MOBILE COUNTY COMMUNICATIONS DISTRICT
BOARD OF COMMISSIONERS
Minutes of October 16, 2025

Commissioners Attending:

Eric Linsley — Donnie Brown — Timothy Hughes
Chris McLean

Staff Attending:

Robert Jackson, Interim Director — Jeffery Hartley, Attorney
Hayley Clough, Recording Secretary

The REGULAR board meeting of the Board of Commissioners was held on October 16, 2025, at the Mobile County Communications Center.

Call to Order – Treasurer Linsley called the meeting to order at 8:56 AM. Commissioner McLean opened the meeting in prayer.

Approval of Minutes – Commissioner McLean made a motion to approve the minutes from the September 18, 2025, regular meeting and the September 29, 2025, special called meeting, seconded by Commissioner Hughes, all approved.

Treasurer Report – Treasurer Linsley presented the September claims list and MCCD Budget-To-Actual. Commissioner Brown made a motion to approve the September claims list and MCCD Budget-To-Actual, seconded by Commissioner McLean, all approved.

Personnel – No Report

Planning – Commissioner Brown asked if there was any update on the stopping of construction on the new building to which Interim Director Jackson stated that we have already given the go ahead to stop. The architects are going to finish the plans and then turn them over to us to keep in the vault to possibly use at a later time.

Communications – Commissioner Hughes stated that several team members from MCCD and himself attended the NENA Conference in Orange Beach this week and it was very informative. He also informed the board that the radio team worked with USERRA on a training drill in Prattville earlier this month.

Commissioner Hughes reported that there was a special meeting (MCCD special called board meeting) about the purchase of equipment for the Mobile County Sheriff's Office's real-time crime center. There will be some elements of the software that are beneficial to fire and EMS service. Mr. Hartley has been working on the agreements for that project.

Commissioner Hughes reported that there has been some dialog about the age of the radio system lately and how the system is starting to show its age. There are many discussions about overhauling the system and representatives from Motorola were at the meeting to answer any questions the board may have. One of the representatives stated that Motorola makes up about 60% of the State of Alabama and have done so for the past 10-15 years. He stated that this is a good time to work with them because of their new platform being the latest and greatest in technology. Commissioner Hughes stated that engineers from Motorola were down earlier this month looking at infrastructure and a lot of our current equipment can still be used in the overhaul. Commissioner Brown asked if the board could have a presentation before committing and Commissioner Hughes asked if Motorola would have a quote ready for the board before the next meeting to which the representative stated that they are hoping to have the quote completed by the end of October and they can absolutely plan to have a presentation at the next board meeting.

Emergency Medical –No Report

Building/Configuration – No Report

Board Attorney – Interim Director Jackson stated that he wanted to thank Mr. Hartley for all his work on the latest contract.

Director – Interim Director Jackson recommended approval of a quote from Thunder Creek for a trailer in the amount of $52,757.63. He stated that this is a fuel trailer, but it is more than that. The trailer is similar to what heavy equipment service companies use and can fully service our equipment. This will allow us to streamline our servicing of equipment and make it easier. The trailer has fuel and service all in one. Commissioner Brown asked if our current vehicles would pull the trailer to which Interim Director Jackson stated yes. Treasurer Linsley stated that he saw a letter included in the packet and asked if we were trying to procure this from a sole source to which Interim Director Jackson stated yes that this is a sole source because it's a concept that is one of a kind. Treasurer Linsley asked if we needed to put this before Mr. Hartley because it's a sole source to which Mr. Hartley stated that it sounds like they are the sole source for this item, so it does not need to be bid, just voted on. Commissioner McLean made a motion to approve the quote, seconded by Commissioner Hughes, all approved.

Interim Director Jackson recommended approval of a quote from Dell Technologies for the Palo Alto Firewall in the amount of $344,738.30. He stated that we have an enormous amount of connections and make a great effort to protect those with the firewall. The quote is for the service and the devices and is actually the same strength as the University of Auburn. He stated that he has personally seen this firewall at work, and it is very good. Treasurer Linsley stated that he sees that the quote is for 3 years of service, to which Interim Director Jackson stated yes, this if for the 3 years of service and equipment. Commissioner McLean stated that we have had something like this before to which Interim Director Jackson stated yes, we made the switch to this about 2 years ago. This is just a renewal and upgrade. Commissioner Brown made a motion to approve the quote, seconded by Commissioner Hughes, all approved.

