

**BAY COUNTY BOARD OF COMMISSIONERS  
SPECIAL MEETING AGENDA**

**Tuesday, August 5, 2025 – 4:15 PM  
(or immediately following the Committee of the Whole Meeting)**

**Commission Chambers, Fourth Floor, Bay County Building**

**PAGE NO.**

**I. CALL TO ORDER (CHAIRMAN BANASZAK)**

**II. ROLL CALL**

**III. INVOCATION**

**IV. PLEDGE OF ALLEGIANCE**

**V. MINUTES**

**VI. AGENDA APPROVAL**

**VII. CITIZEN INPUT**

**VIII. PETITIONS AND COMMUNICATIONS**

**IX. REPORTS/RESOLUTIONS OF COMMITTEES**

**A. COMMITTEE OF THE WHOLE – August 5, 2025 (Jerome Crete, Chair; Kathy Niemiec, Vice Chair)**

- |     |  |
|-----|--|
| 1   | 1. No. 2025-144 - Ratified Collective Bargaining Agreements - TPOAM – DISTRICT COURT, USW PROBATE – PROBATE COURT, POLC – CENTRAL DISPATCH, and USW – FT (Personnel) |
| 2   | 2. No. 2025-145 - Part-Time Custodian Position for Canteen (Personnel/Recreation & Facilities)   |
| 3   | 3. No. 2025-146 - Bay County Community Center Pool Project Financing (Recreation & Facilities)   |
| 4   | 4. No. 2025-147 - Annual Review/Adjustment Fund Balance — Budget Stabilization, Fiscal Year Ending December 31, 2024 (Finance)                                       |
| 5-6 | 5. No. 2025-148 - Staffing Change from Purchasing Agent II to Entry Level Accountant (Finance)   |

## 6. No. 2025-149 - Payables – General

## X. REPORTS OF COUNTY OFFICIALS/DEPARTMENTS

## A. County Executive

## XI. COMMISSIONER COMMENTS

## XII. UNFINISHED BUSINESS

## XIII. NEW BUSINESS

## XIV. PUBLIC INPUT

## XV. MISCELLANEOUS

## XVI. ANNOUNCEMENTS

## A. 2025 APPOINTMENTS

## 1. October

- a. Board of Canvassers (Two, 4-year terms expiring: J. Armbruster (Republican); P. Santos (Democrat) (Appointments made from lists submitted by the major political parties)
- b. Bay County Department of Human Services (One, At-Large, 3-year term expiring: B. Benchley)
- c. Land Bank Authority (One Township Representative, 3-year term expiring: G. Rowley)

## 2. November

- a. Bay County Building Authority (Two, 6-year terms expiring: C. Lutz, T. Brady)

## 3. December

- a. Department on Aging Advisory Committee (Four, 2-year terms expiring: Districts 1,3,5 & 7)
- b. Bay County Veteran Affairs Committee (Two, 4-year term: V. Begick, T. Stewart)

## XVII. CLOSED SESSION (WHEN REQUIRED)

## XVIII. RECESS/ADJOURNMENT

PLEASE NOTE THE CHANGE: The Board Chair has requested that any Elected Official or Department/Division Head placing an item on the agenda be present or have a representative present to speak to their request and answer any questions posed by Committee members. Attending the Full Board meeting is unnecessary if the request is approved unanimously at the Committee meeting, unless otherwise directed.

Participants planning to attend via Zoom must contact Nick Paige before the meeting at [paigen@baycountymi.gov](mailto:paigen@baycountymi.gov).

Join Zoom Meeting

<https://us02web.zoom.us/j/81694266170>

Meeting ID: 816 9426 6170

Passcode: 547697

One tap mobile

+13126266799,81694266170#,,,,\*547697# US (Chicago)

+19292056099,81694266170#,,,,\*547697# US (New York)

The County of Bay will provide necessary and reasonable auxiliary aids and services such as signers for the hearing impaired and audio tapes of printed materials to individuals with disabilities upon 10 days' notice to the County of Bay. Individuals with disabilities requiring auxiliary aids or services should contact the County of Bay by writing or calling:

