MOBILE COUNTY COMMUNICATIONS DISTRICT
BOARD OF COMMISSIONERS
Minutes of November 20, 2025

Commissioners Attending:

Pat Mitchell
Timothy Hughes
Eric Linsley
Chris McLean
Donnie Brown

Staff Attending:

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

The REGULAR board meeting of the Board of Commissioners was held on November 20, 2025, at the Mobile County Communications Center.

Call to Order – Chairman Mitchell called the meeting to order at 9:01 AM. Commissioner Linsley opened the meeting in prayer.

Approval of Minutes – Commissioner Brown made a motion to approve the minutes from the October 16, 2025, meeting, seconded by Commissioner McLean, all approved.

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

Personnel – No Report

Planning – Commissioner Brown had representatives from the Mobile County Personnel Board do a presentation on CritiCall. Mr. Adam Bourne spoke about how the Mobile County Personnel Board's Civil Service Division has dispatchers from Mobile Fire Rescue Department, Mobile Police Department, and Mobile County Sheriff's Office. They want to start doing testing for these dispatchers during the pre-employment process to possibly wash out candidates that will not work out. He stated that dispatchers have a hard job to do and this testing can help assess if the applicants are capable of handling the job. This testing software is used by many agencies across the Country. He showed a clip that was a scenario 9-1-1 call and how the testing looked. He stated that it is recommended that applicants complete four modules during the screening. He estimated that the cost of the software is roughly $20,000 a year and they plan to try it out for at least a year and a half. His reason for bringing this to MCCD is that he wanted it known that dispatch applicants are being tested and also wanted to know if MCCD would be interested in a partnership to allow us to use the program for our own screenings. He stated that the personnel board is happy to help MCCD even though we do not fall under them as we are all serving the public in various ways. Commissioner Brown asked what the cost would be to which Mr. Bourne stated that he would be interested in a financial partnership if the district wanted to but also open to absorbing the whole cost of the program. Commissioner McLean asked if Mr. Bourne said it would cost roughly $20,000 to which he responded yes that that is a good faith estimate of cost as the quote is determined by the number of vacancies and then it is billed by how many times it has been accessed. Commissioner Linsley asked if the personnel board had already implemented this to which Mr. Bourne stated that they have not yet because they have been a little behind but that may have been a good thing to be able to get the agency's input. Commissioner Linsley asked if this would be open to all public safety agencies in the county to which Mr. Bourne stated yes, he would open it up to all agencies regardless of if they are under the personnel board or not. Commissioner McLean stated that the program is a great tool for public safety agencies and dispatching and wanted to move to pay the $20,000 to which Commissioner Brown stated that that would not be our cost as that was the cost of the whole system. Commissioner McLean then asked if we could justify paying for the whole thing to which Mr. Hartley stated that the board can only spend funds on certain costs for dispatchers for other agencies, and he does not believe this falls under that. He stated that there is an AG's opinion that references more about that and could not quote it directly but stated that it mentions that you need a certain delineation of what you're paying for. Commissioner Linsley stated that we could pay a portion and maybe do a pro-rata share with the personnel board based on the amount of call takers we have interviewing and that is the cost that we could contribute

to it. Interim Director Jackson stated that he thought this was a great idea to be able to give candidates a better idea of what the job might entail. He stated that this may save on effort and resources put into applicants by giving them a glimpse into what the job may be like. Commissioner Hughes stated that we may recoup some of the costs by mitigating those losses by eliminating candidates that may not work out. Commissioner Linsley requested that Interim Director Jackson look into it and could present it to the board with a good cost-sharing effort. Chairman Mitchell concurred with that statement. Mr. Bourne stated that they are working on adding a portion into the questionnaire about working night shift and other questions regarding the schedule.

Communications – Commissioner Hughes stated that we have started receiving the previously approved hardware from Motorola and there will be a meeting with Sgt. Austin later today to get the Aware System up.

Emergency Medical –No Report

Building/Configuration – No Report

Board Attorney – No Report

Director – Interim Director Jackson recommended approval of a contract with 911Consult in the amount of $1,750 per month. He reported that this consultant is Lee Moore and he specializes in technology for 911 and our IT department consults with him regularly. Commissioner Hughes made a motion to approve the contract, seconded by Commissioner Brown, all approved.

Interim Director Jackson recommended approval of a quote from Communications International for radio equipment in the amount of $88,246.85. He stated that we do maintenance on radios and the radio system often and there are lots of parts and equipment that are needed for this. Commissioner Brown made a motion to approve the quote, seconded by Commissioner McLean, all approved.

