



TUSCOLA COUNTY

Committee of the Whole

MEETING AGENDA

Monday, January 12, 2026 - 8 AM

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

Public may participate in the meeting electronically:
Join by phone: (US) +1 929-276-1248 PIN:112 203 398#
Join by Hangouts Meeting ID: meet.google.com/mih-jntr-jya

8:00 AM Call to Order - Vice-Chairperson Bardwell
Roll Call - Deputy Clerk Tanya Pisha

Page

New Business

- | | | |
|----|---|---------|
| 1. | Health Department Personnel Policy Changes - Amanda Ertman, Health Officer
Health Department Personnel Policy Changes | 4 - 7 |
| 2. | Families and Children Together (FACT) Presentation - Bridgitt McCaughey, Chief Executive Officer
FACT Presentation 12-2025
FACT Outcomes | 8 - 21 |
| 3. | Equature Contract and Invoice - Steve Anderson, Emergency Services Coordinator/Interim 911 Dispatch Director
Equature 10 Year Contract Feb 2023
Equature Invoice #29751 | 22 - 29 |
| 4. | Request to Purchase 8 GIS Tablets - Larry Zapfe, Mosquito Abatement Director
Request for Tablets | 30 |
| 5. | Request to Hire Marianne Daily - Larry Zapfe, Mosquito Abatement Director
Request to Hire Marianne Daily | 31 |
| 6. | Economic Development Corporation (EDC) Board Appointments - Jodi Fetting, County Clerk | |

7. Brownfield Redevelopment Authority Review - Jim Tussey, EDC Chair
8. Tuscola County Peoples Building Room Reservation Form - Erica Dibble, Controller/Administrator 32
[Peoples Building Room Reservation Form](#)
9. Road Commission Presence Requested - Mike Tuckey, Jason Root, William Green and the Road Commissioners
10. Hurds Corner Road Speed Data - Commissioner Nancy Barrios 33 - 36
[Volume by Speed NB](#)
[Volume by Speed SB](#)

Old Business

1. Citizen Review and Research Concerning the Road Commission - William Putman III
2. Dispatch Potential Ballot Language - Erica Dibble, Controller/Administrator 37 - 40
[Taxable Value Examples for New 911 Millage](#)
[Fund 218 History](#)
[Proposed Dispatch Ballot Language](#)

Finance/Technology

Committee Leader **Commissioner Bardwell** and Commissioner Koch

Primary Finance/Technology

On-Going and Other Finance

On-Going and Other Technology

Building and Grounds

Committee Leader **Commissioner Koch** and Commissioner Lutz

Primary Building and Grounds

On-Going and Other Building and Grounds

Personnel

Committee Leader **Commissioner Vaughan** and Commissioner Barrios

Primary Personnel

On-Going and Other Personnel

Other Business as Necessary

Public Comment Period

Adjournment

**TUSCOLA COUNTY HEALTH DEPARTMENT
CHANGES IN PERSONNEL POLICIES**

SECTION/ SUBJECT	LANGUAGE CHANGE OR ADDITION	REASON FOR CHANGE
6.2 Employee Benefits--Health Insurance Incentive Buy-out	<p>Health Insurance Incentive Buy Out: TCHD employees who are eligible for the Health Insurance benefit, but opt not to take it, will receive an Incentive payment in the amount determined by the Board of Health. See Attachment 10 for details. Employees will need to complete the Health Insurance Incentive Program form (Attachment 11). Employees working more than 60 hours per pay period but less than 75 hours per pay period will have the Incentive payment prorated in accordance with the number of hours they work on a regular scheduled basis. Specially funded employees do not qualify for Health Insurance Incentive. In the event that two TCHD employees are married and are both eligible for coverage, TCHD will require that they enroll under one contract. Employees are also ineligible for the health opt-out incentive offered by TCHD as long as they are still receiving health benefits paid for by TCHD, either as a primary insured or a dependent.</p>	Verbiage added to align with the County's model.
11.5 Termination of Services-- Recall	<p>Recalls from layoff or reduction in hours shall be made with written notice sent by certified mail to the employee's last known address on record, by hand delivered with obtainment of the employee's signature signifying receipt of the written notice, or, email or text message to employees' personal phone. When notice is provided by email or text message, a printed copy of the communication shall be retained by the employer for verification purposes. All employees are required to notify their division head and the Administrative Services Coordinator of their proper post office address or change of address. Each employee who is recalled from layoff or reduction in hours shall report in person, by email, or by text message (with a copy of the message retained for verification purposes), or by certified mail to the division head/Administrative Services Coordinator within three (3) working days after being notified of recall, whether or not s/he intends to return to work. If s/he intends to return, the employee shall report to work on the date specified by the employer, which shall not be less than ten (10) days after notification of recall unless mutually agreed upon by the employer and the employee.</p>	Change and add verbiage to align with today's technologies.
15.5 Sick Leave-- Accumulation	<p>Accumulation: No sick leave shall be authorized, accumulated or credited in excess of one hundred twenty days (120)/ 900 hours, for employees hired before December 1, 2000 (12/1/00) or sixty days (60)/ 450 hours, for employees hired after December 1, 2000 (12/1/00). Employees will receive a biweekly print out of their accumulated sick</p>	Add verbiage to clarify.

	leave time. Division heads will receive a master list of employee's accumulated sick leave time. *This does not apply to employees hired after 06/01/2016*	
15.8 Sick Leave—Payment at Retirement	<p>Payment at Retirement: A part-time or full-time employee hired before January 1, 2015, who separates from the Health Department for retirement purposes and at the time of retirement has earned retirement rights in the Michigan Municipal Employees Retirement System and to qualify for the sick leave benefit he/she must have worked 15 years at the health department and achieve the age of 55 years or work 8 years at the health department and achieve the age of 60 years or qualify for early retirement through MERS at age 50 with 25 years (of which at least 15 years have to have actually been worked at the health department) in order to be paid for fifty percent (50%) of his/her unused sick leave as of the effective date of separation. Such payment shall be made at the employee's current rate of pay. For employees hired on or after January 1, 2015, the employee must have worked 25 years at the health department and achieve the age of 55 years or work 10 years at the health department and achieve the age of 60 years in order to be paid 50% of his/her unused sick leave as of the effective date of separation. See attachment 31</p>	Make a chart to add as an attachment for clarification purposes. (see attached)
16.1 FMLA, Disability Leave/Coverage, Worker's Compensation--FMLA	<p>F) Benefits During a FMLA Leave: Employees taking leave under the FMLA are entitled to receive health benefits during the leave at the same level and terms of coverage as if they had been working through the leave. If applicable, arrangements will be made for employees to pay their share of health insurance premiums while on leave. In some instances, the Health Department may recover premiums it paid to maintain health coverage for an employee who fails to return to work from FMLA leave. All Health Department benefits that operate on an accrual basis (e.g. annual, sick, and personal leave hours) will cease to accrue during unpaid leave time. Other benefits such as retirement pension, 401k, life insurance, deferred compensation, and long-term disability will be governed in accordance with the terms of each benefits plan. Employees will be required to use all accrued, unused sick (if applicable), annual and personal days during the leave period with the exception that 7½ hours of Personal Leave may be retained for future use within the calendar year granted. Employees who have PTO will be required to use all but 7.5 hours during the leave period. The retained 7.5 hours is to be used within the employee's current PTO year (based on date of hire). Once such benefits are exhausted, the balance of the leave will be without pay. During Disability leave, however; Annual, Personal, or Sick Leave time or PTO may not be used. Annual, Personal or Sick Leave or PTO must be used for the 30 calendar days prior to a disability leave. If at the conclusion of the disability leave, the employee still has</p>	Verbiage change as a result of overpayment to employees due to PTO frontloading.

	<p>remaining FMLA time available and remains eligible for FMLA, they must use the remainder of their Annual, Personal or Sick Leave time with the exception of 7.5 hours of Personal Leave which may be retained 37 within the calendar year. Employees who have PTO will be required to use all but 7.5 hours during the leave period. The retained 7.5 hours is to be used within the employee's current PTO year (based on date of hire).</p>	
<p>16.1 FMLA, Disability Leave/Coverage, Worker's Compensation-- FMLA</p>	<p>G) Payment of Employee Health Insurance Premium Contributions During FMLA Leave: Employees who elect to continue their health insurance coverage while on an approved FMLA leave are responsible for paying their portion of the health insurance premium ("employee co-share") in order to maintain uninterrupted coverage. The employer contribution toward health coverage ceases after 14 consecutive days of FMLA leave. Beginning on the 15th day, the employee is fully responsible for paying the employee co-share directly to avoid a lapse or termination of coverage.</p> <ol style="list-style-type: none"> 1. Payment Method and Recipient: Employee premium contributions must be made payable to the Tuscola County Health Department and submitted to the Finance Department. Payments may be made by check, money order, or other method approved by the Department. 2. Payment Schedule: Premium payments are due according to the same schedule as if the employee were actively working, unless an alternative payment arrangement has been approved in writing by the Department. Employees may choose to prepay premiums prior to beginning leave, have payments deducted from remaining paid leave, or remit payments directly on a bi-weekly basis during their leave period. 3. Nonpayment of Premiums: If an employee fails to submit the required premium payment the Department will issue written notification via email of delinquency. (If payment is not received within 15 calendar days of the date of such notice, health insurance coverage may be suspended or canceled in accordance with FMLA regulations.) 	<p>Add verbiage and reassign bullet lettering.</p>
<p>2.6 Recruitment, Selection and Appointment— Types of Appointment</p>	<p>G. Temporary Hiring Authority – Specially Funded and Contractual Positions In accordance with departmental needs and the flexibility required by grant or contract-based operations, the following policy applies: The Health Officer is authorized to appoint temporary personnel without prior Board approval when the position is:</p>	<p>Add verbiage</p>