Amber Davis-Johnson, ADA Coordinator

Corporation Counsel

515 Center Avenue

Fourth Floor, Bay County Building

Bay City, MI 48708

989-895-4130

## ACTION TAKEN BY BAY COUNTY BOARD OF COMMISSIONERS

DATE	MOTION/RES. NO.	INTRODUCED/ SUBMITTED BY	SUBJECT OF RESOLUTION/MOTION	ADOPTED	AMENDED	CORRECTED	DEFEATED	REFERRED	TABLED	WITHDRAWN
8/5/25	RESOLUTION 2025-144	CRETE	APPROVED THE COLLECTIVE BARGAINING AGREEMENTS FOR TPOAM - DISTRICT COURT, USW PROBATE - PROBATE COURT, POLC - CENTRAL DISPATCH, USW - FT, AND AUTHORIZED THE CHAIRMAN OF THE BOARD TO EXECUTE SAID AGREEMENTS REQUIRED FOR IMPLEMENTATION	XX						
8/5/25	RESOLUTION 2025-145	CRETE	APPROVED THE POSTING AND FILLING OF A PART-TIME CUSTODIAN POSITION FOR UP TO 250 HOURS PER YEAR AT THE BAY COUNTY CANTEEN	XX						
8/5/25	RESOLUTION 2025-146	CRETE	AUTHORIZED BAY COUNTY ADMINISTRATION TO ENTER INTO AN AGREEMENT WITH BENDZINSKI & CO. MUNICIPAL FINANCE ADVISORS AND AUTHORIZED BAY COUNTY CORPORATION COUNSEL TO RETAIN DICKINSON WRIGHT AS BOND COUNSEL PURSUANT TO CIVIL COUNSEL GUIDELINES, FOR THE ISSUANCE OF BONDS TO FUND THE BAY COUNTY COMMUNITY CENTER POOL PROJECT. SUFFICIENT BUDGETED FUNDS EXIST IN THE MILLAGE FUND TO COVER THE ASSOCIATED EXPENSES, OR ALTERNATIVELY, THE COSTS MAY BE INCORPORATED INTO THE BOND ISSUANCE, DEPENDING ON WHICH OPTION IS MOST FINANCIALLY ADVANTAGEOUS TO BAY COUNTY	XX						
8/5/25	RESOLUTION 2025-147	CRETE	APPROVED NO CHANGE TO BAY COUNTY'S GENERAL FUND'S COMMITTED FUND BALANCE - BUDGET STABILIZATION ARRANGEMENT FROM THE UNASSIGNED FUND BALANCE ACCOUNT	XX						
8/5/25	RESOLUTION 2025-148	CRETE	APPROVED THE REALLOCATION OF THE UNFILLED PURCHASING AGENT II POSITION TO AN ENTRY LEVEL ACCOUNTANT POSITION WITHIN THE BAY COUNTY FINANCE DEPARTMENT AND AUTHORIZED POSTING AND HIRING OF SAID POSITION	XX						
8/5/25	RESOLUTION 2025-149	CRETE	APPROVED THE CLAIMS AGAINST THE COUNTY	XX						

