MOBILE COUNTY COMMUNICATIONS DISTRICT
BOARD OF COMMISSIONERS
Minutes of September 18, 2025

Commissioners Attending:

Pat Mitchell	Eric Linsley	Donnie Brown
Timothy Hughes	Chris McLean	

Staff Attending:

Robert Jackson, Deputy Director	Jeffery Hartley, Attorney
Hayley Clough, Recording Secretary	

The ANNUAL board meeting of the Board of Commissioners was held on September 18, 2025, at the Mobile County Communications Center.

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

Approval of Minutes – Commissioner McLean made a motion to approve the minutes from the August 21, 2025, meeting, seconded by Commissioner Brown, all approved.

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

Personnel – Commissioner McLean stated that he has spoken with Mr. Hartley, and the board has a need to go into executive session. Mr. Hartley asked if the executive session should be pushed towards the end of the meeting because statutorily the meeting must reconvene to take an action to which Commissioner McLean stated that he would like to do it now because it may affect some other topics further into the meeting. Mr. Hartley ensured that the requirements for an executive session were met and announced the statement for an executive session. Commissioner McLean made a motion to go into executive session, seconded by Commissioner Hughes, all approved. A roll call vote was taken and all approved to go into executive session beginning at 9:00 AM. The executive session ended at 9:51 AM.

Planning – Commissioner Brown stated that in light of some recent information he has found out, he would like to question if we actually need a new building. He stated that it was looking like a cost of $20M to which Deputy Director Jackson stated that we do not have an exact cost yet as we are still in the planning stages. Commissioner Brown asked if we still needed it to which Deputy Director Jackson stated that he didn't think we necessarily need it at this time. Commissioner Brown asked if he wanted to table the project for now but keep the prints for the future since we have some other significant projects that we could use those funds for to which Deputy Director Jackson stated that there are some significant things in the works in infrastructure and he thinks that that is the most important. Commissioner Linsley asked where we were on planning of the new building to which Deputy Director Jackson responded that we are in the 80% range. Commissioner Linsley asked if we could stop moving forward with the plans, restart them when we are ready, and go ahead and pay for what work has already been done. Commissioner Brown made a motion to stop construction of the new building, seconded by Commissioner Hughes, all approved.

Communications – Commissioner Hughes stated that the Mobile County Sheriff's Office has asked for and we have agreed to help with a vision and a plan for a county wide crime prevention center. After researching and deliberating, they have assumed a bid from Motorola Solutions on the Aware Platform, and we have already received the quote. It is very advanced from a communications standpoint and will be best for law enforcement, but it will also be beneficial for fire service as well. The second aspect of the project is real-time dash cams with LPRs in them. The last component is a small cadre of handheld radios for special operations that utilizes that same technology. He stated that Gary Hand helped with a 4-month trial of the radios at the request of the Mobile County Sherriff's Office

and the City of Mobile. Gary was instrumental in the technical side of that project and reported that there were zero complaints from the trial.

Lastly, Commissioner Hughes stated that we have a lot of radio equipment that is aging, and we are already feeling the effects. The radio system has been live since 2015 and just this month we have had a $6,400 expenditure for repairs and we have yet to be billed for a total of 5 modules at $12,000 a piece that have failed and 7 cards at an unknown price. He stated that we are looking to probably completely overhaul the system, and we have someone putting together a bid and proposal that will be ready by November. He stated that it is a complex project but fortunately the engineer that is working on it is very well versed on what we already have in place. There are some elements that can be maintained from the existing system but there will be some things that need to be replaced. Deputy Director Jackson stated that we have an awesome responsibility of maintaining the 56 agencies in the county. He stated that the radio system has been on since 2015 but the agencies were not turned on until 2017. The base station modules at the tower sites are no longer in production and Harris will not repair them anymore so we have to replace them. He stated that we need to have a plan in place of how we are going to do that. He expanded on how there has been a push for a long time to have the larger 911 districts connected through land/mobile radio and the other districts can already do that because they are all with another provider. The options are to overhaul the existing system with the provider we already have, or we can overhaul to where we can potentially join in with the rest of the state and connect to the Alabama Interconnected Radio Network. We would have to go to a different provider to join the network. He stated that there are a lot of components we already have that can still be utilized but either way, an overhaul is approaching quickly. He asked the board if we wanted to stay where we are or take a step into the future by connecting with the other districts in the state. Commissioner Hughes stated that this would also have some interoperability with other states as well. Deputy Director Jackson stated that there are already agreements in place with Mississippi and Tennessee for interoperability as they also have a statewide radio network and potentially Louisiana as well. He stated that he knew that is something MCSO and the City are interested in due to crime and for mutual aid. Commissioner Hughes stated that the vendor is happy to come talk with the board and bring their team prior to a proposal being submitted. Commissioner McLean stated that he would like that. Commissioner Brown asked if we could extend an invitation to them to which Deputy Director Jackson stated yes, we absolutely can. This system is really advanced by taking technology into a different place and it's almost like combining an MDT and a radio. You can receive pictures, texts, and more on your radio with this new technology. Commissioner Hughes stated that it's comparable to carrying a flip phone to an iPhone in technology. Commissioner McLean stated that his only requirement is that we need to own the system and make sure that our guys know how to handle and maintain it. Deputy Director Jackson agreed with that statement and stated that that is what has afforded us the cash to be able to do things for the other agencies all this time because there is so much knowledge with our people about being able to own and maintain the system.

