



Macomb County Board of Commissioners

Dave Flynn – Board Chair Kathy Tocco – Vice Chair Steve Marino – Sergeant-At-Arms

District 1 – Andrey Duzyj District 2 – Marv Sauger District 3 – Veronica Klinefelt District 5 – Rob Mijac District 6 – Jim Carabelli
District 7 – Don Brown District 8 – Kathy Vosburg District 9 – Fred Miller District 12 – Bob Smith District 13 – Joe Sabatini

MEETING NOTICE

DATE/TIME: Thursday, December 1, 2016, 11:00 AM

COMMITTEE: Full Board

COMMITTEE CHAIR/VICE CHAIR: Board Chair Flynn, Vice Chair Tocco

COMMITTEE MEMBERS: Committee of the Whole

LOCATION: 1 S. Main St., 9th Floor Mount Clemens, Michigan 48043

PRELIMINARY AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Adoption of Agenda
5. Approval of Minutes
6. Public Participation (5 minutes maximum per speaker, or longer at the discretion of the Chairperson, related only to issues on the agenda)
7. Labor Agreement
 - a) Ratification of Labor Agreement / Eric Herppich
8. FY 2017 Budget
 - a) Board Chair FY 2017 Budget Proposal / Dave Flynn, Board Chair
 - b) Potential Budget Amendments / from Commissioners
 - c) FY 2017 Comprehensive General Appropriations Ordinance / Scott G. Smith, Independent Council
9. New Business
10. Public Participation (Five minutes maximum per speaker or longer at the discretion of the Chairperson)
11. Adjournment



Macomb County Executive Mark A. Hackel

Mark F. Deldin
Deputy County Executive

To: David Flynn, Board Chair

From: Pamela J. Lavers, Assistant County Executive *PJL*

Date: November 22, 2016

**RE: Agenda Item – HR, Request Approval/Adoption of Tentative Agreement of various
2017-2017 Collective Bargaining Agreements**

Attached you will find the memorandum, documentation and a resolution from Eric Herppich, HRLR Director, to recommend the ratification of various 2017-2019 Labor Agreements. Please see attached documentation for further information.

The Executive Office respectfully submits this agenda item for the Commission's consideration and recommends approval.

PJL/mmc

cc: Mark Deldin
Eric Herppich



Mark A. Hackel
County Executive

MEMORANDUM

DATE: 11/17/2016

TO: Office of County Executive

FROM: Eric A. Herppich, Director

Human Resources and Labor Relations

RE: REQUEST APPROVAL / ADOPTION OF

Tentative Agreement of various 2017 - 2019 Collective Bargaining Agreements

ok
Mark A. Hackel
11-22-16

SUBJECT:

Recommend the ratification of various 2017-2019 Labor Agreements.

PURPOSE / JUSTIFICATION:

Resolution to recommend ratification of 2017 - 2019 Labor Agreements with AFSCME Local #411, Building Trades Association, International Union of Operating Engineers (Boiler Operators), POAM - Juvenile Justice Center, Teamsters Local #214 (Circuit Court/FOC), Teamsters Local #214 (Court Reporters), TPOAM - Circuit Court Officers and Professionals, TPOAM - Family Court/Juvenile Justice Center Employees, UAW #412, Unit 39 (General), UAW Local #412, Unit 46 (Assistant Prosecutors), UAW Local #412, Unit 49 (IT), UAW Local #412, Unit 75 (Supervisors), UAW Local #412, Unit 95 (Corporation Counsel), UAW Local #412, Unit 98 (Head Start Professionals, UAW Local #889.

