



MINUTES

Board of Commissioners Meeting

8:00 AM - Monday, December 15, 2025

Tuscola County People's Building, Community Building
171 N. State Street, Caro MI 48723

Commissioner Vaughan called the regular meeting of the Board of Commissioners of the County of Tuscola, Michigan, held at the Tuscola County People's Building, Community Building, 171 N. State Street, Caro MI 48723, on Monday, December 15, 2025, to order at 8:00 AM local time.

Prayer - Commissioner Koch

Pledge of Allegiance - Commissioner Lutz

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, Mike Miller, Sheriff Ryan Robinson, Jennifer Putman, Isabella Putman, Ken Dunton, Drain Commissioner Dara Hood, Amanda Ertman, Karly Creguer, Carrie Tabar, Alisha Proctor, Jim Tussey, Jim McLoskey, Tyler Ray, Shelly Lutz, Jamie Nisidis, Cody Horton

Also Present Virtual: Tracy Violet, Mary Drier, Treasurer Ashley Bennett, Angie Daniels, Angie House, Bonnie Fackler, Cindy McKinney-Volz, Janie Hemerline, Kristy Sutherland, Laura Boyke-Hawes, Mitch Davies, Shelly Lutz, Thomas Brocklehurst, Katie Robinson, Cindy Hughes, Estee Bitzer, Heather Malloy, Rita Papp, Brandon Bertram, Connie Keinath, Debbie Babich, Echo Torrez, Brent Dankert, Linda Strasz, Nancy Laskowski, Scienna Nieschulz, Olivia Chapin, Judge Nancy Thane, Steve Root, Tanya Pisha, Judy Cockerill, Cody Horton, Larry Zapfe, Register Marianne Brandt, Jon Ramirez, Shannon Beach, Shannon Nelson, Tim Green, Tom McLane, Sandy Nielson, Barry Lapp, Ashley Gaudett, Kandi Teddy, John Boggs, Robert Baxter, Dan Lisowski, Julie Matuszak, Lakin Chapin, Krystaria Skakle, Sherry Billot, Judge Amy Grace Gierhart, Amanda Ertman, Carrie Tabar, Jim Tussey, Kyle Nordstrom

At 8:10 a.m., there were a total of 41 participants attending the meeting virtually.

Adoption of Agenda

1. Adoption of Agenda -

2025-M-308

Motion by Matt Koch, seconded by Nancy Barrios to adopt the agenda as presented.
Motion Carried.

Action on Previous Meeting Minutes

1. Action on Previous Meeting Minutes -

2025-M-309

Motion by Bill Lutz, seconded by Matt Koch to adopt the meeting minutes from the November 24, 2025 Regular meeting. Motion Carried.

Brief Public Comment Period for Agenda Items Only

None

Consent Agenda

2025-M-310

Motion by Bill Lutz, seconded by Matt Koch that the Consent Agenda Minutes and Consent Agenda Items from the December 8, 2025 Committee of the Whole meeting be adopted. Motion Carried.

CONSENT AGENDA

1. New Radio Console Expenditure -

Move to approve the quote from Motorola Solutions for Dispatch radios in the amount of \$10,335.33. Also, to authorize any necessary budget amendments.

2. Uninterrupted Power Source (UPS) Aerico -

Move to approve the Aerico, Inc./Schneider Electric Critical Power and Cooling Services quote for one (1) 10kVA power upgrade service for Galaxy VSUPS for 911 Dispatch in the amount of \$5,640.00 which does not include the freight price. Also, to authorize any necessary budget amendments.

3. Dispatch Intrado Invoice -

Move to approve the Intrado invoice for year 4 of 5 of the Recurring Maintenance contract for \$8,784.50 per the recommendation of Carrie Tabar, Deputy Dispatch Director.

4. 2026 Budget Development Calendar-Proposed Amendments -

Move to accept the 2026 Budget Development Calendar - Proposed Amendments per Erica Dibble, Controller/Administrator.

New Business

1. Commissioner Wages -

Erica Dibble, Controller/Administrator, explained that the proposed motion would put a wage increase freeze in place for the Board of Commissioners and the Road Commission Board.

