MOBILE COUNTY COMMUNICATIONS DISTRICT
BOARD OF COMMISSIONERS
Minutes of December 18, 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 December 18, 2025, at the Mobile County Communications Center.

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

Approval of Minutes – Commissioner McLean made a motion to approve the minutes from the November 20, 2025, meeting, seconded by Commissioner Hughes, all approved.

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

Treasurer Linsley read a motion regarding earmarking funds for the radio modernization project. "The Mobile County Communications District recognizes the necessity of modernizing its radio system to enhance operational efficiency and ensure the safety and effectiveness of emergency communications within Mobile County. The MCCD Board acknowledges the significant financial commitment required for the successful implementation of the proposed radio modernization project, anticipated to commence in 2026; Therefore, I make a motion that the MCCD Board hereby earmark, pledge and otherwise encumber those funds currently held in the MCCD account at Raymond James (ending in 0293) and at Renasant Bank (ending in 8542), in the approximate aggregate amount of $7,735,573.00 specifically for the aforesaid radio modernization project; Further, that these earmarked funds shall not be sued for any other purpose; Further, that all funds in account ending in 8542 at Renasant Bank be liquidated at maturity of the existing certificate of deposit and subsequently transferred to the existing Raymond James account ending in 0293 to be held in accordance with this Motion. This motion is presented for consideration and immediate vote." Commissioner Hughes seconded this motion and all approved.

Personnel – No Report

Planning – No Report

Communications – Commissioner Hughes stated that there is a lot going on with communications. Gary Hand has been engaged with Motorola working on our portion of the project discussed previously and implementation of the real time crime center. He is documenting inventory and having weekly calls to get ready for implementation. Commissioner Hughes stated that Interim Director Jackson would be discussing the aging phone system later. He also stated that the RFP for the radio system should be completed by next board meeting. Interim Director Jackson stated that it is being worked on and it is very complex. Once completed, he wants to present it to Mr. Hartley, then the board, and then the board can vote on it.

Emergency Medical –No Report

Building/Configuration – No Report

Board Attorney – No Report

Director – Interim Director Jackson recommended approval of a payment to Quality Recording Solutions for our recorder in the amount of $59,784. He stated that we record all traffic and calls and regularly get subpoenaed for those records. Commissioner McLean made a motion to approve the payment, seconded by Commissioner Brown, all approved.

Interim Director Jackson stated that the RFP for the radio system is in progress and we are just waiting on input from various vendors about how to craft certain parts. He stated that we are wanting to speak with the vendors about technical parts and that these things need to be specific in the RFP.

Interim Director Jackson updated the board on some of the aging MDTs currently still in service. He stated that we issued MDTs to the agencies starting roughly 7 years ago. These MDTs are basically the rugged laptops first responders use in the field, and it is how they access our CAD system. It was a tremendous project, and it allowed the agencies to all have the same access to our system and made support more streamlined. The first agency to receive MDTs from us was the City of Mobile and their MDTs are now 7 years old and need to be replaced. He stated that the MDTs are directly related to 9-1-1 call dispatching and there was a quote included in the board packet for them. He stated that he originally wanted to include police and fire in this wave of the project, but fire is going to need a different piece of equipment than an MDT and therefore, a separate quote will be coming to the board once it's prepared. He stated that this is part of the cornerstone of operations for dispatching and he would like to request that we replace all of Mobile Police Department's MDTs now. He stated that theirs are the most crucial because theirs are the oldest with other agencies like Mobile County Sheriff's Office only being 5 years old. He also does not want to replace all MDTs at the same time going forward and would like to have a 5-year plan to roll out replacements but replace a different agency at least every year. Commissioner Hughes asked if there was any salvage to get from the old ones to which Interim Director Jackson stated that there is, but the amount is so low because they are so old. Commissioner McLean asked if we are looking at trading in or listing on GovDeals to which Interim Director Jackson stated that we are going to go for whatever is the best deal and that we don't actually know what we can get for them on a trade in because of the age and that they want us to get the old MDTs for assessment and then they will give us a quote. He stated that he would like to have a 5-year plan for replacement and budget for it going forward. Doing this causes us to not have to spend so much at one time on the replacements. Commissioner McLean asked if the docking stations would work with the new ones to which Interim Director Jackson stated that the quote includes docking stations for replacement because we are going with a different model that will work better for the agencies' needs. Commissioner Brown made a motion to approve the quote, seconded by Commissioner McLean with the caveat to produce a 5-year plan for replacement. Interim Director Jackson stated that the quote was for 225 MDTs and Commissioner Brown asked if that number was for the whole fleet to which he responded yes, that that 225 is the whole fleet. Interim Director Jackson also stated that he heard Mr. Hartley ask about fire earlier (not during open discussion) and stated that this was just for MPD as fire will be coming back with a separate quote with a different solution for them. He believes that they want to move forward with a tablet option as they don't do a lot of typing in the trucks, but that quote was not ready to be presented today. All approved of the motion.