Emergency Medical – Commissioner Hughes reported that there was a glitch in a software issue with Mobile County EMS and there was a unilateral decision made without the board's knowledge that this software would not be covered by MCCD, and it caught them off guard. He had spoken with Mark Turner with MCEMS about this issue, and they did not have the full sum of money to cover the fee for the software, but the problem has been rectified. Commissioner Hughes made a motion that in light of MCCD's error, we reimburse MCEMS for the money they paid that we should have paid. Commissioner Brown asked what that amount is to which Deputy Director Jackson stated that it affected Mobile Fire Rescue Department as well so the amount includes theirs also. Commissioner Brown stated that he spoke with someone at MFRD and they relayed that it hit them hard also because they had not budgeted for it. He stated that he would like to make everybody whole that was affected by this decision. Deputy Director Jackson stated that MCEMS was supposed to spend $60,000 a year on the software and they were only able to pay $17,500. Mobile Fire Rescue Department pays $86,450 a year. Deputy Director Jackson stated that if we reimburse them, it would be the whole $60,000. Mr. Hartley stated that Mark was present at the meeting. Mark stated that the reason they paid less than expected was due to cost so they ended up not going with what was recommended for the fire and medical review software. Commissioner Linsley asked what the software did to which Mark responded that it is QA/QI software to ensure protocol is being followed. Commissioner McLean stated that it's to make sure dispatchers are doing what we need to do and provide a good service to the citizens. Commissioner Brown asked if Saraland was covered to which Deputy Director Jackson stated that everyone is under MCEMS except for Mobile Fire. Commissioner Linsley asked Mark how long MCCD has been paying for the service to which he responded since the beginning, which was several years back. Deputy Director Jackson stated

that this does affect service provided and communications. Commissioner Linsley asked what the total amount was to which Deputy Director Jackson stated it would be the $60,000 for MCEMS and the $86,450 for MFRD. Commissioner Hughes amended his motion to state that he wanted to make the agencies whole, seconded by Commissioner McLean, all approved.

Building/Configuration – No Report

Board Attorney – No Report

Director – Deputy Director Jackson updated the board on the CAD project. He stated that everyone knows how important this is, and it is vital for all operations. The current CAD system is by Hexagon and has aged since implementation. We were set to go live with the new system on 9/30 but there have been a lot of issues that are still being worked out and some of the agencies are still not trained. He stated that he made the decision to push the cutover date back in the name of reliability. He would like to call a meeting with all the agencies to make sure they are all getting what they need to make sure the cutover goes well. We have communicated with the agencies, and we are going to provide all the training. Commissioner McLean stated that he wants more training before the cutover to make sure everyone is ready. Deputy Director Jackson stated that that was also taken into account when deciding to push it back.

Deputy Director Jackson stated that Streetwise is a program that all departments, but MFRD use and it is almost like CAD but specifically for fire. It was discussed some time back that the capability with CAD was going to end when the cutover happened, but he wanted to inform the board that he went ahead and renewed the contract the week before last now that the cutover has been pushed back. He is going to be communicating that to the agencies, so they know that Streetwise is not going away. Commissioner Brown stated that we need to communicate that to the agencies so that there is no confusion. Deputy Director Jackson stated that maybe Mark with MCEMS can help to which he replied they absolutely can and can notify at least 22 agencies. Deputy Director Jackson stated that he went ahead and renewed because he didn't want the agencies to lose service. Commissioner Hughes stated that it was pertinent, so it was understandable. Commissioner Linsley stated that we need to have a meeting with all the agencies to ensure everyone is on board for the radio system.