2025-M-311

Motion by Bill Lutz, seconded by Nancy Barrios to freeze the Tuscola County Board of Commissioners and Tuscola County Road Commissioners scheduled 3% pay increase for 2026, 2027 and 2028 until further notice.

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

Motion Carried.

2. Economic Development Commission (EDC) Update -

Jim Tussey, EDC Board Member, provided updates regarding the Caro Area Airport and the Economic Development Commission.

-The Caro Area Airport has received a full license reinstatement this year rather than a provisional license. The runway expansion is included in the 5-year plan. A grant for snow removal equipment has been received.

-Jim Tussey provided an update on the Economic Development Commission's direction moving forward. The proposed 2026 budget was reviewed which includes an allocation from Tuscola County's General Fund. The expenses for 2026 were discussed as the projected expenses are higher than 2025 as in 2025 there was not a full-time Director in place.

3. Interim Dispatch Director Appointment -

Erica Dibble, Controller/Administrator, reviewed the request for the appointment of an Interim Dispatch Director as was discussed at the Dispatch Authority Board meeting. It has been proposed to appoint two employees as Co-Dispatch Directors.

2025-M-312

Motion by Matt Koch, seconded by Bill Lutz that, due to the additional dispatch duties placed upon her, Carrie Tabar, Deputy Dispatch Director, be named Interim Co-Dispatch Director. She shall receive a bi-weekly stipend of \$405.53. This appointment and stipend shall be effective as of December 12, 2025 and will remain in effect until a full-time Dispatch Director has been officially hired.

Motion Carried.

2025-M-313

Motion by Matt Koch, seconded by Bill Lutz that, due to the additional dispatch duties placed upon him, Steve Anderson, Emergency Manager, be named Interim Co-Dispatch Director. He shall receive a bi-weekly stipend of \$405.53. This appointment and stipend shall be effective as of December 12, 2025 and will remain in effect until a full-time Dispatch Director has been officially hired. Motion Carried.

4. Courthouse Lawn Request -
Erica Dibble, Controller/Administrator, explained the request received.

2025-M-314

Motion by Bill Lutz, seconded by Matt Koch to approve the request from Jim McLoskey to hold its annual Memorial Service in front of the Tuscola County Courthouse on Sunday, January 18, 2026 at 3:00 p.m. Motion Carried.

5. Drain Truck Replacement -
Drain Commissioner Dara Hood explained that an updated bid was received from Pat Curtis Chevrolet with a lower cost for a truck due to additional rebates.

Erica Dibble, Controller/Administrator, explained that there are funds available in the Drain Commissioner's budget that would be used to pay for the cost of the truck less the trade in value of the current truck assigned to the Drain Commissioner's Office. This would end up to be budget neutral from the Drain Commissioner's Office budget.

2025-M-315

Motion by Bill Lutz, seconded by Nancy Barrios to approve the purchase of a 2026 Chevrolet Silverado in the amount of \$35,560.00 from Pat Curtis Chevrolet, including the trade-in of the 2013 Ford F-150. Also, authorize budget amendments to the 244 Equipment/Technology fund in the amount of \$35,560.00: \$25,560.00 from Drain Commission line items and \$10,000.00 previously allocated for equipment from the 802 fund. Motion Carried.

Old Business

1. Agreement for Shared Use of the Tuscola County Building Located at 362 Green Street -
Erica Dibble, Controller/Administrator, explained she has worked with Jim Tussey regarding the proposed agreement. Jim Tussey explained that an effective date of January 1, 2026 would be agreeable.

2025-M-316

Motion by Matt Koch, seconded by Thomas Bardwell to approve the agreement with the Tuscola County Economic Development Corporation (EDC) with an effective date of January 1, 2026 for their use of the Tuscola County Building located at 362 Green Street, Caro, MI 48723. Also, all signatures are authorized. Motion Carried.

2. Discussion on Road Commission -
Commissioner Kim Vaughan stated that Representative Bierlein found that the sunset clause was eliminated in regard to the option of dissolving the Road Commission Board as elected. He would like a monthly report from a representative from the Road Commission at the first Committee of the Whole meeting beginning in January 2026 in an effort to open the lines of communication.