	<ul style="list-style-type: none"> Fully funded by an external source (e.g., grant, special funding, contract), Time-limited in nature and clearly tied to the duration of the funding, and Does not result in a permanent financial or staffing obligation beyond the life of the funding source. <p>All such appointments will be documented and reported to the Board as part of regular personnel or funding updates.</p>	
18.3 Other leaves—Leave of Absence without pay.	<p>Leave of Absence without Pay: Leave of absence without pay may be granted to a Health Department employee by the Health Officer not to exceed five (5) working days within the employee's anniversary year. For leave of absence greater than five (5) working days the request must be approved by the Board of Health or by the Health Officer in emergency situations with notification of one Board of Health member and ratification of this action at the next BOH meeting. An employee granted leave of absence without pay, shall be restored seniority rights (at the pre-leave level) to his/her position on expiration of the leave. No seniority or benefits will be accrued during unpaid leaves. Employees will be required to use all appropriate accrued leaves (Annual, Sick, Personal, Flex, Compensatory) prior to use of Leave of Absence without pay with the exception that 7½ hours of Personal Leave may be retained for future use within the calendar year granted. Employees will need to pay for Health Insurance for an extended leave of absence that exceeds fifteen consecutive working days. Required payment of Health Insurance by the employee will go back to the first day of the paid leave if the leave exceeds 15 working days.</p>	Change/add verbiage
23.10 Vehicle Policy—Driver's Responsibilities.	<p>B) Vehicles are to be used for Health Department business only, except in approved emergency situations.</p>	Add verbiage



Community Based Care Initiative

A Radically Different Approach to Child Welfare

WHAT IS FACT?

FACT's Main Goals:

Prevent the need for families to enter Child Welfare.

Provide a much different experience for those involved.

FACT (Families and Children Together) is a community-based nonprofit organization dedicated to strengthening families and preventing the need for child welfare involvement. Since our founding in 2021, we have focused on building a diverse and robust community network, geared towards resources and supports for families in Genesee and Saginaw Counties. From Community Service Hubs in Flint and Saginaw, 989 Reads Literacy program, caregiver dinners, community events, and our FACT On The Go Mobile Resource Unit, each is designed to reduce isolation, support caregivers, and advocate for child safety and the opportunity to thrive.

Our mission is simple and direct: **FACT is investing in the safety and well-being of children and families through building community, providing support, and promoting advocacy.** We believe families are the experts in their own lives, and our role is to walk alongside them. Creating opportunities for connection, reinforcing the Five Protective Factors, and ensuring no family has to face challenges alone.

Here is a snapshot of FACT's going efforts and the positive impact for families.

CAREGIVER DINNERS

- Family-friendly activities that create Positive Childhood Experiences (PCE's)
- Reduce isolation by connecting caregivers with one another and local resources
- Intentional focus on the Five Protective Factors to increase well-being

Caregiver Dinners bring families together to share a meal, enjoy activities, and create positive memories. Each dinner offers a free meal, positive family-based activities, and caregiver bags focused on useful products for home. These evenings give families joyful moments that strengthen bonds and promote well-being.

The dinners also reinforce the Five Protective Factors: resilience, social connections, parenting knowledge, concrete support, and children's social-emotional skills. By gathering around a meal and sharing experiences together, families reduce isolation, connect with one another, and access community resource in a setting they can look forward to time after time.



COMMUNITY EVENTS

- Quick, accessible ways for families to reduce stress and connect
- Activities like, free laundry days, Mobile Mondays, swim safety and yoga nights
- Create positive childhood experiences, dignity, and stronger community ties

FACT's free Community Events give families quick, meaningful breaks from everyday stress. From kid-friendly yoga nights to Loads of Love laundry days with food and conversation, these gatherings create simple, welcoming spaces where families can relax and connect.

Each event builds positive experiences while lowering barriers. Yoga strengthens bonds, Loads of Love turns chores into laughter, and Mobile Mondays bring the same spirit to libraries with books, health resources, and support. Food distribution ensures stability, and swim safety programs give kids life-saving confidence. Small in scale but big in impact, these activities reduce stress, build connection, and help families thrive.



FACT ON THE GO!

- Mobile Resource Unit delivering concrete support goods
- Bringing resources directly to strategic geographic points in need
- Creates touch points for connection and support for families

FACT On The Go takes essential resources into community neighborhoods where families live and gather. Using a mobile unit, our team sets up for distributions with clothing, bedding, cleaning supplies, personal products, and more. These items help ease immediate stress for caregivers and children. By traveling into North Flint, East Saginaw, and nearby rural towns, we make support accessible for families who may not be able to reach larger service centers.

These stops are more than resource drops, they are community touchpoints where families connect, build relationships, and find ongoing support. FACT On The Go pairs practical support with consistency, trust-building, relationships, and links to broader care. Each visit reduces isolation, strengthens protective factors, and reminds families they are not alone.



COMMUNITY SERVICE HUBS



- Safe, welcoming, trauma-informed spaces in Genesee and Saginaw Counties
- Flexible, calming environments for families and partners
- Builds trust, reduce barriers, and strengthen community ties

FACT's Community Service Hubs in Genesee and Saginaw Counties are safe, welcoming, trauma-informed spaces where families and organizations gather under one roof. Each Hub features soft colors, natural light, and comfortable rest areas that create a calming atmosphere. This design helps families feel safe and at ease during visits, family time, or training sessions. Flexible, child-friendly rooms encourage comfort, dignity, and belonging as families engage with resources or simply spend time together.

The Hubs also serve as collaboration points for partner agencies, offering easy access to multiple services in one place. More than service sites, they build trust, reduce barriers, and strengthen community ties—helping families grow stronger together.



EDUCATION & LITERACY ADVOCACY

- Personalized education support for children and caregivers through school partnerships
- 989 Reads is a Literacy Center built on the love of reading that strengthens family learning
- Workshops and mentoring prepare youth and parents for success in school, work, and life



**SAGINAW
HUB**

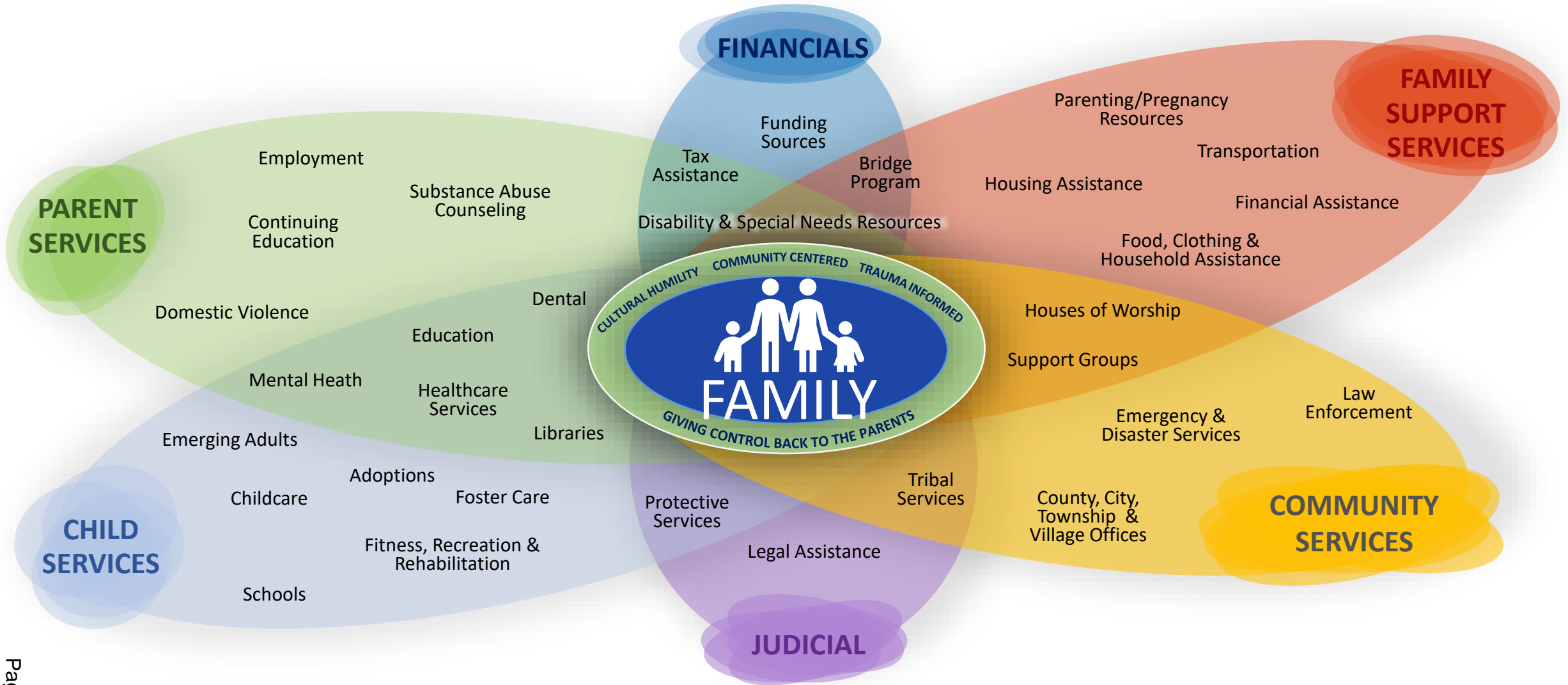


FACT's Education Liaison bridges families, schools, and community partners to ensure every child has the support needed to succeed in learning. We collaborate with schools on IEPs, connect families with tutoring and mentoring, and provide adult literacy support. Through workshops and partnerships, we also help parents, teachers, and youth develop skills for long-term success.