## ACTION TAKEN BY BAY COUNTY BOARD OF COMMISSIONERS

DATE	MOTION/RES.NO.	INTRODUCED/ SUBMITTED BY	SUBJECT OF RESOLUTION/MOTION	ADOPTED	AMENDED	CORRECTED	DEFEATED	REFERRED	TABLED	WITHDRAWN
8/5/25	RESOLUTION 2025-150	CRETE	APPROVED THE USW-PT COLLECTIVE BARGAINING AGREEMENT AND AUTHORIZED THE CHAIRMAN OF THE BOARD TO EXECUTE SAID COLLECTIVE BARGAINING AGREEMENT AND APPROVED ALL NECESSARY BUDGET ADJUSTMENTS REQUIRED FOR IMPLEMENTATION	XX						
8/5/25	MOTION 2025-74	RUPP	EXCUSED COMM: BEGICK FROM THE MEETING	XX						
8/5/25	MOTION 2025-75	DOCKETT	AMENDED THE AGENDA TO INCLUDE THE FOLLOWING MOTION: MOTION TO FOLLOW THE RECOMMENDATION OF ATTORNEY VANDERLAAN AS MADE DURING CLOSED SESSION IN THE IMMEDIATELY PRECEDING COMMITTEE OF THE WHOLE MEETING AS IT RELATES TO THE FOX VS. ISABELLA COUNTY ET AL MATTER TO APPROVE THE ENTRY INTO THE EXECUTION OF THE PROPOSED SETTLEMENT AND COST SHARING AGREEMENT AND AUTHORIZE THE BOARD CHAIR TO SIGN ANY AND ALL NECESSARY DOCUMENTS TO EFFECTUATE THE SAME FOLLOWING REVIEW AND APPROVAL BY ATTORNEY VANDERLAAN AND CORPORATION COUNSEL, AND APPROVE ANY AND ALL NECESSARY BUDGET ADJUSTMENTS AS REQUIRED AS ITEM A7	XX						
8/5/25	MOTION 2025-76	CRETE	ADDED TO THE AGENDA RESOLUTION 2025-150, RATIFIED COLLECTIVE BARGAINING AGREEMENTS - USW - PT, AS THE FINAL ITEM UNDER REPORTS AND RESOLUTIONS	XX						

**ACTION TAKEN BY BAY COUNTY BOARD OF COMMISSIONERS**

DATE	MOTION/RES.NO.	INTRODUCED/ SUBMITTED BY	SUBJECT OF RESOLUTION/MOTION	ADOPTED	AMENDED	CORRECTED	DEFEATED	REFERRED	TABLED	WITHDRAWN
8/5/25	MOTION 2025-77	CRETE	FOLLOWED THE RECOMMENDATION OF ATTORNEY VANDERLAAN AS MADE DURING CLOSED SESSION IN THE IMMEDIATELY PRECEDING COMMITTEE OF THE WHOLE MEETING AS IT RELATES TO THE FOX VS. ISABELLA COUNTY ET AL MATTER TO APPROVE THE ENTRY INTO THE EXECUTION OF THE PROPOSED SETTLEMENT AND COST SHARING AGREEMENT AND AUTHORIZE THE BOARD CHAIR TO SIGN ANY AND ALL NECESSARY DOCUMENTS TO EFFECTUATE THE SAME FOLLOWING REVIEW AND APPROVAL BY ATTORNEY VANDERLAAN AND CORPORATION COUNSEL, AND APPROVE ANY AND ALL NECESSARY BUDGET ADJUSTMENTS AS REQUIRED	XX						
8/5/25	MOTION 2025-78	DOCKETT	ADJOURNED THE SPECIAL BOARD SESSION OF AUGUST 5, 2025	XX						

## BAY COUNTY BOARD OF COMMISSIONERS

AUGUST 5, 2025

## RESOLUTION

BY: COMMITTEE OF THE WHOLE (8/5/2025)

WHEREAS, Bay County has twelve (12) active bargaining units; and

WHEREAS, In early May 2025, the employer submitted formal requests to each of these bargaining units to open contract negotiations; and

WHEREAS, The following units have ratified their agreement after the full board meeting in July 2025 in accordance with the provisions reviewed in closed session:

- TPOAM – DISTRICT COURT
- USW PROBATE – PROBATE COURT
- POLC – CENTRAL DISPATCH
- USW- FT

RESOLVED That the Bay County Board of Commissioners approves the Collective Bargaining Agreements listed above and authorizes the Chairman of the Board to execute said Collective Bargaining Agreements and to approve all necessary budget adjustments required for implementation; Be It Finally

RESOLVED That all related budget adjustments, if required, are approved.

JEROME CRETE, CHAIR  
AND COMMITTEE

## Personnel – Ratified Collective Bargaining Agreements 2025

MOVED BY COMM. CRETE  
SUPPORTED BY COMM. DOCKETT

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
KATHY NIEMIEC	X			LARRY BESON	X			JEROME CRETE	X		
TIM BANASZAK	X			CHRISTOPHER T. RUPP	X						
VAUGHN J. BEGICK			X	JESSE DOCKETT	X						

## VOTE TOTALS:

ROLL CALL: YEAS 6 NAYS 0 EXCUSED 1  
VOICE: YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED X DEFEATED      WITHDRAWN       
AMENDED      CORRECTED      REFERRED      NO ACTION TAKEN