Commissioner Nancy Barrios would like to understand the process of the Road Commission Board as the Board is only as good as the information that they are provided.

Commissioner Bill Lutz and Matt Koch would like the Road Commission to be more responsive in implementing safety measures on county roads.

Commissioner Thomas Bardwell would like there to be action taken by the Road Commission to show that the seriousness of the matter is being taken into consideration. He asked what the metrics of the report provided by the Road Commission would be.

Ken Dunton, former Road Commission employee, expressed that drivers today need to be accountable for their driving and improve their habits. He addressed his concern for installing rumble strips as there is concern for safety after the installation as well.

Jennifer Putman addressed the Board regarding the intersections of their highest concern in which proposed solutions and methods of payment were presented to the Road Commission Board. The response that was received from the Road Commission was read.

Isabella Putman reviewed the 5 intersections that she has completed research on regarding installing rumble strips.

2025-M-317

Motion by Matt Koch, seconded by Bill Lutz to have the Road Commission execute the installation of rumble strips and flashing stop signs at the following locations:

1. Hurds Corner Road and Deckerville Road
2. Irish Road and Birch Run Road
3. Birch Run Road and M-15
4. Hurds Corner Road and Bevens Road
5. Hurds Corner Road and M-46
6. Fairgrove Road and Vassar Road

And to provide a report to the Board of Commissioners at the December 22, 2025 Board meeting with a follow-up report provided at the January 12, 2026 Committee of the Whole meeting regarding implementation steps and budget processing of the project with a report to continue at the first Committee of the Whole meeting monthly thereafter or as requested. Motion Carried.

3. Discussion on a Hiring Freeze for the County -
Erica Dibble, Controller/Administrator, explained that all Elected Officials and Department Heads currently do bring their respective hiring requests to the Board prior to the official hire so a hiring freeze may not be necessary.

Board discussed that a hiring freeze would have the Elected Official or Department Head come to the Board prior to advertising for the position.

Erica Dibble stated that if the job position was offered to a candidate there would be county liability so she would ask for an offer not to be extended until Board approval of the hiring request.

Amanda Ertman addressed the Board stating that there are difficulties finding candidates already and would like direction if this were to be implemented how it would impact currently vacant positions that have already been advertised for.

Board took no action today and the matter will be reviewed at a later date if necessary.

Recessed at 10:02 a.m.

Reconvened at 10:11 a.m.

At 10:11 a.m., there were a total of 42 participants attending the meeting virtually.

New Business

6. Closed Session in Accordance with Section 8(1)(c) for Strategy Sessions Connected with the Negotiation of a Collective Bargaining Agreement -

2025-M-318

Motion by Matt Koch, seconded by Bill Lutz that the Board of Commissioners meet in closed session under Section 8(1)(c) for strategy and negotiation session connected with the negotiation of a collective bargaining agreement. The following individuals are allowed to attend this closed session: Jamie Nisidis of Braun Kendrick, Erica Dibble, Shelly Lutz, Ryan Robinson and Jodi Fetting at 10:13 a.m.

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

Motion Carried.

Closed session at 10:13 a.m.

Reconvened from closed session at 11:04 a.m.

At 11:04 a.m., there were a total of 39 participants attending the meeting virtually.

Old Business

4. 2026 Motorola Renewal -

Steve Anderson, Emergency Manager/Interim Dispatch Co-Director, stated the contract has been located and it expires at the end of 2026. He is recommending approving the renewal.

2025-M-319

Motion by Matt Koch, seconded by Bill Lutz to approve that per the recommendation from Steve Anderson, Emergency Manager/Interim Dispatch Co-Director, to approve the Motorola Solutions Renewal invoice for payment in the amount of \$21,653.32. Motion Carried.

5. Sheriff's New Hire Request for Jessica Gordon -

Sheriff Ryan Robinson presented the request to fill a vacant Road Officer position and for the individual to attend the Delta College certification program.