At the heart of this work is 989 Reads, our sensory-friendly literacy center inside the Saginaw Hub. It is a welcoming space for reading, tutoring, creativity, and family learning, equipped with interactive materials, a private office, and calming design for children of all ages.



PARTNERS RESOURCES



OUTREACH & ADVOCACY

CONNECTIONS

INNOVATING

ADVOCACY

POLICY

OUTREACH

THOUGHT LEADERSHIP

ENVISIONING

STATE-OF-THE-ART SOFTWARE SOLUTION



MiARGOS is FACT's proprietary case management and reporting system, built to provide near real-time data on family engagement and outcomes. It is built to integrate with state systems through nightly uploads, giving our team and partners accurate, up-to-date information to track progress, coordinate care, and strengthen accountability.



connecting

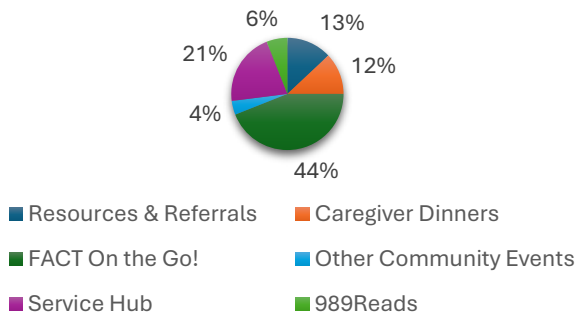
supporting

Families and Children Together (FACT) is a community-based nonprofit organization dedicated to strengthening families and preventing the need for child welfare involvement in Genesee and Saginaw counties. Since our founding in 2021, FACT has brought together a robust network of community partners committed to working together to provide resources, opportunities, and supports for families. The FACT Community Service Hubs are utilized daily by families. We host monthly Caregiver Dinners to support families in our communities frequently alongside our FACT On The Go! Mobile Resource Unit, which travels into some of the most vulnerable neighborhoods in the region. Our 989Reads literacy program supports students in obtaining a high-quality education and coordinates a united effort across educators to identify and address gaps. Each of these efforts are designed to reduce isolation, support caregivers, and create positive childhood experiences.

Our mission is simple and direct: **FACT is investing in the safety and well-being of children and families through building community, providing support, and promoting advocacy.** We believe families are the experts in their own lives, and our role is to walk alongside them. FACT is creating opportunities for connection, reinforcing the Five Protective Factors, and helping families understand they are not alone.

In FY2025, FACT had collective impact on over 10,000 individuals across Genesee and Saginaw counties. Below is a breakdown of each program's impact.

FACT Collective Impact



Return on Investment

*Based on a 2024 study by Chapin Hall, the annual cost of a child in foster care is estimated to be \$32,711. By utilizing FY 2025 MDHHS Prevention data, it is inferred that approximately **\$3,827,187** was saved as a result of FACT connecting families to the resources they need before more intrusive interventions were needed.*

Resources & Referrals	Caregiver Dinners & Community Events
FACT has supported 514 unique families and 826 total children in coordinating referrals and resources to ensure each family remains healthy and at home together. Of the families served in this program, 11% had previous or current CPS or foster care involvement. The extensive coordination of resources supported 89% of our families by addressing their critical needs, such as securing housing and food, thus attributing to the prevention of CPS and foster care.	Since the launch of the first Caregiver Dinner in July 2024, over 1,500 individuals have attended various community events coordinated by FACT. Caregiver dinners serve as opportunities to share a meal with their family and others in the community, enjoy an activity together, and provide Positive Childhood Experiences. Each community event has helped build community, increase social connections, and expand the protective factors of each family in attendance.

FACT On The Go!	Community Service Hubs
FACT On The Go takes essential resources into neighborhoods where families live and gather. Using a mobile unit, our team distributes concrete goods for families in strategic geographic points in need. FACT On The Go! has supported more than 4,600 individuals with goods such as cleaning supplies, personal hygiene items, and other personal products. This increases access for families that may otherwise have transportation barriers to ensure that all families have access to the items that keep them healthy and strong in their very own community.	FACT's Community Service Hubs in Genesee and Saginaw Counties are safe, welcoming, trauma-informed spaces where families and organizations gather to connect, share resources, and access essential support. The Hubs offer an office extension of partner agencies to increase accessibility to services for the families they serve. Over 2,150 individuals have utilized the Community Service Hubs to utilize local resources and become connected to services that can support their families, therefore preventing crises from occurring.

Concrete Support Assistance	989Reads
In June 2025, FACT was provided a unique opportunity to assist families with their concrete needs. A total of 349 applications were processed by FACT within three months to prevent evictions and utility shut offs, help families receive basic items such as clothing and school supplies, and access transportation to help children get to school and their parents obtain stable employment. FACT supported many families whom were on the verge of being homeless or having their children become involved in foster care after recent CPS calls. The applications that were processed helped families overcome significant barriers and increase their well-being by addressing their basic needs.	Since the inception of 989Reads in April 2025, FACT's Education Liaison has built and supported this Literacy Center model built on the love of reading that strengthens family learning for nearly 600 children in Saginaw County. This includes personalized education support for children and caregivers through school partnerships with Saginaw Public Schools, Bridgeport Schools, Mackinaw Alternative High School, and Success Academy. Mobile Mondays have happened monthly for the past 6 months. We have connected with nearly 300 children to promote literacy and have access to participating community providers. Lunch And Learns meet monthly with our education community partners to identify and execute opportunities for collaboration. This has helped to yield many referrals to support families with varying needs pertaining to education.

WHAT DOES FACT DO?



These are some of the ways FACT reaches families, by connecting them to resources, welcoming them into community hubs, creating shared family experiences, reducing daily stress, and supporting learning and literacy.

Resources and Referrals



- Families can reach FACT's helpline at 877-745-7797
- FACT supported over 10,000 individuals across Genesee and Saginaw Counties this year
- 89% of families reached their goals within 30 days

Community Service Hubs



- Safe, welcoming, trauma-informed spaces in Genesee and Saginaw Counties
- Flexible, calming environments for families and partners
- Builds trust, reduce barriers, and strengthen community ties

Caregiver Dinners



- Family-friendly activities that create Positive Childhood Experiences (PCE's)
- Reduce isolation by connecting caregivers with one another and local resources
- Intentional focus on the Five Protective Factors to increase well-being

Community Events

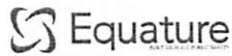


- Quick, accessible ways for families to reduce stress and connect
- Activities like, free laundry days, Mobile Mondays, swim safety and yoga nights
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Education & Literacy Advocacy



- Personalized education support for children and caregivers through schools
- 989 Reads is a Literacy Center built on the love of reading that strengthens family learning
- Workshops and mentoring prepare youth and parents for success in school, work, and life



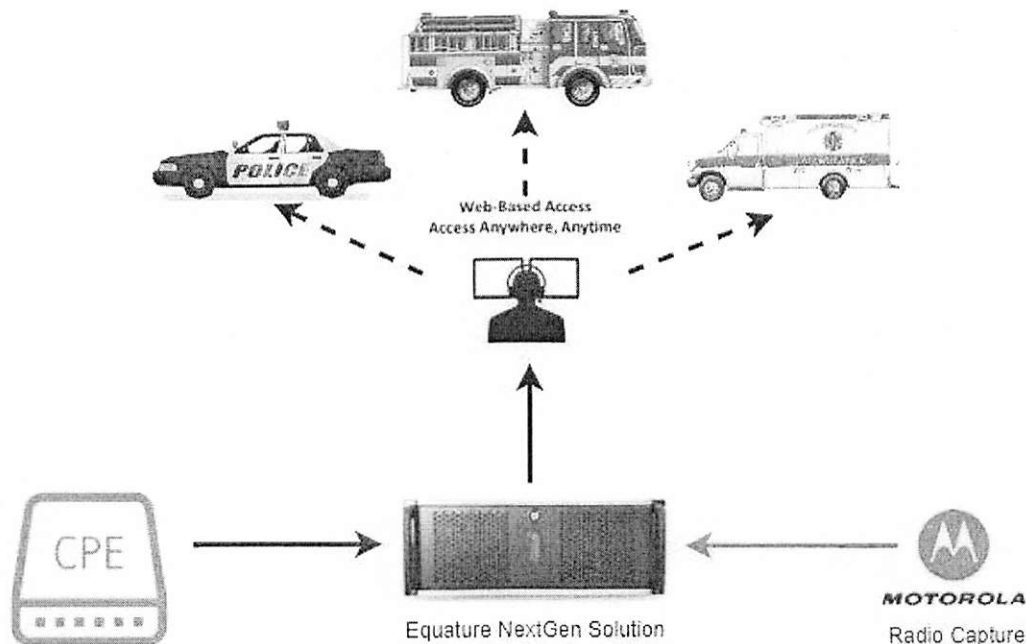
Equature
18311 W. 10 Mile Road
Southfield, MI 48075

Tuscola County Central Dispatch

1303 Cleaver Road Caro MI 48723

Equature Primary Solution Scope

1. The new agreement includes all new hardware, software, storage, and archive equipment.
2. **Year 6** - Solution analysis, as per preventative maintenance and industry best practice.
3. Solution has full warranty on all hardware and software, along with 24/7 Proactive monitoring.
4. Solution includes enhanced capacity for recording and **transcribing** all emergency and non-emergency communications.
5. Solution includes **unlimited** access licensing for data sharing and collaboration efforts.
6. Solution included enhanced capability for recording **Real-Time Video** content from callers (Video from a caller's phone).
7. Solution includes access to Equature EVA (**Equature Virtual Assistant**) - Online AI engine for dispatching and training efforts.
8. The new agreement is locked in at this rate and will not increase with inflation or the consumer price index.