## BAY COUNTY BOARD OF COMMISSIONERS

AUGUST 5, 2025

## RESOLUTION

BY: COMMITTEE OF THE WHOLE (8/5/2025)

WHEREAS, The Bay County Director of Recreation & Facilities has submitted a request to reestablish a part-time custodian position, not to exceed 250 hours annually, to serve the Bay County Canteen facility; and

WHEREAS, Custodial services at the Canteen were previously included in the custodial position at the Juvenile Home, but were eliminated when that position was restructured; and

WHEREAS, Since that time, the necessary custodial duties at the Canteen have been fulfilled by Region VII workers under the Title 5 Senior Service Employment Program; and

WHEREAS, Bay County has been notified that the Region VII Title 5 program has been terminated in the Federal budget, with employment ending effective August 31, 2025; and

WHEREAS, \$3,500 is budgeted in the Bay County Fairgrounds budget for 2025 for part-time employment and requires no additional funding; Therefore, Be It

RESOLVED That the Bay County Board of Commissioners approves the positing and filling of a part-time custodian position for up to 250 hours per year at the Bay County Canteen; Be It Finally

RESOLVED That related budget adjustments, if required, are approved.

JEROME CRETE, CHAIR  
AND COMMITTEE

## Personnel/Recreation &amp; Facilities – Part-Time Custodian Position for Canteen

MOVED BY COMM. CRETESUPPORTED BY COMM. RUPP

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
KATHY NIEMIEC	X			LARRY BESON	X			JEROME CRETE	X		
TIM BANASZAK	X			CHRISTOPHER T. RUPP	X						
VAUGHN J. BEGICK			X	JESSE DOCKETT	X						

## VOTE TOTALS:

ROLL CALL: YEAS 6 NAYS 0 EXCUSED 1VOICE: YEAS 6 NAYS 0 EXCUSED 1DISPOSITION: ADOPTED X DEFEATED    WITHDRAWN   AMENDED    CORRECTED    REFERRED    NO ACTION TAKEN



## BAY COUNTY BOARD OF COMMISSIONERS

AUGUST 5, 2025

## RESOLUTION

- BY: COMMITTEE OF THE WHOLE (8/5/2025)
- WHEREAS, In 2024, Bay County voters approved a 20-year pool millage dedicated to the construction and operation of the Bay County Community Center Pool; and
- WHEREAS, To ensure the facility is built and opened to the public as quickly as possible, project financing is required through the issuance of bonds, which will be supported by the approved pool millage funds; and
- WHEREAS, Bay County Administration seeks authorization to enter into agreements with Bendzinski & Co. Municipal Finance Advisors to serve as the Registered Municipal Advisor for \$30,000. Additionally, it is requested to enter into an agreement with Dickinson Wright to serve as Bond Counsel for \$35,000. Bay County has a strong and successful relationship with these two companies for bonding projects; and
- WHEREAS, Budgeted dollars exist in the millage fund to cover this required expense, or it can be absorbed into the bond cost, whichever is most beneficial to Bay County; Therefore, Be It
- RESOLVED That the Bay County Board of Commissioners authorizes Bay County Administration to enter into an Agreement with Bendzinski & Co. Municipal Finance Advisors and authorizes Bay County Corporation Counsel to retain Dickinson Wright as Bond Counsel pursuant to Civil Counsel Guidelines, for the issuance of bonds to fund the Bay County Community Center Pool Project; Be It Further
- RESOLVED That sufficient budgeted funds exist in the millage fund to cover the associated expenses, or alternatively, the costs may be incorporated into the bond issuance, depending on which option is most financially advantageous to Bay County; Be It Finally
- RESOLVED That the Chairman of the Board is authorized to execute any and all necessary documents and agreements and approve any related budget adjustments required to facilitate this project.