Interim Director Jackson discussed the P-25 radio system with the board and stated that we have 56 agencies on our system currently. The system was turned on in 2015, and the agencies were added in 2017. He commended the radio department for maintaining the system as well as it has been for the 10 years it has been turned on. He stated that the base stations, Harris Master 5s, are getting close to end of life and Harris does not repair these modules anymore. The parts to repair the modules are very expensive and we have a significant amount of equipment. If we have a failure, we have to purchase new equipment and not just repair it anymore. He informed the board that we need to start making a plan to replace this equipment because eventually, Harris will stop supporting it. His recommendation is to find someone to create an RFP to do a complete overhaul and some upgrades to the system. He met with Baldwin County and would like to combine our system with their system for interoperability. These types of capabilities are what we look at when doing an overhaul. He would like to find a third party to create a document within best industry practices following state law in the process. The first step is to create an RFP that Mr. Hartley is comfortable with. Commissioner Brown asked who would do this to which Interim Director Jackson stated that there are a few options, but LMR is very familiar with the state of Alabama, but any reputable and knowledgeable company could do it. Commissioner Brown asked if the board should create a committee to which Interim Director Jackson stated that he is very open to that and thinks we should because it's a huge undertaking. Commissioner Hughes asked if the fees for the different companies are similar to which Interim Director Jackson responded yes, they are similar, but he encouraged the board to use a third party to create it. Commissioner Brown agreed and stated that we should be very open and transparent. Chairman Mitchell stated that Commissioner Hughes, Commissioner Linsley, and Commissioner McLean would be appointed to the committee and be the advising board. Commissioner Hughes asked if everyone was good with forming an RFP and all responded yes. Commissioner Linsley stated that an RFP should be a professional service and that doesn't have to be bid on. Mr. Hartley agreed and stated that the board does not have to bid. Commissioner Linsley stated that from there, the RFP is created and is put out and bid on and then the work can begin. Commissioner Hughes stated that he has attended meetings with Interim Director Jackson and other agencies across the state and they are very excited about the idea of being statewide. Commissioner Brown asked if the board could have someone attend these meetings across the state to keep us in the loop to which Commissioner Hughes responded that he spends a lot of time in Montgomery and can attend them.

Commissioner Linsley stated that it seems like going with LMR is a great choice because they are already working with some of the agencies in the state and he requested Interim Director Jackson to set a meeting with them.

Interim Director Jackson recommended approval of an employee retirement request. He stated that Lin Scott is a supervisor on the 911 floor and she is retiring on February 26, 2026. She has requested to be paid out her remaining PTO balances on a bi-weekly basis like a paycheck instead of a lump sum payment as she has a significant amount of time and he informed her that this request would have to be approved by the board. Commissioner Linsley asked what the payout was to which Interim Director Jackson stated it may change slightly but she has 481 hours of vacation and 626 hours of sick leave, and he would have to calculate that at her current rate of pay but did not have those figures at the moment. Commissioner Hughes asked if it would be no benefits, only pay, to which Interim Director Jackson responded yes, it would just be paying her out her time bi-weekly, receiving payments until her time ran out. Commissioner Brown stated that if Mr. Hartley didn't see a problem with it, he did not either. Commissioner Linsley asked if Ashley Carlisle was in attendance and Interim Director Jackson informed them that she was attending by phone. Commissioner McLean asked if there was anything in the HR book that says anything about this to which Interim Director Jackson stated no, there is not, that is why it is coming before the board. Commissioner Linsley asked Ashley what the total payout was to which she responded that she does not have the answer at this time. Commissioner Linsley then asked Ashley if withholdings would be pulled out every time if the request was approved to which she responded yes. Hayley Clough stated that the withholdings would be pulled out either way if it was a lump sum or bi-weekly. Commissioner Brown asked if she would still be considered employed if she is receiving a check to which Ashley stated that that is correct, and she will still be contributing to retirement as well as long as she is on the payroll. Hayley stated that she would still be on the payroll to which Commissioner McLean stated that she would just be burning her sick and vacation time and Hayley responded yes. Hayley stated that her benefits would pretty much remain the same as we would be paying for her retiree insurance anyway. Commissioner Brown asked if she would still be employed until her time ran out to which Hayley responded yes, and then she would officially retire at that time. Commissioner McLean stated that it seemed that she had enough time to burn from now until February and Interim Director Jackson stated that she would stop working on February 26 and Hayley added that her time off would get her through next summer. Hayley stated that Lin has the date of February 26, 2026, in mind to retire or stop working, and then from there she would use her paid time off until it hits zero. She is just requesting now to prepare for February. Commissioner McLean stated that she is not burning from now until February but that she wants to burn from February to the summertime to which Hayley responded yes. Commissioner McLean stated that it would just be paying her vacation time every two weeks and Commissioner Hughes stated that we would be paying the time either way. Chairman Mitchell requested to table this request until Mr. Hartley can look into this further. He stated that he would like us to do our due diligence into making sure we can do this, but he is not opposed to it. Commissioner Linsley stated that he would like to see the figures for the payout and requested that Interim Director Jackson email those to the board.