Equature
18311 W. 10 Mile Road
Southfield, MI 48075

Payment Allocation Table	
Year 1 (Annual Maintenance) Professional Services	\$9,904.18
Year 2 (Annual Maintenance)	\$8,154.18
Year 3 (Annual Maintenance)	\$8,154.18
Year 4 (Annual Maintenance)	\$8,154.18
Year 5 (Annual Maintenance)	\$8,154.18
Year 6 (Hardware Refresh (Annual Maintenance))	\$9,904.18
Year 7 (Annual Maintenance)	\$8,154.18
Year 8 (Annual Maintenance)	\$8,154.18
Year 9 (Annual Maintenance)	\$8,154.18
Year 10 (Annual Maintenance)	\$8,154.18

EQUATURE TERMS OF AGREEMENT

Equature (hereunder referred to as "PROVIDER"), upon acceptance of this Agreement by an authorized officer of its corporation, agrees to furnish to the above-designated entity (hereinafter referred to as "CUSTOMER") under the terms and conditions contained herein, maintenance and service on the listed equipment.

I. Terms of Agreement

- a) The PROVIDER agrees to provide turn-key services as outlined in the Scope of Work, including all required hardware, software, maintenance, support, warranty and monitoring to the CUSTOMER for a period of ten (10) years starting 2/19/2024 (Effective Date) through 2/18/2034 (End Date).
- b) CUSTOMER agrees that this purchase is a designated fully funded project with full award and payments directed to PROVIDER. PROVIDER is accepting multi-annual payments to facilitate the purchase. Under no circumstances, less than a breach of this agreement by PROVIDER, does PROVIDER forgo the amount owed and due in its entirety, at PROVIDER'S sole discretion. This agreement and its due payments are not predicated upon any changes in CUSTOMER'S organizational status, alignments, personnel changes, or any changes not defined herein. At any time that a due payment becomes late, past 30 days, PROVIDER will demand that the remaining balance is immediately paid in full.



Equature
18311 W. 10 Mile Road
Southfield, MI 48075

II. PAYMENT TERMS

- a) The CUSTOMER shall make annual payments in equal installments for the entire duration of the Agreement.
- b) Payments shall be due within [30] days of the invoice date provided by the PROVIDER.
- c) The payment amount for each year will be locked in at the beginning of the Agreement and shall not be subject to any increase throughout the ten (10) year period provided the Scope of Work does not change.
- d) CUSTOMER agrees to pay the amount of \$8,154.18 (Annual Dues) plus \$1,750.00(Professional Services Fee) due in full 30 days upon contract acceptance and \$8,154.18 annually on the anniversary of the Effective Date.
- e) The term of this Agreement shall be for ten (10) years from the Effective Date.
- f) Total not to exceed: \$85,041.80 over the 10-year term of the Agreement.

III. Maintenance Agreement Charge

- a) This Maintenance Agreement charge is payable annually in advance at the beginning of each term. The Agreement price shall remain fixed during the initial period (10 years).
- b) Charges include unlimited calls for remote support, available 24 X7, with a 4-hour response time, Equature software updates, remote access, remote alerts, all parts, and labor not excluded in section c or d.
- c) Charges do not include consumable, expendable, supply items, such as, CD disks, or External Archive Drives. The use of supplies other than those recommended by PROVIDER may cause adverse equipment performance. Maintenance required to correct inadequate performance or equipment malfunctions caused by inferior supplies shall be charged to the CUSTOMER at the current hourly maintenance rates.
- d) Charges do not include labor costs, installation charges, or equipment costs associated with system upgrades or changes to the PROVIDER configured system recommended or mandated by either party. Any changes to the PROVIDER configured systems, whether initiated by the CUSTOMER or third parties not authorized by PROVIDER and resulting in a malfunction, will be addressed by PROVIDER on a time and material basis. Additionally, onsite support configurations for changes made by the CUSTOMER or third parties not authorized by PROVIDER will incur charges on a time and material basis. Any malfunctions caused by the CUSTOMER, or third parties not authorized by PROVIDER will also be subject to charges on a time and material basis.
- g) The Provider is not responsible for any data loss that is caused by factors outside of its control, including but not limited to:
 - i. Acts of God, such as natural disasters, terrorist attacks, or war.
 - ii. Malicious attacks, such as hacking, ransomware, or data breaches.
 - iii. Technical problems, such as hardware failures or software errors caused by power outages or user error.
- e) The PROVIDER is not responsible for Microsoft Windows hot fixes, updates, and service packs. The PROVIDER is not responsible for anti-virus, anti-malware, and anti-spyware software. If the CUSTOMER encounters a virus the PROVIDER may assist at a cost and at the PROVIDERS discretion.



Equature
18311 W. 10 Mile Road
Southfield, MI 48075

- f) All invoices are due and payable Net30.
- g) Failure to renew this agreement will result in the customer forfeiting their priority support status. All service and support activities will transition to a time and materials-based billing structure at the PROVIDER's prevailing hourly rates. Prior to initiating any analysis, troubleshooting, training, or other activities directly related to the PROVIDER's platform, the PROVIDER will require the customer to issue a purchase order based on the PROVIDER's estimate.
 - i. Time and materials-based support requests will be addressed on a first-come, first-served basis, with priority accorded to partners with active maintenance agreements.
 - ii. Renewal options include both multi-year agreements and the option to establish a one-year maintenance agreement.

IV. Maintenance of Equipment

PROVIDER will furnish maintenance, technical support, and service for the recording system per the terms herein.

- a) Support Coverage: Support includes hardware, software, interfaces, and any custom integrations that were explicitly agreed to by PROVIDER as part of the original scope of work. Support does not extend to any custom integrations developed separately from the original agreement.
- b) Technical Support: PROVIDER will provide 24/7/365 technical support by phone at 888-305-3428 or email at support@equature.com. Upon notification of an equipment malfunction from the CUSTOMER, PROVIDER will assign a service technician to make necessary repairs. The customer shall permit the service technician free access to the equipment while making the repair, including relevant password for normal system use. Remote troubleshooting will be attempted first to resolve any issues. If unsuccessful, onsite support can be dispatched as needed. Any malfunctions caused by the CUSTOMER, or third parties not authorized by PROVIDER will be subject to charges on a time and material basis.
- c) Monitoring and Alerts: PROVIDER monitors the system in real-time from the PROVIDER Network Operations Centers and responds to alerts based on severity level. Critical failures are addressed immediately, high priority failures by the next business day, and standard failures within 2 business days.
- d) Maintenance Process: Issues are reported by CUSTOMER via phone or email and assigned a severity level by PROVIDER based on impact. PROVIDER troubleshoots issues, escalating to engineering or vendors as needed. Status updates are communicated throughout. Onsite visits are scheduled if required.
- e) Escalation: If PROVIDER support personnel are unable to diagnose and resolve the issue within a reasonable time, PROVIDER will escalate the Issue to its Engineering Department, or to the appropriate Vendor as determined by the nature of the Issue.

V. Excusable Delays / Force Majeure

PROVIDER shall not be liable or deemed in default for any delay or failure in performance under this Agreement or interruption of service resulting directly from acts of God, acts of government, war or national emergence, accident, fires, riots, strikes, labor disputes, action or inaction where action is required by the CUSTOMER, damage to or delay of equipment



Equature
18311 W. 10 Mile Road
Southfield, MI 48075

in route, or for any indirect or consequential damage for any delay or failure or performance under this Agreement.

VI. Termination

- a) Early termination by the CUSTOMER before the expiration of the full 10-year term will incur a penalty equal to 100% of the fees still outstanding for the remainder of the 10-year term, except in the case of a material breach by the PROVIDER.
- b) Either party may terminate this Agreement due to a material breach by the other party by following the procedures outlined in the Material Breach clause of this Agreement.

VII. Transfer of Maintenance Service

If CUSTOMER relocates the equipment from the site shown herein, it shall be at the sole option of the PROVIDER to continue to provide maintenance under this Agreement, and this may result in additional cost to CUSTOMER. CUSTOMER should arrange for continuing maintenance with PROVIDER prior to relocation of equipment.

VIII. Assignment

This Agreement may not be assigned, transferred, sublet, or pledged by the CUSTOMER without prior written consent of an authorized officer of the PROVIDER Corporation. However, this agreement may be assigned to an entity controlling, controlled by, or under common control with customer or any successor by merger.

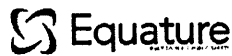
IX. Warranty

- a) The PROVIDER warrants that all hardware and software provided shall be free from defects in material and workmanship for the entire duration of this agreement.
- b) The PROVIDER shall promptly replace or repair any defective hardware or software at no additional cost to the Client during the warranty period.