Deputy Director Jackson stated that the 911 operators are the most important employees here and they are the reason for the district. He informed the board that the CTOs are the training officers for new employees on the 911 floor and we need to take care of them. He stated that he has moved to give them a 5% salary increase while they are a CTO and they will receive an additional 5% while they actively have a trainee. He then reported on the Lead Operators stating that they are the acting supervisor when the supervisor is not present. He informed them that he moved to give them a 5% salary increase while they are a Lead also. He then stated that if a CTO is also a Lead, they are compensated accordingly. Chairman Mitchell asked if he was making a report or if he was asking for a motion to which Deputy Director Jackson stated that he was just making a report and that the change had happened very recently. Commissioner Brown asked if we could have a committee to look at the promotion process to which Deputy Director Jackson asked if he wanted the committee to be made up of employees. Commissioner McLean confirmed that we currently already do merit raises to which Commissioner Brown stated that he is talking about the fact that we have some employees that are at the top of the pay scale, and we may need to see about expanding the scale to encourage longevity. Mr. Hartley stated that Commissioner McLean is the personnel committee chair so he can consider it. Deputy Director Jackson stated that it would be welcomed by employees. Commissioner McLean stated that he will work with Deputy Director Jackson on putting something together by the next meeting. Chairman Mitchell stated that we need to go back to the CTO and Lead Operator incentive and asked if they had already received it to which Deputy Director Jackson stated yes, they have already received it. Chairman Mitchell stated that he did not recall the board approving that so it may need to be ratified to have board approval in order to move on it. Commissioner Brown made a motion to ratify the raises, seconded by Commissioner McLean, all approved. Deputy Director Jackson apologized as he did not know that it needed to go before the board.

Deputy Director Jackson presented the FY 2025-2026 Budget and stated that it would need to be discussed and approved. He stated that he knew there were a lot of changes financially at this meeting if anyone had any concerns they would like to talk about. Commissioner Hughes stated that he would like to recommend to table the budget so

that we can plan accordingly for the projects discussed today. Deputy Director Jackson said that could happen, but we may need to think about it first. Commissioner Hughes stated that he didn't know if the projects discussed would be a separate section to which Deputy Director Jackson stated that it would be included but there is a section called Capital Projects and a large portion of that was being set aside for the building construction and since that is now tabled, that money can be used for other projects now. Commissioner Brown asked when the fiscal year started to which Ashley Carlisle stated October 1st. Commissioner McLean stated that we do have to have a budget approved before then and stated that we can always go back and change it to account for the new projects. Commissioner Linsley stated that he reviewed the budget that was presented to the board last month and didn't see any issues with. Commissioner Linsley made a motion to approve the FY 2025-2026 budget that was previously presented, seconded by Commissioner Hughes, all approved.

Deputy Director Jackson stated that he had several employee recognitions. The first is Gary Hand for his work on the Locution project. Gary received a letter of recognition from Saraland Fire Department for his hardwork on making the system work for them. The solution from Locution to one of the problems they were having was going to be costly for the department, but Gary did research and was able to come up with a solution for roughly $100. Gary received a certificate of recognition and a service recognition pin. The second employee to be recognized was Cynthia Burt. Cynthia was recognized by one of her coworkers for handling a 911 call exceptionally well. She used her good judgement and intuition to help a distressed veteran in a crisis, and the caller was able to get some resources that may help them in the future. Cynthia received a certificate of recognition and a service recognition pin. The final employee to be recognized was Tyler Crum. Tyler is the GIS Administrator and has 10 years of service with MCCD. He has played a vital part in the CAD system upgrade. Tyler was presented with a service pin.

Old Business – Commissioner Hughes stated that this isn't old business but asked the Deputy Director to review the proposal for the crime center to which Deputy Director Jackson stated yes, absolutely. Commissioner Hughes asked if he could go ahead and review it so that the board could vote on it as the quote is only good until the 24th. Mr. Hartley stated that he didn't think the board could vote on it as it wasn't included in the packet. Deputy Director Jackson stated that negotiations were happening until late the day before and that is why it was not included in the packet. Mr. Hartley encouraged the board to consider the AG's opinion to which Commissioner Hughes stated yes, and Deputy Director Jackson stated that it's all off of state contract. Mr. Hartley stated that the board does need to have 2 days' notice on items and Chairman Mitchell requested that we request the quote be extended so that it can be reviewed and then go from there.

New Business – Chairman Mitchell stated that we need to elect officers for the upcoming year. Commissioner Linsley made a motion to keep the officers the same for the next year, seconded by Commissioner McLean, all approved.

Commissioner McLean stated that sometimes the board has to make difficult decisions for the district and with that being said, he made a motion to terminate Director Roy Hodge effectively immediately, Commissioner Hughes seconded, all approved. He stated that he would like to give him a proper severance package through the end of 2025. Commissioner Hughes made a motion to make Deputy Director Jackson the Interim Director, seconded by Commissioner Brown, all approved.

Announcement – Next board meeting to be held on October 16, 2025.

Adjournment – The meeting adjourned by 10:38 AM.

Respectfully Submitted:

Pat Mitchell, Chairman

Hayley Clough, Recording Secretary