

**NEXT MEETING: DECEMBER 18, 2025**  
TBHS TRAINING CENTER  
129 EAST BURNSIDE STREET, CARO, MI 48723  
IF UNABLE TO ATTEND CALL: 989.673.6191 / 1.800.462.6814

**TUSCOLA BEHAVIORAL HEALTH SYSTEMS  
REGULAR MONTHLY BOARD MEETING MINUTES**

The regular meeting of the Tuscola Behavioral Health System's Board of Directors was called to order by Chairperson Snider, November 24, 2025 at 7:00 pm, at the TBHS Training Center, 129 East Burnside Street, Caro, MI 48723.

<b>BOARD ATTENDANCE:</b>	Bardwell	Present	McNett	Present
	Bruno	Present	Partridge	Present
	Fritz	Present	Ryan	Present
	Griesing	Present	Sherman	Present
	Grimshaw	Present	Snider	Present
	Harrington	Present		

<b>STAFF ATTENDANCE:</b>	Majeske	Present	Canady	Present
	Dudewicz	Present	Mitchell	Present

**ROLL CALL** taken by Harrington.

**MEETING OPEN TO THE PUBLIC:** No public present.

**GUESTS:** Victor Gomez, TBHS Recipient Rights Officer and Desiree Smith, TBHS Human Resources Supervisor.

**RECIPIENT RIGHTS ANNUAL TRAINING** was provided by Recipient Rights Officer, Victor Gomez, specifically addressing Abuse and Neglect. Handouts were distributed with tonight's Board packet. Questions were asked and answered. Gomez left the meeting at 7:26 pm.

<b>DATE-NUMBER</b>	<b>BODY</b>	<b>ACTION</b>
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**APPROVAL OF MINUTES:**

November 24, 2025 - - 1	McNett moved and Partridge supported to approve the minutes from the October 23, 2025 meeting as mailed.	
		Motion Carried

**CONTRACTS/AGREEMENTS REVIEWED BY DUDEWICZ:**

November 24, 2025 - - 2	Harrington moved and Fritz supported to approve the Contracts/Agreements as presented on the Contract List Sheet(s) dated November 24, 2025 and authorize the CEO to sign on behalf of the Board.	
		Motion Carried

### **TBHS EMPLOYEE HEALTH CARE CONTRIBUTION BY SMITH:**

Desiree Smith, TBHS Human Resources Supervisor, shared information regarding the TBHS employee healthcare contribution analysis. The Board is being asked to once again consider adopting the 80/20 percentage option in accordance with Public Act 152 (MCL Section 15.564) instead of the hard cap provisions.

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Grimshaw moved and Griesing supported to elect to comply with the requirements of 2011 Public Act 152 as amended, the Publicly Funded Health Insurance Contribution Act, by adopting the 80/20 percentage option for the medical benefit plan coverage year January 1, 2026 through December 31, 2026.

Roll Call Vote:

Bardwell	Yes	McNett	Yes
Bruno	Yes	Partridge	Yes
Fritz	Yes	Ryan	Yes
Griesing	Yes	Sherman	Yes
Grimshaw	Yes	Snider	Yes
Harrington	Yes		

11 – Yes

0 – No

Motion Carried

### **FINANCIAL STATEMENTS REVIEWED BY DUDEWICZ:**

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Harrington moved and Partridge supported placing the Financial Statements on file as presented.

Motion Carried

### **AMENDED OPERATING BUDGET REQUEST FOR FY25/26 REVIEWED BY DUDEWICZ:**

Handout of the amended Operating Budget for FY25/26 was distributed in tonight's board packet. Dudewicz reviewed Fiscal Year 2026 Amendment 1 Operating Budget. The amended budget was developed based on actual FY26 rates, which were received after the September 2025 Board meeting. The amended budget includes increasing Merit Based Pay from \$150,000 to \$250,000 due to the increased rates.

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Partridge moved and Sherman supported to approve the amendment to the Operating Budget for FY26, which includes \$250,000.00 for the Merit Payment System as presented.

Motion Carried

### **CHIEF EXECUTIVE OFFICER'S REPORT BY MAJESKE (highlighted areas of written report):**

- Medicaid/General Fund – As noted last month, Mid-State Health Network (MSHN) received new FY26 capitation rates on September 30, 2025. MSHN recalculated FY26 revenue projections using the revised rates. In calculating the revised projections, no changes were made to the CMHSP budgets or number of eligibles. MSHN reported "While there were some significant changes to the methodology used by MDHHS to establish rate cells, note that this is the first time we have received actuarially sound rates for the region (they were previously



actuarially sound at the state level).” In total, the MSHN region should expect an increase in the Medicaid/Healthy Michigan Plan funding of approximately \$73M. The percentage change in projected revenue for TBHS is 4.07% (approximately \$1.1M).