X. Material Breach Clause

In the event of a material breach of this Agreement by either party, the non-breaching party shall have the right to terminate this Agreement with immediate effect. A material breach shall be deemed to have occurred if any of the following events take place:

- a) Failure to Make Payments: The CUSTOMER fails to make any payment due under this Agreement, and such failure continues for a period of [90] days after receiving written notice from the PROVIDER.
- b) Non-Compliance with Terms: Either party fails to fulfil any material obligation or condition stipulated in this Agreement, and such failure continues for a period of [90] days after receiving written notice from the other party.
- c) Unauthorized Disclosure: Any unauthorized disclosure of confidential information by either party or its employees, agents, or representatives, which results in significant harm or damage to the other party.
- d) Substantial Impairment: Any act or omission that substantially impairs the rights or interests of the other party or prevents the fulfillment of the essential purpose of this Agreement.



Equature
18311 W. 10 Mile Road
Southfield, MI 48075

- e) Violation of Laws or Regulations: Either party engages in any unlawful, fraudulent, or unethical activities that are in direct violation of applicable laws or regulations, and such violation has a material adverse effect on the other party.
- f) Breach of Warranty: The PROVIDER fails to remedy any defects in hardware or software provided under this Agreement, as stipulated in the warranty section, within a reasonable time after receiving written notice from the CUSTOMER.

Notice of Breach:

In the event of a material breach, the non-breaching party shall provide written notice to the breaching party specifying the nature of the breach and providing a reasonable opportunity for the breaching party to cure the breach. The breaching party shall have a period of [90] days from the receipt of the notice to remedy the breach.

Termination:

If the material breach is not cured within the specified cure period or if the breach is of such a nature that it cannot be reasonably cured, the non-breaching party shall have the right to terminate this Agreement immediately by providing written notice to the breaching party.

Effect of Termination:

Upon termination due to a material breach, the non-breaching party shall be relieved of any further obligations under this Agreement, except for any rights or remedies that have already accrued. The breaching party shall be liable for any damages incurred by the non-breaching party as a result of the material breach.

No Waiver:

The failure of either party to enforce any provision of this Agreement at any time shall not be deemed a waiver of that provision or any other provision, nor shall it be deemed a waiver of the right to enforce such provision in the future.

XI. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Michigan exclusive of its conflicts of law provisions.

XII. Survival of Obligations

All obligations accrued but unfulfilled prior to expiration or termination of this Agreement shall survive.

XIII. Entire Agreement

This document and the documents incorporated herein constitute the entire Agreement between the CUSTOMER and PROVIDER. This Agreement supersedes any prior proposals, agreements, commitments, or representations of any kind, whether oral or written, with respect to PROVIDER service.



Equature
18311 W. 10 Mile Road
Southfield, MI 48075

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date below.

PROVIDER:

Dictation Sales & Service dba Equature
18311 W. 10 Mile Rd.
Southfield, MI 48075

Signature: Paul G. Frezza II

Printed Name: Paul G. Frezza II

Title: Industry Specialist (NG911 Division)

Date: 11/14/2023

CUSTOMER:

Tuscola County Central Dispatch
1303 Cleaver Road
Caro, MI 48723

Signature: _____

Printed Name: Jon Ramirez

Title: _____

Date: _____

Remit payment to: Equature P.O. Box 290 Southfield MI 48037

Invoice #

29751

18311 W. 10 Mile #200 | Southfield MI 48075
248-569-6440
www.equature.com

Bill To	Ship To
Jon Ramirez (jramirez@tuscolacounty.org) Tuscola County Central Dispatch 1303 Cleaver Road Caro MI 48723 United States	Jon Ramirez (jramirez@tuscolacounty.org) Tuscola County Central Dispatch 1303 Cleaver Road Caro MI 48723 United States

Terms	PO #	Account #	MA Start Date	MA End Date
Due on receipt	PPP EQ (3/10)	556441	2/20/2026	2/19/2027

Item	MA Qty	Description	Unit Price	Serial Numbers	Amount
EQ-PPP	1	Program Invoice Date: 12/1/2025	8,154.18		8,154.18
		10-Year Premier Partnership Program, Billed Annually - Year 3 of 10, from 2/20/2026 through 2/19/2027 on:			
M/A Recorders	1	EQADSVR Equature Advanced Server-1 EQCORE Equature Core Software-1 EQLD809-EH 8-Port PCI Express-1 EQA001 Analog Voice License-8 EQV001 VoIP License-5 EQANI ANI/ALI Capture License-1 EQTRSC Transcription License-5 EQCNCT Connect License-1	0.00	EQ4C401522	0.00
EQ-PPP	1	Premier Partnership Program includes: Service & Support -Hardware Components -EQ Software Upgrades -Technical Support -Remote Monitoring Please send payment to the remittance address (P.O. Box) as seen on the invoice. Payment should reach Equature prior to the start date.	0.00		0.00

Please pay this invoice by the program start date to avoid temporary loss of coverage and any service interruption. Credit card accepted for payment with an additional 3% surcharge.

Total

\$8,154.18



TUSCOLA COUNTY MOSQUITO ABATEMENT

To: Tuscola County Board of Commissioners and County
Controller/Administrator Erica Dibble

From: Larry Zapfe, Director

Date: January 12, 2026

Re: Respectfully, request to purchase the remaining 8 GIS tablets from Frontier
Precision.

The reason for this purchase:

- To complete the second phase of outfitting the county's truck fogging
vehicles with GIS mapping and route planning capabilities.

The total cost of the remaining eight tablets is \$37,896.00. The cost of this
purchase was planned for and would be removed from the 2026 Mosquito
Abatement Budget.

Thank you for your time and consideration.

Larry Zapfe, Director



TUSCOLA COUNTY MOSQUITO ABATEMENT

1500 Press Drive
Caro, Michigan 48723-9291
989-672-3748 Phone ~ 989-672-3724 Fax
Larry Zapfe, Director

To: Tuscola County Board of Commissioners and County
Controller/Administrator Erica Dibble

From: Larry Zapfe, Director

Date: January 12, 2026

Re: Respectfully, request seasonal employee Marianne Daily return to work.

I would like to request Marianne Daily return to work on February 2, pending the results of a background check and physical. This request is in preparation to prepare our new GIS tablets and mapping system for the upcoming mosquito season.

Thank you for your time and consideration.

Larry Zapfe, Director

Tuscola County Peoples Building Room Reservation Form

Date of request: _____

Date of use: _____ Hours of use: _____

Name of Corporation/Organization/Individual: _____

Street Address: _____

City / State: _____ Zip Code: _____

Telephone Number: _____

Room being requested: Large Meeting Room / Conference Room or both

Purpose of the event: _____

Approximate number attending: _____

By signing this Reservation Form, the corporation, organization, or individual identified above agrees to indemnify and hold harmless Tuscola County, its agents, employees, officers, and representatives, from any and all suits, actions, claims, or demands of any character or nature arising out of or brought on account of any injuries or damages sustained by any person as a consequence or result of the use of the room being requested, its furnishings or equipment by the use or any person attending the users event. The corporation, organization, or individual also agrees to pay for any damage caused by its use of the Peoples Building. If signed on behalf of a corporation or organization, the person signing this reservation form agrees that he/she has authority to sign on behalf of the corporation or organization.

****Liability Insurance Must Be Provided at the Time of Request****

****Alcohol, Smoking and and Vapes are not prohibited****

Name of responsible person: _____

Signature of responsible person: _____

Approved: _____ Date: _____

Notification of Buildings and Grounds and cleaning staff completed: yes/no



Start: 2025-10-27
End: 2025-11-03
Times: 0:00:00-23:59:59

Volume by Speed
Hurds Corner / Deckerville, NB

Speed Bins: Size 10, Range 1 to 150
Time View: By Hour (Total Volumes)