JEROME CRETE, CHAIR  
AND COMMITTEE

## Recreation &amp; Facilities -Bay County Community Center Pool Project Financing

MOVED BY COMM. CRETESUPPORTED BY COMM. BESON

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
KATHY NIEMIEC	X			LARRY BESON	X			JEROME CRETE	X		
TIM BANASZAK	X			CHRISTOPHER T. RUPP	X						
VAUGHN J. BEGICK			X	JESSE DOCKETT	X						

## VOTE TOTALS:

ROLL CALL: YEAS 6 NAYS 0 EXCUSED 1VOICE: YEAS 6 NAYS 0 EXCUSED 1DISPOSITION: ADOPTED X DEFEATED    WITHDRAWN   AMENDED    CORRECTED    REFERRED    NO ACTION TAKEN

## BAY COUNTY BOARD OF COMMISSIONERS

AUGUST 5, 2025

## RESOLUTION

BY: COMMITTEE OF THE WHOLE (8/5/2025)

WHEREAS, To provide an annual review/adjustment to the General Fund's committed fund balance for the Budget Stabilization arrangement. Per County Ordinance No. 28, recommended to be amended September 10, 2024, and states the fund will not exceed 15% of Bay County's most recent General Fund budget or 15% of the average of Bay County's five most recent General Fund budgets, whichever is less; and

WHEREAS, Per Bay County Ordinance No. 28, Section 3.002 Appropriations to the Fund states, "Each fiscal year the County Commission may appropriate by a resolution adopted by two-thirds of its members elected and serving, all or part of the surplus in the General Fund resulting from an excess of revenues in comparison to expenses, to the Budget Stabilization Agreement."; and

WHEREAS, For the Fiscal Year Ending December 31, 2024, Bay County ended the year with a General Fund surplus of revenue over expenditures of \$896,033.45. The current balance in the budget stabilization arrangement is \$7,344,396.88, which is 17.25% of the average of Bay County's five most recent General Fund budget average of \$42,568,749; and

WHEREAS, The amount of money reserved in the Budget Stabilization Fund will not exceed fifteen percent (15%) funding levels in future years. Bay County will treat this overpayment of 2.25% as a prepayment for future years; Therefore, Be It

RESOLVED That the Bay County Board of Commissioners approves no change to Bay County's General Fund's committed fund balance — Budget Stabilization arrangement from the unassigned fund balance account.

JEROME CRETE, CHAIR  
AND COMMITTEE

Finance - Annual Review/Adjustment Fund Balance — Budget Stabilization, Fiscal Year Ending December 31, 2024

MOVED BY COMM. CRETE  
SUPPORTED BY COMM. DOCKETT

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
KATHY NIEMIEC	X			LARRY BESON	X			JEROME CRETE	X		
TIM BANASZAK	X			CHRISTOPHER T. RUPP	X						
VAUGHN J. BEGICK			X	JESSE DOCKETT	X						

VOTE TOTALS:

ROLL CALL: YEAS\_\_\_ NAYS\_\_\_ EXCUSED\_\_\_

VOICE: YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED X DEFEATED\_\_\_ WITHDRAWN\_\_\_