- Roslund Prestage and Company (RPC) is scheduled to conduct its annual financial audit of TBHS on December 1 - 2, 2025.
- TBHS Workforce Update - There have been two (2) new hires since the October, 2025, Board meeting; one Peer Support Specialist and one Youth Peer Support Specialist. In addition, two (2) offers of employment were extended; both were Rehabilitation Technician positions. Currently, TBHS continues to have eight (8) full-time vacant positions. Recruitment efforts remain ongoing.

TBHS Human Resources personnel have been working with the agency’s insurance brokerage firm regarding employee health insurance benefits, with the aim of preserving the quality of benefits while attempting to minimize the financial impact on both the agency and the staff. Rates for Medical Year 2026 increased approximately 19% in comparison to 2025 rates. The TBHS Human Resources Supervisor will be providing the TBHS Board of Directors with information for consideration aligned with PA 152 and employer contributions to employee medical benefit plans at this evening’s Board meeting.

- PIHP Procurement Process – As reported in previous months, two (2) separate lawsuits have been filed related to the MDHHS PIHP procurement process. Notification was recently received that the cases are to be enjoined with hearing dates scheduled for December 8 and December 9, 2025, in the Michigan Court of Claims with Judge Christopher Yates presiding. It is anticipated that a decision(s) and order(s) will be issued shortly thereafter. It is our understanding that MDHHS is continuing its evaluation of bidder responses received under the Request for Proposal (RFP) and intends to announce contract awards “mid-December.”

As previously communicated by MSHN, they submitted an on-time bid response to the RFP. The MSHN bid response was “nonconforming” for several reasons, the most important of which is that MSHN, as a regional entity, is legally restricted to operations in its existing 21 county catchment area (the RFP required bidders to cover the entirety of three (3) newly drawn regions). Due to its non-conforming nature, the MSHN bid response may not be considered.

At least one of the newly formed Regional Entities have offered to provide a presentation to CMHSP Board of Directors, if desired.

- TBHS personnel (TBHS CEO and TBHS COO) met with Lt. Lisowski, Tuscola County Jail Administrator and Cheyenne Barrett, Jail RN, regarding opportunities for increased collaboration and communication specific to the mental health needs of jail inmates. New practices were developed and implemented as a first step in this process; other collaboration efforts remain ongoing.

**MID-STATE HEALTH NETWORK BOARD REPORT:** Griesing and Grimshaw reported on the MSHN Board of Directors meeting that was held on November 18, 2025.

#### **COMMITTEE REPORTS:**

Partridge reported on the CMHA Legislation & Policy Committee Meeting that was held on November 19, 2025.

Griesing reported on the CMHA Contracts & Financial Issues Committee that was held on November 20, 2025.

The Communication & Counsel to the Board Monitoring Committee (Snider, Harrington, McNett, and Grimshaw) met prior to tonight's meeting. Grimshaw reported that the committee has found the CEO to be in compliance with Board Policy I-003-009, Communication & Counsel to the Board.

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Grimshaw moved and Harrington supported to accept the Communication & Counsel to the Board Monitoring Committee Report as presented.

Motion Carried

#### **BOARD MEMBER CODE OF ETHICS REVIEW:**

The revised Board Member Code of Ethics, incorporating changes discussed at the October meeting, was distributed to members in advance of tonight's meeting for review.

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Sherman moved and Griesing supported to accept the revisions made to the TBHS Board Member Code of Ethics as mailed.

Motion Carried

#### **OTHER BUSINESS:**

McNett, Harrington, Grimshaw, Partridge, Fritz, Griesing and Sherman shared information they received while attending the CMHA Fall Conference that was held October 27-28, 2025, in Traverse City, MI.

Chairperson Snider presented the CMHA Membership Dues for FY26 in the amount of \$14,971.00.

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Partridge moved and Fritz supported authorizing payment in the amount of \$14,971.00 for the CMHA Membership Dues for FY26.

Motion Carried

Chairperson Snider appointed Ms. Becky Stadler to the Recipient Rights Advisory Committee.

Chairperson Snider reported that the Board has received an application for membership from Steven Zissler, a resident from the Vassar area. The Chairperson and the CEO will jointly conduct an interview with the candidate.

**BOARD'S SELF-EVALUATION:** In compliance.

**DECEMBER MEETING AGENDA ITEMS:** Recipient Rights Annual Report

**MEETING OPEN TO THE PUBLIC:** No public

**NEXT MEETING:** Thursday, December 18, 2025 – 7:00 pm at the TBHS Training Center, 129 East Burnside Street, Caro, MI 48723.

**ADJOURNMENT:**

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Sherman moved and Harrington supported to adjourn the meeting at 8:42 p.m.

Motion Carried



Cindy Mitchell  
Recorder



Karen Snider  
Chairperson



Marianne Harrington  
Secretary