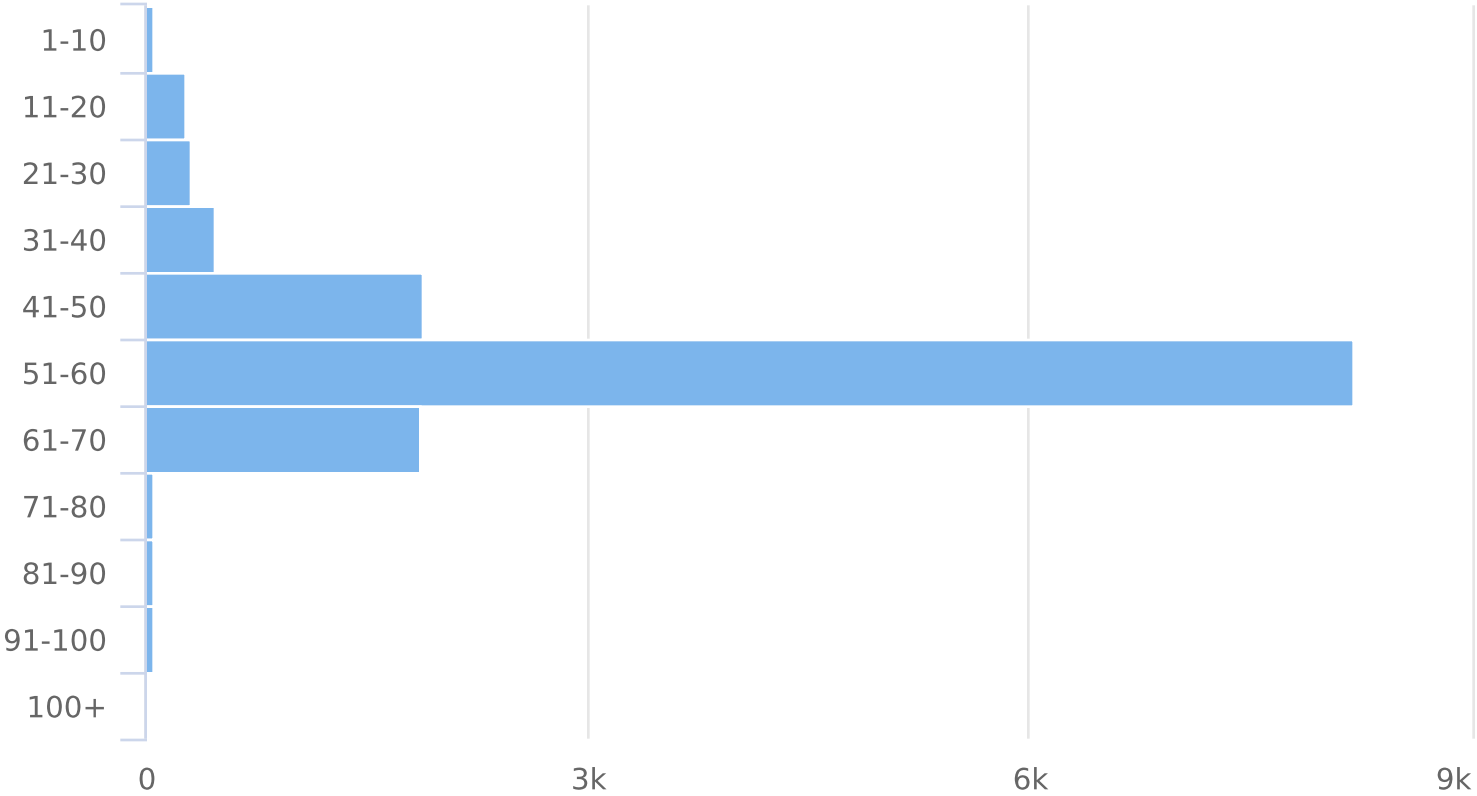
Time	1 to 10	11 to 20	21 to 30	31 to 40	41 to 50	51 to 60	61 to 70	71 to 80	81 to 90	91 to 100	101 to 150	Avg Speed	Total
0:00	0	0	1	5	15	39	12	0	0	0	0	53.6	72
1:00	0	0	0	2	3	4	2	0	0	0	0	50.4	11
2:00	0	0	0	2	14	32	14	0	0	0	0	55.1	62
3:00	0	0	0	0	0	25	5	1	0	0	0	58.4	31
4:00	0	0	2	10	11	20	6	0	0	0	0	49.0	49
5:00	1	1	0	4	19	140	40	1	0	0	0	55.8	206
6:00	1	24	19	36	69	387	104	3	1	0	0	53.0	644
7:00	2	11	11	15	125	390	78	3	0	0	0	53.2	635
8:00	2	8	16	20	109	354	84	1	0	0	0	53.0	594
9:00	3	17	21	27	150	509	102	0	1	0	0	52.8	830
10:00	3	16	13	22	73	511	119	3	2	2	0	54.3	764
11:00	4	9	12	34	117	485	110	6	3	0	0	53.8	780
12:00	8	35	37	60	141	658	160	7	0	0	0	52.3	1106
13:00	6	24	17	30	111	631	133	2	0	0	0	53.4	954
14:00	4	31	30	44	121	660	133	5	0	1	0	52.9	1029
15:00	4	22	23	32	148	620	140	8	0	0	0	53.5	997
16:00	3	17	18	36	136	649	190	8	0	0	0	54.2	1057
17:00	1	26	26	24	137	677	144	5	0	0	0	53.6	1040
18:00	1	8	10	27	118	477	104	0	1	0	0	53.6	746
19:00	1	11	25	13	104	242	65	1	0	0	0	51.4	462
20:00	1	3	6	9	58	290	43	0	0	0	0	54.2	410
21:00	2	4	11	14	43	172	30	1	0	0	0	52.1	277
22:00	0	5	8	4	27	130	26	2	0	0	0	52.9	202
23:00	1	4	3	6	29	94	21	0	1	1	0	53.3	160
Total	48	276	309	476	1878	8196	1865	57	9	4	0	53.3	13118



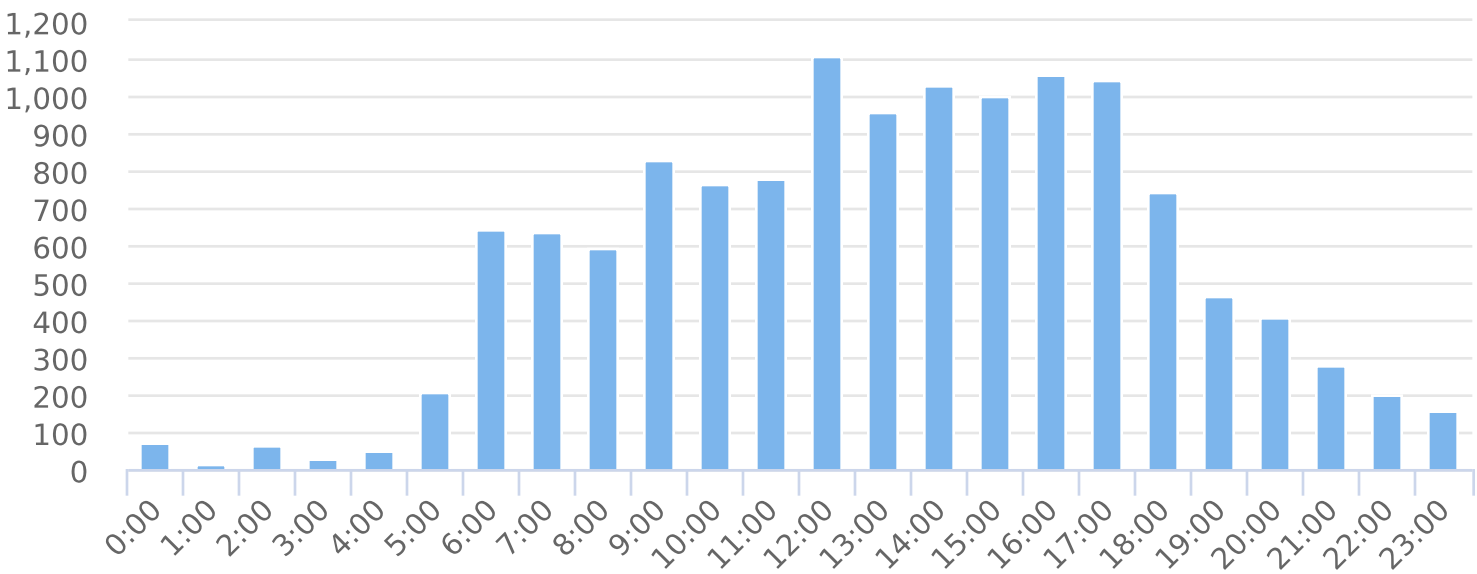
Start: 2025-10-27
End: 2025-11-03
Times: 0:00:00-23:59:59

Speed Bins: Size 10, Range 1 to 150
Time View: By Hour (Total Volumes)

Total Volume by Speed Distribution



Volume over Time





Start: 2025-11-04
End: 2025-12-11
Times: 0:00:00-23:59:59

Volume by Speed
Hurds Corner / Deckerville, SB

Speed Bins: Size 10, Range 1 to 150
Time View: By Hour (Total Volumes)