AMENDED\_\_\_ CORRECTED\_\_\_ REFERRED\_\_\_ NO ACTION TAKEN\_\_\_

## BAY COUNTY BOARD OF COMMISSIONERS

AUGUST 5, 2025

## RESOLUTION

- BY: COMMITTEE OF THE WHOLE (8/5/2025)
- WHEREAS, The Bay County Finance Officer is seeking approval to relocate the unfilled Purchasing Agent II position to an Entry Level Accountant position; and
- WHEREAS, The Purchasing Agent II position was established as a hybrid role to assist the Information Systems department with IT purchases and to provide support to the Purchasing Agent I when necessary; and
- WHEREAS, The responsibilities of the role included managing procurement processes, reviewing and processing purchase requisitions, and assisting departments with their purchasing needs. However, the Purchasing Agent I has effectively managed these duties without additional support; and
- WHEREAS, The current workload and future projections for the Finance Department indicate a growing need for accounting support. An Entry Level Accountant would be instrumental in managing financial records, preparing reports, and ensuring compliance with accounting standards; and
- WHEREAS, In recent years, the accounting team has taken on more responsibilities, including Governmental Accounting Standards Board (GASB) compliance, managing the Opioid Settlement, handling grants for multiple departments, overseeing the American Rescue Plan Act (ARPA) funds, and other tasks involving monthly reporting, budget management, and project updates; and
- WHEREAS, The responsibilities of the Purchasing Agent II can be redistributed among existing staff. The Purchasing Agent I has demonstrated the ability to handle the workload efficiently. This change will streamline operations and result in cost savings for the department; and
- WHEREAS, Adding an Entry Level Accountant will enhance our financial oversight capabilities, enabling more accurate and timely financial reporting. This will support better decision-making and fiscal responsibility; and
- WHEREAS, The new position aims to initiate a succession plan within the Finance Department. This will allow the individual to advance to higher accounting positions as they become available, maintaining balanced workloads while planning for future succession; and
- WHEREAS, The current Purchasing Agent II position is classified as PB05 with an annual starting salary of \$47,112, progressing to \$53,726.40 at step 5. The Entry Level Accountant position will be classified as PB06 with an annual starting salary of \$51,623.20, progressing to \$59,238.40 at step 5. Therefore, there is only a slight increase in wages when comparing the two positions. No additional General Funds are required; Therefore, Be It
- RESOLVED That the Bay County Board of Commissioners approves the reallocation of the unfilled Purchasing Agent II position to an Entry Level Accountant position within the Bay County Finance Department and authorizes posting and hiring of said position; Be It Finally
- RESOLVED That related budget adjustments, if required, are approved.

JEROME CRETE, CHAIR  
AND COMMITTEE

## Finance - Staffing Change – Purchasing Agent II to Entry Level Accountant

MOVED BY COMM. CRETESUPPORTED BY COMM. RUPP

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
KATHY NIEMIEC	X			LARRY BESON	X			JEROME CRETE	X		
TIM BANASZAK	X			CHRISTOPHER T. RUPP	X						
VAUGHN J. BEGICK			X	JESSE DOCKETT	X						

## VOTE TOTALS:

ROLL CALL: YEAS\_\_\_ NAYS\_\_\_ EXCUSED\_\_\_

VOICE: YEAS 6 NAYS 0 EXCUSED 1DISPOSITION: ADOPTED X DEFEATED\_\_\_ WITHDRAWN\_\_\_

AMENDED\_\_\_ CORRECTED\_\_\_ REFERRED\_\_\_ NO ACTION TAKEN\_\_\_

BAY COUNTY BOARD OF COMMISSIONERS

AUGUST 5, 2025

RESOLUTION

BY: COMMITTEE OF THE WHOLE (8/5/2025)  
RESOLVED That the Bay County Board of Commissioners hereby approves the claims against the County as follows:

ACCOUNTS PAYABLE:

7/16/2025	\$211,126.21
7/23/2025	\$1,238,399.27
7/30/2025	\$1,250,164.96

JEROME CRETE, CHAIR  
AND COMMITTEE

Payables

MOVED BY COMM. CRETE  
SUPPORTED BY COMM. BESON

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
KATHY NIEMIEC	X			LARRY BESON	X			JEROME CRETE	X		
TIM BANASZAK	X			CHRISTOPHER T. RUPP	X						
VAUGHN J. BEGICK			X	JESSE DOCKETT	X						

VOTE TOTALS:

ROLL CALL: YEAS      NAYS      EXCUSED       
VOICE: YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED X DEFEATED      WITHDRAWN       
AMENDED      CORRECTED      REFERRED      NO ACTION TAKEN

## BAY COUNTY BOARD OF COMMISSIONERS

AUGUST 5, 2025

## RESOLUTION

BY: COMMITTEE OF THE WHOLE (8/5/2025)

WHEREAS, Bay County has twelve (12) active bargaining units; and

WHEREAS, In early May 2025, the employer submitted formal requests to each of these bargaining units to open contract negotiations; and

WHEREAS, The following unit has ratified their agreement after the full board meeting in July 2025 in accordance with the provisions reviewed in closed session:

- USW- PT

RESOLVED That the Bay County Board of Commissioners approves the Collective Bargaining Agreement listed above and authorizes the Chairman of the Board to execute said Collective Bargaining Agreement and to approve all necessary budget adjustments required for implementation; Be It Finally

RESOLVED That all related budget adjustments, if required, are approved.

