



MINUTES

Board of Commissioners Meeting

2:00 PM - Tuesday, November 18, 2025

H.H. Purdy Building Board Room, 125 W. Lincoln Street, Caro, MI 48723

Commissioner Vaughan called the special meeting of the Board of Commissioners of the County of Tuscola, Michigan, held at the H.H. Purdy Building Board Room, 125 W. Lincoln Street, Caro, MI 48723, on Tuesday, November 18, 2025, to order at 2:00 PM local time.

Prayer - Commissioner Koch

Pledge of Allegiance - Commissioner Bardwell

Roll Call - Clerk Fetting

Commissioners Present In-Person: Nancy Barrios, Thomas Bardwell, Kim Vaughan, Bill Lutz, Matt Koch

Commissioners Absent: None

Others Present In-Person: Clerk Jodi Fetting, Eean Lee, Erica Dibble, Steve Anderson, Sheriff Ryan Robinson, Treasurer Ashley Bennett, Shannon Nelson

Also Present Virtual: Tracy Violet, Mary Drier, Amanda Raymond, Thomas Brocklehurst, Larry Zapfe, Echo Torrez, Drain Commissioner Dara Hood, Lisa Shubel, Cody Horton, Caro Fire, Jessica Risky, Nick Sakon, Tyler Ray, Bonnie Fackler, Tom Gilchrist, Pam Shook, Tiffany Gerds, Kathy Trischler, Angie House, Carrie Hines, Alecia Little, Kristen Young, Scienna Nieschulz, Shannon Beach, Shannon Nelson, Steve Root, Tracy Freed, Tricia Sharp, Cindy McKinney-Volz, Debbie Engelhardt

At 2:02 p.m., there were a total of 26 participants attending the meeting virtually.

Adoption of Agenda

1. Adoption of Agenda -

2025-M-290

Motion by Bill Lutz, seconded by Nancy Barrios to adopt the agenda as presented.
Motion Carried.

Action on Previous Meeting Minutes -

None

Brief Public Comment Period for Agenda Items Only

None

Consent Agenda -

None

New Business

1. Closed Session Requested for Confidential Personnel Issue - Closed Session in Accordance with Section 8(1)(a) to consider the Dismissal, Suspension, or Disciplining of, or to Hear Complaints or Charges Brought Against, or to Consider a Periodic Personnel Evaluation of a, Public Officer, Employee, Staff member or Individual Agent -

2025-M-291

Motion by Bill Lutz, seconded by Nancy Barrios that the Board go into closed session pursuant to Section 8(1)(a) of the Open Meetings Act to consider the dismissal, suspension, or disciplining of a public employee, Jonathon Ramirez, who has requested a closed hearing with Jodi Fetting, Erica Dibble, Eean Lee, Jonathon Ramirez, and Shelly Lutz to be allowed to attend the closed session at 2:02 p.m.

Yes: Nancy Barrios, Thomas Bardwell, Kim Vaughan, Bill Lutz, and Matt Koch

Motion Carried.

Closed Session at 2:02 p.m.

Reconvened from Closed Session at 4:11 p.m.

At 4:11 p.m., there were a total of 38 participants attending the meeting virtually.

Recessed at 4:11 p.m.

Reconvened at 4:19 p.m.

Commissioner Vaughan expressed concern about the steps that could be taken for Jon Ramirez to continue to lead Central Dispatch. The HR Director received written and verbal statements and completed an investigation regarding the matter.

Commissioner Bardwell respects the time put into the investigation but if the allegations were serious questioned why there was not an intervention sooner. Jon Ramirez has many years of a good record which need to be considered in this important Board decision that has to be made in a short time frame. Commissioner Bardwell stated that the leadership role could continue with a Personal Improvement Plan (PIP) put into place. All county employees are paying close attention to county finances and insurance costs.

Commissioner Vaughan stated he does not know the breadth and depth of the allegations and that a PIP could be put into place.

Commissioner Barrios stated that there has been no performance evaluation completed for Jon Ramirez's time in the position. She has concerns with continued leadership status quo but could consider a PIP.

2025-M-292

Motion by Bill Lutz, seconded by Nancy Barrios to terminate the employment of the Dispatch Director, Jonathon Ramirez, effective immediately.

Yes: Nancy Barrios, Kim Vaughan, and Bill Lutz

No: Thomas Bardwell and Matt Koch

Motion Carried.

Old Business

None

Correspondence/Resolutions

None

Commissioner Liaison Committee Reports

Reports were not provided.

Barrios

County Road Commission Liaison

Great Start Collaborative

Human Services Collaborative Council (HSCC)

MAC Agricultural/Tourism Committee

Parks and Recreation Commission

Saginaw Bay Coastal Initiative
Local Units of Government Activity Report

Bardwell

Behavioral Health Systems Board
Caro DDA/TIFA
Economic Development Corp/Brownfield Redevelopment
MAC 7th District
MAC Workers Comp Board
MAC Finance Committee
NACo Rural Action Caucus (RAC)
Local Units of Government Activity Report

Vaughan

Board of Health
County Planning Commission
Economic Development Corp/Brownfield Redevelopment
MAC Environmental Regulatory
Mid-Michigan Mosquito Control Advisory Committee
NACo-Energy, Environment & Land Use
Parks and Recreation Commission
Tuscola County Fair Board Liaison
Local Units of Government Activity Report

Lutz

Board of Health
Community Corrections Advisory Board
Department of Human Services/Medical Care Facility Liaison
Genesee Shiawassee Thumb Works
Human Development Commission Board of Directors Liaison
Jail Planning Committee
Local Emergency Planning Committee (LEPC)
MAC Judiciary Committee

MEMS All Hazard
Multi-County Recycling Committee
Local Units of Government Activity Report

Koch

Dispatch Authority Board
Genesee Shiawassee Thumb Works
Jail Planning Committee
MI Renewable Energy Coalition (MREC)
Recycling Advisory
Local Units of Government

Other Business as Necessary

None

Extended Public Comment

Jon Ramirez stated that it has been an honor and a privilege to serve the residents of Tuscola County. He asked the Board to name an Interim Director timely so the staff has direction moving forward.

Adjournment

2025-M-293

Motion by Bill Lutz, seconded by Nancy Barrios to adjourn the meeting at 4:34 p.m.
Motion Carried.

Jodi Fetting
Tuscola County Clerk, MCCO