



HUMAN RESOURCES AND LABOR RELATIONS DEPARTMENT

1 S. Main, 6th Floor
Mount Clemens, Michigan 48043
Phone: (586) 469-5280 Fax: (586) 469-6974
Macombgov.org/HRLR

Andrew S. McKinnon
Director
(586) 469-5114

Karlyn R. Semlow
Deputy Director
(586) 469-6160

Brian Jacks
Service Director
(586) 469-7248

Stephanie Dobson
Retirement Administrator
(586) 469-6223

Denise Krzeminski
Operations Administrator
(586) 469-7713

Jennifer Smiley
Benefits Administrator
(586) 469-5573

To: County Staff

From: Andrew S. McKinnon, Director
Human Resources and Labor Relations

Date: October 1, 2021

Re: 1% Increase Effective October 2, 2021

We wanted to remind you that there will be a 1% increase applied to the PTA, 312 and Executive Schedules starting on October 2, 2021.

As you may remember, the above was offered to all of our union partners; however, we did request something in return, reducing accrued sick days from 13 per year to 12 per year. The reduction in accrual was also proposed to begin on October 2, 2021.

The reason we picked October 2, 2021, was twofold. First, it allowed us to write it into our funding requests from the state for 2021/2022. The state's fiscal year begins on October 1. Second, as of October 2, 2021, everyone who wants to have a vaccination for COVID 19 will have been able to, which does offer some level of protection against the virus for most people.

The 1% on the schedules in exchange for reducing sick day accruals from 13 days per year to 12 days per year was overwhelmingly ratified by all of our union partners and as mentioned above it will apply to all staff, union and non-union, except elected officials.

Some questions that have arisen are what about DROP sick leave. It will remain at 6 days per year. Also, if you earn less than 13 days per year in sick leave you will not be impacted. We have also heard from those who continue to be red circled. The 1% on the PTA schedule will allow that to catch up to you more quickly.

Look for the above changes on your October 22, 2021 pay stub.

We want to thank the Executive's Office, Finance Department, Union Leaders and other County Leaders for continuing to focus on our bottom line. This fiscally prudent approach has put us in a position to advance wages both now and into the future. We are fully committed to seeking ways to continually offer competitive wages and benefits to not only attract and retain talent, but to show our appreciation for the exceptional work done in the county on a daily basis.

Thank you for everything each of you do every day.