JEROME CRETE, CHAIR  
AND COMMITTEE

## Personnel – Ratified Collective Bargaining Agreements - USW- PT

MOVED BY COMM. CRETESUPPORTED BY COMM. RUPP

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
KATHY NIEMIEC	X			LARRY BESON	X			JEROME CRETE	X		
TIM BANASZAK	X			CHRISTOPHER T. RUPP	X						
VAUGHN J. BEGICK			X	JESSE DOCKETT	X						

## VOTE TOTALS:

ROLL CALL: YEAS 6 NAYS 0 EXCUSED 1VOICE: YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED X DEFEATED      WITHDRAWN     

AMENDED      CORRECTED      REFERRED      NO ACTION TAKEN



**BAY COUNTY  
PERSONNEL & EMPLOYEE RELATIONS**

**James A. Barcia**  
County Executive

---

**Tiffany Jerry**  
Director  
[jerryt@baycountymi.gov](mailto:jerryt@baycountymi.gov)

To: Tim Banaszak, Chair, Board of Commissioners

From: Tiffany Jerry, Director of Personnel and Employee Relations

Date: August 5, 2025

RE: BOC – Ratification of Collective Bargaining Agreements

Please consider the following for the agenda.

**Background**

The County has 12 active bargaining units and the request to open negotiations was sent by the employer to each unit at the beginning of May.

The following units have ratified their agreement after the full board meeting in July in accordance with the provisions reviewed in closed session:

USW- PT

This leaves four units that are still in the process of negotiating a successor contract.

**Recommendation**

Please authorize the Board Chairperson to sign the agreements and approve budget adjustments necessary for implementation of the ratified collective bargaining.

Thank you for your consideration.

## BAY COUNTY BOARD OF COMMISSIONERS

MEETING DATE: 08/05/2025

MOTION SPONSORED BY: COMM. RUPP

MOTION SUPPORTED BY: COMM. DOCKETT

MOTION NO.: 74

---

EXCUSED COMM. BEGICK FROM THE MEETING.

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
Kathy Niemiec	X			Larry Beson	X			Jerome Crete	X		
Tim Banaszak	X			Christopher T. Rupp	X						
Vaughn J. Begick			X	Jesse Dockett	X						

**VOTE TOTALS:**

ROLL CALL: YEAS \_\_\_\_ NAYS \_\_\_\_ EXCUSED \_\_\_\_

VOICE: XX YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED XX DEFEATED \_\_\_\_ WITHDRAWN \_\_\_\_

AMENDED \_\_\_\_ CORRECTED \_\_\_\_ REFERRED \_\_\_\_



## BAY COUNTY BOARD OF COMMISSIONERS

MEETING DATE: 08/05/2025

MOTION SPONSORED BY: COMM. DOCKETT

MOTION SUPPORTED BY: COMM. RUPP

MOTION NO.: 75

---

AMENDED THE AGENDA TO INCLUDE THE FOLLOWING MOTION: MOTION TO FOLLOW THE RECOMMENDATION OF ATTORNEY VANDERLAAN AS MADE DURING CLOSED SESSION IN THE IMMEDIATELY PRECEDING COMMITTEE OF THE WHOLE MEETING AS IT RELATES TO THE FOX VS. ISABELLA COUNTY ET AL MATTER TO APPROVE THE ENTRY INTO THE EXECUTION OF THE PROPOSED SETTLEMENT AND COST SHARING AGREEMENT AND AUTHORIZE THE BOARD CHAIR TO SIGN ANY AND ALL NECESSARY DOCUMENTS TO EFFECTUATE THE SAME FOLLOWING REVIEW AND APPROVAL BY ATTORNEY VANDERLAAN AND CORPORATION COUNSEL, AND APPROVE ANY AND ALL NECESSARY BUDGET ADJUSTMENTS AS REQUIRED AS ITEM A7.