2025-M-320

Motion by Bill Lutz, seconded by Matt Koch to approve Jessica Gordon to fill a vacant full-time Road Patrol Deputy position. Jessica has successfully completed the required background check, drug screening, psychological evaluation, and physical examination. Jessica is scheduled to begin training at Delta College Police Academy on January 12, 2026, her rate of pay will be at Step One \$26.04 per hour. Additionally, a grant application was submitted on her behalf through the Public Safety Academy Assistance Program to help offset the cost of the academy. Motion Carried.

6. Review of the Cost Allocation Plan (CAP) for 2025 With an Analysis -

Erica Dibble, Controller/Administrator, is recommending a change in how the CAP is applied to the budget as the CAP cannot happen until after the audit is complete. This would allow for the revenue and expenses to be considered in the same year.

2025-M-321

Motion by Matt Koch, seconded by Bill Lutz to approve the December 31, 2024 Cost Allocation Plan (CAP) presented by MGT on November 24, 2025. Also, approve collection of 2024 indirect costs for voted millages in the fiscal year 2026. Total indirect costs will be set at the lesser of 2.5% of 2024 millage revenue or the proposed calculated cost in the Cost Allocation Plan. Motion Carried.

2025-M-322

Motion by Matt Koch, seconded by Bill Lutz to approve the December 31, 2024 Cost Allocation Plan (CAP) presented by MGT on November 24, 2025. Also, approve collection of 2024 indirect cost for 911 Dispatch in the fiscal year 2026. Total indirect cost will be set at the lesser of 2.5% of 2024 surcharge revenue or the proposed calculated cost in the Cost Allocation Plan. Motion Carried.

7. Discussion and Review of all County Millage Rates to Determine if the Rate Amount is Still Valid -

Board does not want to take any action at this time on this matter.

8. Review of 2026 Budget -

Erica Dibble, Controller/Administrator, presented three budget scenarios with the differences being what would be funded to the Economic Development Commission (EDC) and to the Health Department.

The Board discussed the amount to be allocated to the EDC as to whether the 2026 budget request should be at the full requested amount or if a reduced amount should be allocated.

Jim Tussey provided explanation that the travel line-item increase is due to a remote office in order to have more contact in the field with businesses. There are plans to attend grant seminars as well as to have a person brought on staff to be a Grant Administrator. The Professional line item is for Anderson Tuckey to provide services.

The Board would like a draft budget prepared for Monday's Public Hearing with the EDC allocation to be at \$120,000.00 and the Health Department allocation at \$430,000.00.

Correspondence/Resolutions

None

Commissioner Liaison Committee Reports

Koch

No Report

Dispatch Authority Board

Genesee Shiawassee Thumb Works

Jail Planning Committee

MI Renewable Energy Coalition (MREC)

Recycling Advisory

Local Units of Government

Barrios

County Road Commission Liaison

Great Start Collaborative -
Local food pantries are being promoted.

Human Services Collaborative Council (HSCC)

MAC Agricultural/Tourism Committee -
The MAC newsletter included information for an upcoming webinar regarding student loan forgiveness for employees.

Parks and Recreation Commission -

There is a report regarding The Parcels pending. Also, it is being discussed as to what The Parcels should be named moving forward.

Saginaw Bay Coastal Initiative -

Meets in January.

Local Units of Government Activity Report -

The Elkland Township and ACW Ambulance meeting was attended. The Wisner Township meeting is tonight.

Bardwell

Behavioral Health Systems Board -

Meets on Thursday.

Caro DDA/TIFA -

Meets tomorrow.

Economic Development Corp/Brownfield Redevelopment -

Meets tomorrow.

MAC 7th District

MAC Workers Comp Board

MAC Finance Committee

NACo Rural Action Caucus (RAC)

Local Units of Government Activity Report

Vaughan

No Report

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

No Report

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

Other Business as Necessary

None

At 12:11 p.m., there were a total of 42 participants attending the meeting virtually.

Extended Public Comment

None

Adjournment

2025-M-323

Motion by Matt Koch, seconded by Nancy Barrios to adjourn the meeting at 12:12 p.m. Motion Carried.

Jodi Fetting
Tuscola County Clerk, MCCO