Interim Director Jackson recommended approval of the employee retention incentive. He stated that Ashley had calculated the figures he talked to the board members about previously and it includes two options. He said that this is different from what is typical because we have excess funds in the personnel budget from last year, so this is a one-time addition to what we normally do. He reported that the funds are from what was originally budgeted for this year as well as excess funds. Commissioner Hughes asked if this surplus was due to the Deputy Director position being vacant to which Interim Director Jackson responded that it was that as well as other positions that have not been filled at the same salary. He stated that the excess has accumulated over the last few years. Commissioner McLean asked what the two options were to which Interim Director Jackson pointed them out on a handout. Commissioner Brown stated that it has been a stressful few years and the employees should be rewarded. Commissioner McLean stated that he liked that we are rewarding the employees that have been here longer more, and it gives the employees that have been here less more incentive to stay here. He asked if the board wanted to go with one or two. Chairman Mitchell stated that we will do a yay or nay vote for each option to which Commissioner McLean asked which one was option one. Commissioner Linsley stated option one is the 22 people at $2,500, 14 people at $1,000 and eight people at $500 and option two is $3,500 versus $2,500 and that was the only difference. Chairman Mitchell called a roll call vote for each one. Option one roll call vote taken, only Commissioner Linsley was in favor. Option two roll call vote taken, Commissioner McLean, Commissioner Brown, Commissioner Hughes, and Commissioner Linsley were all in favor. Option two passed.

Interim Director Jackson updated the board on the CALEA accreditation process. He stated that MCCD is now officially accredited and is the only 911 center in the state of Alabama to hold this title. He thanked Dakota Vest-Wright for her hard work on getting accredited. He reported that it was a positive process and brought about changes to some things for the better. Commissioner Hughes made a motion to issue a press release regarding the accreditation and Mr. Hartley informed him we do not need a motion for a press release. Interim Director Jackson stated that we can issue a release. Commissioner Brown stated that we should have a reception before Christmas. Chairman Mitchell asked all 911 employees to stand for a round of applause as this work cannot be done without them.

Old Business – Commissioner McLean asked where we were with CAD to which Interim Director Jackson reported that this project has been in the works since 2022 and that we have officially cutover to the new system. He stated that the new system is incredibly complex and everyone worked really hard to get here. He stated that 911 has really become the hub for public safety in Mobile County and stressed how big of a deal having 37 third party integrations that the agencies use to serve the public is. He stated that the CAD system has so many functions including providing case numbers for police reports. The CAD system will continue to receive updates and tweaks to the system as time goes on but we shouldn't have to do another upgrade anytime soon. He informed the board that two of the major problems have been fixed and there are solutions in the works for the remaining issues. There is a major patch going out next week with fixes.

New Business – Commissioner Linsley asked if the board could discuss the director's employment agreement that Mr. Hartley created. He stated that he had a question regarding the director's vacation accrual and asked what the MCCD handbook stated to which Interim Director Jackson stated that it caps out at a certain number and then you can roll over. Hayley stated that the maximum is 480 hours. Commissioner Linsley suggested keeping it the same as the handbook. Mr. Hartley stated that the contract is a very down-the-middle employment agreement and that Alabama is a fire at will state. He stated that the biggest difference is that the handbook doesn't apply to this position. He stated that if the board wanted an agreement that that is fine, but he felt that he should inform the board that it does not add a lot of value. Commissioner Brown asked what length, 3 years? To which Commissioner Linsley stated that that is a good question. Commissioner Brown stated that there is a start and end date listed in the contract so the board would have to renew it at the end date. Commissioner Hughes stated that this doesn't seem much different than regular employment to which Mr. Hartley stated that you could use this agreement for the director or deputy director positions. Commissioner Hughes stated that it may be easier to just carve out of the handbook for this position to which Mr. Hartley responded yes, and much cleaner. Commissioner Linsley stated that he just wanted to discuss.

Announcement – Interim Director Jackson invited the board to our Thanksgiving lunch being held on Tuesday at 11:00.

Commissioner Brown invited the board to the special needs ballpark on December 15th at 9:30 to watch the 68 Ventures Bowl players participate in a game with special needs players.

Next board meeting to be held on December 18, 2025.

Adjournment – Commissioner Brown made a motion to adjourn, seconded by Commissioner Hughes, all approved. The meeting adjourned by 10:01 AM.

Respectfully Submitted:

Pat Mitchell, Chairman

Hayley Clough, Recording Secretary