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
Kathy Niemiec	X			Larry Beson	X			Jerome Crete	X		
Tim Banaszak	X			Christopher T. Rupp	X						
Vaughn J. Begick			X	Jesse Dockett	X						

### VOTE TOTALS:

ROLL CALL: YEAS \_\_\_\_ NAYS \_\_\_\_ EXCUSED \_\_\_\_

VOICE: XX YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED XX DEFEATED \_\_\_\_\_ WITHDRAWN \_\_\_\_\_

AMENDED \_\_\_\_\_ CORRECTED \_\_\_\_\_ REFERRED \_\_\_\_\_

## BAY COUNTY BOARD OF COMMISSIONERS

MEETING DATE: 08/05/2025

MOTION SPONSORED BY: COMM. CRETE

MOTION SUPPORTED BY: COMM. DOCKETT

MOTION NO.: 76

---

ADDED TO THE AGENDA RESOLUTION 2025-150, RATIFIED  
COLLECTIVE BARGAINING AGREEMENTS - USW - PT, AS THE  
FINAL ITEM UNDER REPORTS AND RESOLUTIONS.

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
Kathy Niemiec	X			Larry Beson	X			Jerome Crete	X		
Tim Banaszak	X			Christopher T. Rupp	X						
Vaughn J. Begick			X	Jesse Dockett	X						

**VOTE TOTALS:**

ROLL CALL: YEAS \_\_\_\_ NAYS \_\_\_\_ EXCUSED \_\_\_\_

VOICE: XX YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED XX DEFEATED \_\_\_\_\_ WITHDRAWN \_\_\_\_\_

AMENDED \_\_\_\_\_ CORRECTED \_\_\_\_\_ REFERRED \_\_\_\_\_

## BAY COUNTY BOARD OF COMMISSIONERS

MEETING DATE: 08/05/2025

MOTION SPONSORED BY: COMM. DOCKETT

MOTION SUPPORTED BY: COMM. CRETE

MOTION NO.: 78

---

ADJOURNED THE SPECIAL BOARD SESSION OF AUGUST 5,  
2025. THE MEETING CONCLUDED AT 5:12 P.M.

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
Kathy Niemiec	X			Larry Beson	X			Jerome Crete	X		
Tim Banaszak	X			Christopher T. Rupp	X						
Vaughn J. Begick			X	Jesse Dockett	X						

**VOTE TOTALS:**

ROLL CALL: YEAS \_\_\_\_ NAYS \_\_\_\_ EXCUSED \_\_\_\_

VOICE: XX YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED XX DEFEATED \_\_\_\_\_ WITHDRAWN \_\_\_\_\_

AMENDED \_\_\_\_\_ CORRECTED \_\_\_\_\_ REFERRED \_\_\_\_\_

## BAY COUNTY BOARD OF COMMISSIONERS

MEETING DATE: 08/05/2025

MOTION SPONSORED BY: COMM. CRETE

MOTION SUPPORTED BY: COMM. BESON

MOTION NO.: 77

---

FOLLOWED THE RECOMMENDATION OF ATTORNEY VANDERLAAN AS MADE DURING CLOSED SESSION IN THE IMMEDIATELY PRECEDING COMMITTEE OF THE WHOLE MEETING AS IT RELATES TO THE FOX VS. ISABELLA COUNTY ET AL MATTER TO APPROVE THE ENTRY INTO THE EXECUTION OF THE PROPOSED SETTLEMENT AND COST SHARING AGREEMENT AND AUTHORIZE THE BOARD CHAIR TO SIGN ANY AND ALL NECESSARY DOCUMENTS TO EFFECTUATE THE SAME FOLLOWING REVIEW AND APPROVAL BY ATTORNEY VANDERLAAN AND CORPORATION COUNSEL, AND APPROVE ANY AND ALL NECESSARY BUDGET ADJUSTMENTS AS REQUIRED.

COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E	COMMISSIONER	Y	N	E
Kathy Niemiec	X			Larry Beson	X			Jerome Crete	X		
Tim Banaszak	X			Christopher T. Rupp	X						
Vaughn J. Begick			X	Jesse Dockett	X						

### VOTE TOTALS:

ROLL CALL: YEAS \_\_\_\_ NAYS \_\_\_\_ EXCUSED \_\_\_\_

VOICE: XX YEAS 6 NAYS 0 EXCUSED 1

DISPOSITION: ADOPTED XX DEFEATED \_\_\_\_ WITHDRAWN \_\_\_\_

AMENDED \_\_\_\_ CORRECTED \_\_\_\_ REFERRED \_\_\_\_