Interim Director Jackson recommended approval of the radio department restructuring. He stated that when he was promoted to Deputy Director from the Radio System Administrator, the position was never filled, and he believes that every department needs management. He would like to restructure the radio department to reflect what is included in the packet. The restructuring would include promotions and raises. Looped into the restructuring is creating a Special Projects unit and having Gary Hand lead it. Gary has technical know-how and project management skills to be successful and has been heading up MCCDs special projects for some time. This would take Gary out of the radio department and into a unit of his own. In summary, this would promote Jesse Sluder to the Radio System Administrator and create a Special Projects unit for Gary to lead with a pay increase. Cody Chinrock would be promoted to Jesse's old position and receive a pay increase as well as giving Cliff Deakle a pay increase. He stated that this would allow for a more streamlined radio department and project management. Treasurer Linsley stated that coming from the County Commission where he held multiple positions of this nature, it is important to have a head of the radio department and someone that can focus on special projects. He stated that he felt this was the right direction. Commissioner Brown stated that he agreed. Commissioner Brown made a motion to approve the restructuring of the radio department and the creation of the Special Projects unit, seconded by Commissioner Hughes, all approved.

Interim Director Jackson recommended approval of the sale of a current MCCD vehicle and the purchase of a new one. He stated that a vehicle was purchased for the Director some time back and now it's not really conducive for us to have now. He would like to trade the current Tahoe in and purchase Gary a vehicle that will be better suited to his needs. He currently has a Ford Explorer and is running out of room for his equipment. He recommends trading in the Z71 Tahoe and with the trade in value, purchasing a new PPV Tahoe from the state contract dealer. He stated that even with the trade in, we will still have money left over. Commissioner Brown made a motion to approve the trade in and purchase, seconded by Commissioner Hughes, all approved. Commissioner Brown asked if the board could have vehicles presented to them prior to purchase to which Treasurer Linsley stated that we did already approve these purchases.

Interim Director Jackson recommended approval of extending the MCCD pay scales. Currently, the pay scales only end at T and we already have two long-standing employees that are topped out so they are not eligible to receive a merit increase. He would like to extend the scale from T to Z so that employees are not penalized for being here a

long time. Employees would still have to do a good job and have a good evaluation to receive a merit increase. Commissioner Hughes made a motion to approve the extension, seconded by Commissioner McLean, all approved.

Interim Director Jackson stated that we have another employee recognition this month. Brandon Bray is a member of the IT Department and is a large part of what we do here. Brandon was recommended for recognition from his supervisor for his outstanding teamwork, initiative, patience, and overall workmanship. He has worked on or led numerous projects and plays an integral role with day-to-day tasks. Brandon received a certificate of recognition and a service recognition pin.

Old Business – Commissioner McLean asked how we were on the roll out of the new CAD system to which Interim Director Jackson stated that it is going well and we are currently ongoing continuous training. He stated that there are still a handful of issues but does not think that that will delay cutover in November. The team has put in tremendous effort to get to cutover.

Treasurer Linsley asked where we were with CALEA accreditation to which Interim Director Jackson stated that Dakota is our CALEA Accreditation Manager and accreditation is moving forward. Dakota stated that the only step left is to formally request accreditation from their board but there are no red flags. Interim Director Jackson stated that we are in the final stages of accreditation and Dakota has been extremely helpful in this process.

New Business – Commissioner Brown stated that the Mobile County Personnel Board has purchased a new software called CritiCall to be used in the interviewing of dispatcher candidates. He asked the board if we would like a presentation on the software to which Interim Director Jackson stated yes.

Commissioner McLean stated that he would like Mr. Hartley to draft a contract for the Director position at MCCD similar to chiefs in law enforcement. He stated that the position has always been assumed but never actually was under a contract. Commissioner Brown stated that most administrative positions are under contract and asked if the board needs to vote on it to which Mr. Hartley stated no that he can start working on it and circulate something before the next meeting.

Announcement – Next board meeting to be held on November 20, 2025.

Adjournment – The meeting adjourned by 9:32 AM.

Respectfully Submitted:

Pat Mitchell, Chairman

Hayley Clough, Recording Secretary