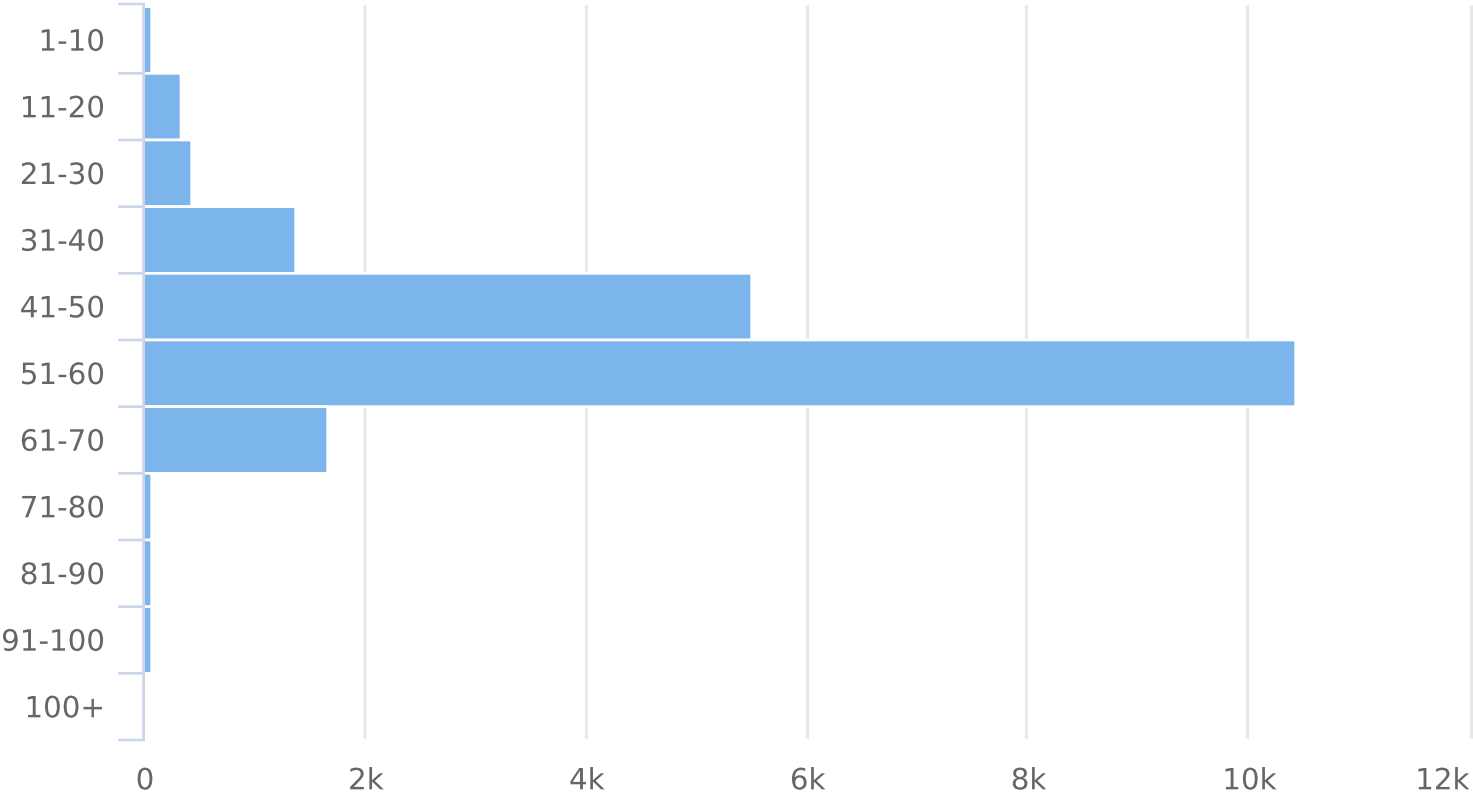
Time	1 to 10	11 to 20	21 to 30	31 to 40	41 to 50	51 to 60	61 to 70	71 to 80	81 to 90	91 to 100	101 to 150	Avg Speed	Total
0:00	0	1	2	6	16	16	2	0	0	0	0	46.8	43
1:00	0	0	0	5	16	17	1	0	0	1	0	50.6	40
2:00	0	0	1	15	18	35	2	0	0	0	0	49.3	71
3:00	0	1	5	17	26	38	11	0	0	0	0	49.1	98
4:00	3	3	5	14	39	76	4	1	0	0	0	48.7	145
5:00	3	22	23	30	97	252	52	2	0	0	0	49.6	481
6:00	0	10	14	37	174	467	121	2	0	0	0	53.0	825
7:00	1	2	22	132	426	573	104	3	0	0	0	50.4	1263
8:00	2	31	30	81	331	470	82	2	0	0	0	49.4	1029
9:00	1	30	15	70	358	571	92	2	0	0	0	50.5	1139
10:00	7	22	19	80	403	698	91	3	0	0	0	50.7	1323
11:00	13	36	43	81	387	810	106	3	2	0	0	50.2	1481
12:00	18	31	28	81	397	836	104	2	1	1	0	50.5	1499
13:00	15	45	28	84	385	846	115	6	0	0	0	50.6	1524
14:00	8	25	19	77	333	876	145	5	0	0	0	52.1	1488
15:00	8	29	43	88	385	910	165	10	0	0	0	51.5	1638
16:00	1	10	22	64	364	941	163	5	0	0	0	52.9	1570
17:00	1	13	39	129	488	707	119	3	0	0	0	50.3	1499
18:00	0	10	14	94	340	516	67	2	0	0	0	50.5	1043
19:00	0	9	18	77	187	263	40	1	1	0	0	49.1	596
20:00	1	2	9	38	127	201	33	1	0	0	0	50.3	412
21:00	0	2	11	27	102	133	32	1	0	0	0	50.1	308
22:00	1	9	9	23	58	75	13	0	0	0	0	47.4	188
23:00	0	3	7	15	59	107	8	1	0	0	0	50.1	200
Total	83	346	426	1365	5516	10434	1672	55	4	2	0	50.8	19903



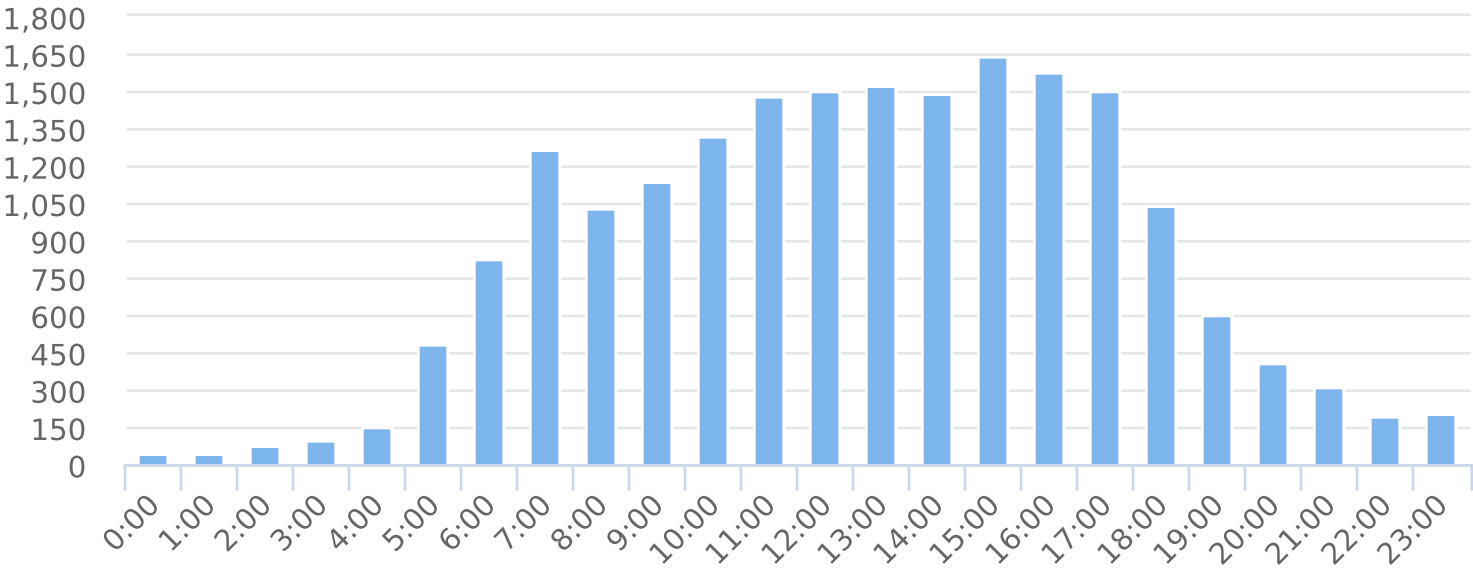
Start: 2025-11-04
End: 2025-12-11
Times: 0:00:00-23:59:59

Speed Bins: Size 10, Range 1 to 150
Time View: By Hour (Total Volumes)

Total Volume by Speed Distribution



Volume over Time



Taxable Value Examples for New 911 Millage

Millage Amount: 0.3500

Taxable Value	Estimated Annual Cost
\$20,000	\$7.00
\$40,000	\$14.00
\$60,000	\$21.00
\$80,000	\$28.00
\$100,000	\$35.00
\$120,000	\$42.00
\$140,000	\$49.00
\$160,000	\$56.00
\$180,000	\$63.00
\$200,000	\$70.00

Millage Amount: 0.4000

Taxable Value	Estimated Annual Cost
\$20,000	\$8.00
\$40,000	\$16.00
\$60,000	\$24.00
\$80,000	\$32.00
\$100,000	\$40.00
\$120,000	\$48.00
\$140,000	\$56.00
\$160,000	\$64.00
\$180,000	\$72.00
\$200,000	\$80.00

Millage Amount: 0.4500

Taxable Value	Estimated Annual Cost
\$20,000	\$9.00
\$40,000	\$18.00
\$60,000	\$27.00
\$80,000	\$36.00
\$100,000	\$45.00
\$120,000	\$54.00
\$140,000	\$63.00
\$160,000	\$72.00
\$180,000	\$81.00
\$200,000	\$90.00

