutes*)
- V. Agenda
 1. **Jennifer Broadfoot, Personnel Director, re:**
 - **9-16-15** Employment Status Report, Exit Interviews, Employee Groups, and Retiree Employment Contracts covering the month of August 2025 (*Receive & File*)
 - **Moved by Tany, seconded by Piotrowski, to receive and file. Motion carried.**
 2. **Timothy M. Novak, Treasurer, re:**
 - **9-16-16** Requesting an extension of the contract with retiree Maureen Haas for up to a year to train a promoted employee, help with bank reconciliations and balance personal property taxes (*Board Report*)
 - **Moved by Matthews, seconded by Harris, to approve. Motion Carried. (Board Report)**
 3. **Mary M. McLaughlin, Manager/Coordinator, Community Corrections, re:**
 - **9-16-17** Requesting approval to authorize the Community Corrections Advisory Board (CCAB) to implement, maintain, and adopt an Onboarding Manual for Community Corrections staff and delegate the CCAB to exercise this responsibility on behalf of the county (*Board Report*)
 - **Moved by Matthews, seconded by Piotrowski, to approve contingent upon review by county legal counsel. Motion Carried. (Board Report)**
 4. **Dave Gilbert, Civil/Labor Counsel, re:**
 - **9-16-18** Submitting a Memorandum of Understanding (MOU) between County of Saginaw and UAW Local 455 – Unit 50 regarding a step increase for Judge Gafkay’s law clerk (*Board Report*)
 - **Moved by Matthews, seconded by Tany, to approve. Motion Carried. (Board Report)**

5. **Mary Catherine Hannah, County Administrator; Larry Robertson & Tracy Morris, Gallagher, re:**
 - **9-16-19** Gallagher's review of the County's Compensation Plan – open and closed session (*Receive & File*)
 - Larry Robertson and Tracy Morris from Gallagher appeared via Teams and presented an update on the Saginaw County Employment Compensation Plan. This was a limited scope review; they did not look at every position. The presentation included: Study Background, Project Activities, Best Practice Approach, Selecting Benchmark Jobs, Market Comparators, Overview of Custom Survey Approach, and Published Market Data Sources, among other items. (*Presentation on file in the Personnel Office*)

6. **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 (*Information to be distributed*)
 - ***The Chair announced the need to meet in Closed Session as noted above. Moved by Tany, seconded by Piotrowski, to go into closed session. Roll-call was unanimous at 4:39 p.m.***
 - ***The committee entered open session at 5:19 p.m. (No action)***

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

VI. Miscellaneous – **None**

VII. Adjournment – ***Moved by Matthews, seconded by Harris, to adjourn; time being 5:20 p.m.***

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

MINUTES

LABOR RELATIONS COMMITTEE

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

Saginaw County
Governmental Center
111 S. Michigan Avenue
Saginaw, MI 48602

County of Saginaw Board of Commissioners



Jack B. Tany, Chairman

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COMMISSIONERS

November 7, 2025

DISTRICT #1
MARK S. PIOTROWSKI

CANCELLATION NOTICE

DISTRICT #2
JACK B. TANY

LABOR RELATIONS COMMITTEE

DISTRICT #3
RICHARD A. SPITZER

TO: Gerald Little, Chair
Sheldon Matthews, Vice-Chair
Dennis Harris
Mark Piotrowski
Jack Tany

DISTRICT #4
SHELDON MATTHEWS

DISTRICT #5
TRACEY L. SLODWSKI

DISTRICT #6
DENNY M. HARRIS

As addressed -

DISTRICT #7
JOHN L. KACZYNSKI

Please be advised that the **Monday, November 10, 2025** meeting of the Labor Relations Committee has been **CANCELLED**.

DISTRICT #8
GERALD D. LITTLE

Should you have any questions, do not hesitate to call me.

DISTRICT #9
CHRISTOPHER S. BOYD

Sincerely,

DISTRICT #10
LISA R. CONEY

Suzy Koeplinger
Board Coordinator

DISTRICT #11
MICHAEL A. WEBSTER

C: Mary Catherine Hannah, Administrator
Koren Thurston, Finance Director
Jennifer Broadfoot, Personnel Director
Civil Counsel
Agenda/Summary Distribution List

BOARD STAFF

SUZY KOEPLINGER
BOARD COORDINATOR

RENEE SHARKEY
ASSISTANT
BOARD COORDINATOR

CATHERINE HICKS
BOARD ASSISTANT

MINUTES

LABOR RELATIONS COMMITTEE

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