

**WASHTENAW COUNTY BOARD OF COUNTY ROAD COMMISSIONERS
VIRTUAL CLOSED SESSION MINUTES OF
November 2, 2021**

Present: Road Commissioners Barbara Fuller – Chair, Rodrick Green – Vice Chair, Douglas Fuller, Gloria Llamas, Jo Ann McCollum

Staff Present: D. Ackerman, J. Harmon, E. Kizer, A. Lape, M. MacDonell, N. Peterson, S. Siddall, E. Stewart

Others Present: M. Kluck

G. Llamas moved; J. McCollum seconded to enter Closed Session at approximately 9:06 a.m. to discuss: Labor Negotiations

Roll Call Vote:

YEAS: B. Fuller, D. Fuller, R. Green, G. Llamas, J. McCollum

NAYS: None

ABSENT: None

ABSTAIN: None

Motion Carried.

Labor Negotiations

Sheryl Siddall, Managing Director, stated that the TPOAM Agreement expires on December 17, 2021. Sheryl explained that we have our first meeting with TPOAM on November 11 to begin labor negotiations.

Nicole Peterson, Human Resources Manager, presented a PowerPoint slideshow update on WCRC's labor negotiations. Nicole proposed a contract that would start on December 18, 2021 and end on December 17, 2024. The new contract would be three years in length, offer an incentive to employees with a high response percentage to overtime calls during winter maintenance, and change the annual leave policy to allow employees in their first two years to receive the leave they earn earlier in the year. Staff is also proposing up to a 9% wage increase over the 3-year contract which would result in a 2.5% wage increase in year 1, a 5.5% total wage increase for years 2 & 3, and 1% in reserve. Nicole proposed a new two-step wage program where current step 1 & step 3 would be removed. New hires would start at what is currently step 2, and after one year, they would be bumped up to what is currently step 4.

Mike Kluck, legal counsel, explained that he typically proposes a set of bargaining ground rules, and it is important for WCRC and the labor organization to be on the same page throughout negotiations. WCRC and TPOAM will continue to refine the agreement as needed. The proposed final agreement will be brought to the Board for approval.

ADJOURNMENT

R. Green moved; J. McCollum seconded to exit Closed Session at 10:13 a.m.

Roll Call Vote:

YEAS: B. Fuller, D. Fuller, R. Green, G. Llamas, J. McCollum

NAYS: None

ABSENT: None

ABSTAIN: None

Motion Carried.

Barbara Ryan Fuller, Chair
Washtenaw County Board of County Road Commissioners

Sheryl Soderholm Siddall, Deputy Clerk
Washtenaw County Board of County Road Commissioners