Specific Formula to estimate annual cost

****Taxable Value**/1,000 x millage = Estimated Annual Cost

**this formula requires use of the taxable value, NOT the assessed value.

*2026 Estimated Tuscola County Taxable Value Minus Ren Zone and
Vets Exemptions

2,397,299,312

0.3500
0.4000
0.4500

\$839,055
\$958,920
\$1,078,785

*2.7% Inflation Rate Multiplier

GL NUMBER	DESCRIPTION	BALANCE	BALANCE	BALANCE	BALANCE	BALANCE	BALANCE	BALANCE	AVERAGE
		AS OF	AS OF	AS OF	AS OF	AS OF	AS OF	AS OF	
		12/31/2019	12/31/2020	12/31/2021	12/31/2022	12/31/2023	12/31/2024	12/31/2025	
Fund 218 - DISPATCH/911									
Revenues									
Dept 334 - DISPATCH									
218-334-477.000	TELEPHONE SURCHARGE	1,074,090.65	1,064,160.67	1,066,261.44	1,079,182.52	1,074,886.57	984,519.03	901,455.82	
218-334-502.000	MMRMA GRANT- RAP	0.00	0.00	0.00	0.00	10,000.00	0.00	0.00	
218-334-545.000	911 PSAP PAYMENTS	16,674.00	13,796.00	4,763.00	20,900.00	15,444.05	0.00	5,477.00	
218-334-588.000	DONATIONS	0.00	0.00	0.00	0.00	0.00	0.00	248.00	
218-334-660.000	MMRMA MEMBERSHIP CREDIT	0.00	0.00	0.00	0.00	0.00	0.00	1,750.55	
218-334-665.000	INTEREST	7,244.36	4,640.58	2,819.09	2,472.28	21,409.91	27,368.51	18,236.74	
218-334-667.000	TOWER RENT	4,000.00	5,600.00	4,000.00	5,828.64	4,800.00	4,800.00	4,400.00	
218-334-667.010	TOWER RENT/AMERITECH	1,650.00	1,950.00	1,800.00	1,550.00	0.00	0.00	0.00	
218-334-667.020	TOWER RENT IPCS	0.00	0.00	0.00	400.00	0.00	0.00	600.00	
218-334-676.000	MISCELLANEOUS REVENUE	6,053.00	13,749.00	65.83	200.00	200.00	0.00	530.00	
218-334-677.000	REIMB UTILITY AMERITECH CARO	0.00	0.00	0.00	200.00	200.00	0.00	0.00	
218-334-677.020	REIMB ANDERSON CARO TOWER	2,400.00	2,400.00	2,400.00	1,200.00	2,200.00	2,200.00	1,600.00	
218-334-699.101	OPERATING TRANSER IN-GENERAL	0.00	0.00	0.00	266,669.00	0.00	0.00	0.00	
Total Dept 334 - DISPATCH		1,112,112.01	1,106,296.25	1,082,109.36	1,378,602.44	1,129,140.53	1,018,887.54	934,298.11	1,108,778.03
Dept 335 - WIRELESS TELEPHONE SYSTEMS									
218-335-545.000	STATE AID WIRELESS SUR CHARGE	198,307.00	196,619.00	196,934.00	193,948.00	193,794.00	187,300.00	144,818.00	
Total Dept 335 - WIRELESS TELEPHONE SYSTEMS		198,307.00	196,619.00	196,934.00	193,948.00	193,794.00	187,300.00	144,818.00	187,388.57
TOTAL REVENUES		1,310,419.01	1,302,915.25	1,279,043.36	1,572,550.44	1,322,934.53	1,206,187.54	1,079,116.11	1,296,166.61
Expenditures									
Dept 334 - DISPATCH									
218-334-703.000	SALARIES SUPERVISION	65,117.41	64,871.45	69,061.36	76,951.77	71,481.72	76,962.91	69,830.11	
218-334-703.030	DISABILITY PLAN	27.61	27.61	0.00	0.00	0.00	0.00	0.00	
218-334-704.000	SALARIES PERMANENT	421,651.52	409,000.43	461,937.11	467,734.60	536,356.52	502,902.12	440,545.65	
218-334-704.010	SHIFT PREMIUM	4,915.68	5,229.55	5,596.43	5,161.23	5,269.51	4,624.75	4,607.33	
218-334-704.020	HEALTH INSURANCE INCENTIVE	0.00	0.00	669.24	1,246.09	1,115.33	0.00	538.44	
218-334-704.030	DISABILITY PLAN	4,684.09	4,496.60	4,611.76	4,274.71	4,694.34	4,844.21	4,096.24	
218-334-704.040	UNUSED SICK TIME PAYOUT	11,361.74	6,809.65	9,454.14	12,226.17	7,455.93	6,184.16	1,499.03	
218-334-704.050	SICK/VAC PAYOUT	0.00	116.76	0.00	16,670.76	371.57	1,436.63	0.00	
218-334-706.000	SALARIES OVERTIME	84,524.05	116,790.17	84,358.76	93,351.10	89,409.13	86,725.81	154,409.41	
218-334-710.000	WORKERS COMPENSATION	2,947.19	14,503.36	5,537.71	7,430.39	14,706.43	4,079.46	14,446.89	
218-334-711.000	HEALTH & DENTAL INSURANCE	185,257.32	218,403.75	244,399.38	186,972.38	257,587.39	351,421.08	181,300.07	
218-334-713.000	HOLIDAY PAY	31,438.01	39,657.84	31,794.33	31,071.90	38,724.39	36,981.37	30,281.06	
218-334-715.000	F.I.C.A.	46,988.45	49,096.38	48,486.67	50,202.42	53,603.75	49,940.46	49,643.91	
218-334-717.000	LIFE INSURANCE	685.24	629.68	557.87	376.58	390.03	328.53	271.40	
218-334-718.000	RETIREMENT	38,862.27	35,445.68	16,453.17	54,722.83	49,259.47	53,588.58	65,219.84	
218-334-718.100	POB IN LIEU OF RETIREMENT	38,634.56	39,031.80	39,655.71	36,612.37	37,825.12	37,616.07	33,468.00	
218-334-719.000	UNEMPLOYMENT COMPENSATION	0.00	2,499.82	3,094.21	1,249.79	(2,172.00)	(1,249.79)	0.00	

GL NUMBER	DESCRIPTION	BALANCE AS OF 12/31/2019	BALANCE AS OF 12/31/2020	BALANCE AS OF 12/31/2021	BALANCE AS OF 12/31/2022	BALANCE AS OF 12/31/2023	BALANCE AS OF 12/31/2024	BALANCE AS OF 12/31/2025	AVERAGE
218-334-727.000	SUPPLIES, PRINTING & POSTAGE	2,586.46	2,122.83	2,130.04	3,169.80	2,610.90	2,304.22	1,838.56	
218-334-728.000	LEIN COMPUTER SYSTEM	1,121.20	994.60	1,052.60	1,008.32	0.00	0.00	0.00	
218-334-746.000	UNIFORM & ACCESSORIES	2,640.10	2,627.92	2,526.79	2,814.17	1,127.18	893.88	752.83	
218-334-776.000	JANITORIAL SUPPLIES	1,748.01	1,757.01	2,138.32	1,636.58	1,511.03	1,353.47	1,316.45	
218-334-809.000	MEMBERSHIPS & SUBSCRIPTIONS	693.00	982.00	982.00	1,051.00	852.00	2,449.00	2,462.00	
218-334-851.000	TELEPHONE	10,654.31	11,015.40	11,063.02	8,864.67	4,930.65	4,443.33	4,124.07	
218-334-851.010	CELLULAR PHONES	1,102.85	1,113.90	1,063.50	1,988.02	2,200.52	1,214.25	1,455.62	
218-334-861.000	TRAVEL	434.97	128.96	138.46	651.66	755.39	598.42	1,173.98	
218-334-910.000	INSURANCE & BONDS	2,138.86	2,038.86	1,174.73	2,513.19	2,034.57	2,292.99	5,036.89	
218-334-920.000	UTILITIES	10,800.31	12,281.84	13,983.84	13,712.37	11,347.47	10,671.75	11,685.34	
218-334-931.000	CLNG/SNOW REMOVAL/TRASH	610.00	585.00	590.00	615.00	760.00	1,000.00	1,245.00	
218-334-932.000	EQUIPMENT REPAIR & MAINTANCE	71,657.49	78,611.50	63,425.48	68,265.28	95,936.98	74,760.21	59,221.84	
218-334-933.000	VEHICLE REPAIR & MAINTENANCE	0.00	43.34	0.00	0.00	52.62	0.00	938.07	
218-334-934.000	OFFICE EQUIPMENT REPAIR & MAIN	266.70	1,112.34	188.95	920.75	0.00	250.00	0.00	
218-334-942.000	EQUIPMENT RENTAL	54,426.20	23,509.23	1,412.38	1,696.10	1,759.96	336.00	288.00	
218-334-955.000	MISCELLANEOUS EXPENDITURES	200.00	400.00	300.00	508.50	115.00	115.00	575.00	
218-334-957.000	EMPLOYEE TRAINING	2,153.43	200.00	553.50	976.17	9,669.26	4,833.96	4,179.32	
218-334-957.010	PSAP TRAINING	8,328.32	2,309.51	4,929.00	9,399.08	4,939.90	2,907.37	2,272.33	
218-334-964.000	REFUNDS & REBATES	0.00	0.00	15,596.90	0.00	0.00	(973.00)	0.00	
218-334-970.000	EQUIPMENT/CAPITAL OUTLAY	35,495.00	355,696.61	7,262.56	220,021.09	149,727.01	143,106.62	21,927.82	
218-334-999.101	INDIRECT COSTS - DISPATCH	88,756.00	94,241.00	98,930.00	31,497.00	28,538.17	31,147.00	32,225.00	
Total Dept 334 - DISPATCH		1,232,908.35	1,598,382.38	1,255,109.92	1,417,563.84	1,484,947.24	1,500,090.82	1,202,875.50	
TOTAL EXPENDITURES		1,232,908.35	1,598,382.38	1,255,109.92	1,417,563.84	1,484,947.24	1,500,090.82	1,202,875.50	1,384,554.01
Fund 218 - DISPATCH/911:									
TOTAL REVENUES		1,310,419.01	1,302,915.25	1,279,043.36	1,572,550.44	1,322,934.53	1,206,187.54	1,079,116.11	
TOTAL EXPENDITURES		1,232,908.35	1,598,382.38	1,255,109.92	1,417,563.84	1,484,947.24	1,500,090.82	1,202,875.50	
NET OF REVENUES & EXPENDITURES		77,510.66	(295,467.13)	23,933.44	154,986.60	(162,012.71)	(293,903.28)	(123,759.39)	(88,387.40)

New County 911 Central Dispatch Proposition

Shall Tuscola County be authorized to levy upon the taxable value of all property subject to ad valorem taxation, up to _____ mills (_____ per \$1,000 of taxable value), for a period of up to four (4) years, 2026 through 2029 inclusive, to be used exclusively for the funding of 9-1-1 emergency telephone call answering and dispatch services within Tuscola County, including facilities, equipment, personnel, maintenance, and operating costs for the 9-1-1 Central Dispatch System to effectively provide and ensure twenty-four hour public safety communications service for the citizens, communities, and public safety responders of Tuscola county? If approved and levied in its entirety, this millage raises an estimated \$_____ in the first year that it is levied.