FISCAL IMPACT / FINANCING:

FACTS AND PROVISION / LEGAL REQUIREMENTS (If applicable):

IMPACT ON CURRENT SERVICES (PROJECTS):



MACOMB COUNTY, MICHIGAN

Resolution Number:	Full Board Meeting Date:

RESOLUTION

Resolution to:

Recommend on behalf of the Macomb County Executive and the Human Resources and Labor Relations Department that the Macomb County Board of Commissioners ratify Collective Bargaining Agreements from January 1, 2017 to December 31, 2019 as tentatively agreed to and ratified by the following bargaining groups: AFSCME Local #411, Building Trades Association, International Union of Operating Engineers (Boiler Operators), POAM - Juvenile Justice Center, Teamsters Local #214 (Circuit Court/FOC), Teamsters Local #214 (Court Reporters), TPOAM - Circuit Court Officers and Professionals, TPOAM - Family Court/Juvenile Justice Center Employees, UAW #412, Unit 39 (General), UAW Local #412, Unit 46 (Assistant Prosecutors), UAW Local #412, Unit 49 (IT), UAW Local #412, Unit 75 (Supervisors), UAW Local #412, Unit 95 (Corporation Counsel), UAW Local #412, Unit 98 (Head Start Professionals, UAW Local #889.

Introduced By:

Commissioner Fred Miller, Chair, Finance Committee

Additional Background Information (If Needed):

See attached

Committee	Meeting Date
Finance	11/30/2016



HUMAN RESOURCES AND LABOR RELATIONS DEPARTMENT

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Mount Clemens, Michigan 48043
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hrlr@macombgov.org

Mark A. Hackel
County Executive

Eric A. Herppich
Director
469-5281

November 21, 2016

Karlyn R. Semlow
Service Director
469-6160

TO: Commissioner Fred Miller, Chair
Finance Committee and Committee Members

Karen L. Bathanti
Service Director
469-7248

FROM: Eric A. Herppich, Director
Human Resources and Labor Relations

Stephanie Dobson
Retirement Administrator
469-6223

RE: Ratification Summary

The following is a ratification summary that applies to the bargaining units identified on this Resolution with a tentative agreement, as follows:

Duration:

January 1, 2017 to December 31, 2019

Wage Adjustment:

January 1, 2017: 1.0%
January 1, 2018: 1.0%
January 1, 2019: 1.0% and wage re-opener regarding the Classification and Compensation study only

Compensation:

1. Based on a November ratification, a lump sum payment of \$2,100 will be paid to each full-time employee, including DROP participants and a \$500 lump sum will be paid to each part-time employee. Lump sum payments will be paid in a regular paycheck in December, 2016.
2. December, 2017: A lump sum payment of \$1,000 will be paid to each full-time employee, including DROP participants and a \$500 lump sum will be paid to each part-time employee. Lump sum payments will be paid in a regular paycheck in December, 2017.

Benefits:

1. Shortened waiting period for insurance benefits for full-time new hires to first of month following thirty (30) days.
2. For post November 1, 2013 retirees, elimination of language that allowed for future negotiated changes to apply to retirement health care.

Retirement:

Full-time employees hired into the County on or after January 1, 2016:

1. Will participate in a Defined Contribution Retirement Plan. Employees shall contribute 3% of his/her base pay and the Employer shall contribute 6% of the employee's base pay. Upon the completion of 5 years of actual service with the Employer, employees shall be eligible to elect to increase his/her contribution from 3% to 4% of his/her base pay. If such election is made by the employee, the Employer shall increase its contribution from 6% to 8% of the employee's base pay.
2. Employees shall have the following schedule as it relates to vesting for the Employer contributions:

Completion of 1 year of service	20%
Completion of 2 years of service	40%
Completion of 3 years of service	60%
Completion of 4 years of service	80%
Completion of 5 years of service	100%

Paid Time Off:

- Change Paid Time Off to the following schedule:

<u>Years of Consecutive Service Completed</u>	<u>Up to an Annual Maximum of</u>
Less than 5	15 13 days
5	20 18 days
10	21 20 days
13	24 23 days
20	25 24 days
21	26 25 days
22	27 26 days
23	28 27 days
24	29 28 days
25	30 days

- Allow for a second conversion to cash opportunity in the February/March timeframe.

Leave of Absence:

Enhanced benefits and supplemental pay for employees on a military leave of absence.

Miscellaneous:

- During the course of negotiations, the Parties also reached agreement on numerous language changes, many of which resulted in administrative efficiencies.
- Actual Tentative Agreements are available in the Human Resources and Labor Relations Department for review.

EAH/mb