Interim Director Jackson updated the board on the aging 9-1-1 phone system. He stated that the existing phone system was installed in 2017 and it has aged significantly. The system is now beyond repair and it's our direct connection with the public as well as the state ANGEN network. He reported that we did have a phone outage, but it was fixed quickly but technology has progressed since 2017 to need this upgrade. He stated that he did not have any numbers or a recommendation at this time, just looking for the board approval to engage Lee Moore to help build an RFP. Commissioner Linsley stated that the board did not need a motion to work on it and since he's already on retainer, to go ahead and have him proceed with moving forward.

Interim Director Jackson stated that our building is also aging, and he is asking the board for permission to do some light renovations. He is discussing painting, flooring, lighting, HVAC, roof repairs, and other various things. He stated that some renovations would require some of the call floors to be shut down and we would move sections doing 1 quad at a time to EMA to keep operations going. He stated that we would also be replacing the dispatch furniture and other things while the spaces are empty. He stated that we can no longer buy parts for the dispatch consoles and they need to be replaced. He stated that he is just looking for the board's blessing to work with an architect to get these plans made. Commissioner McLean asked if his plan was to start front to back to which Interim Director Jackson stated yes, because the front building is older than the back building. Treasurer Linsley stated that this would be a good time to do a facility assessment of the structural, electrical, and plumbing aspects.

Interim Director Jackson requested amending the holiday schedule to include Friday, December 26 as a holiday. The City of Mobile and the State of Alabama have amended their calendars to reflect this date as well. Commissioner Hughes

stated that the County has included it also. Commissioner McLean made a motion to approve the amendment, seconded by Commissioner Brown, all approved.

Interim Director Jackson recognized the IT Department for their hard work on the CAD system upgrade. He stated that this was a huge undertaking and they worked hard on the project. He commended Ryan Lanier, Brandon Bray, Tony Holley, and Leah Lucky for their hard work and expressed how grateful he was to have good employees.

New Business – No Report

Old Business – Interim Director Jackson stated that a long-standing employee that is retiring soon has requested to be paid out for their paid time off balances on a bi-weekly basis rather than a lump sum payment. He stated that she would have to stay on the payroll for this to happen and would still have retirement contributions. He stated that the board would need to approve this request due to it being different than what is outlined in the handbook. Commissioner McLean asked what the balances were to which Ashley Carlisle responded that the employee has 481 hours of vacation and 469 hours of sick leave. Commissioner McLean stated that they have had times where an officer retires with an influx of paid time off that they had to break it down and pay bi-weekly due to the agency not having the available funds for a payout. Interim Director Jackson stated that we currently do not have a plan to pay out bi-weekly so that is why it has come before the board. Mr. Hartley stated that approving this request will set a precedence and the board will have to have a compelling reason to not do it the next time it is requested. He stated that from a liability standpoint, there will be a person that is presently here but not working and that if the board was asking for his opinion, he would recommend not approving the request due to the unknown. He stated that setting this precedent would require the board to make a tailor-made retirement package for all retirees moving forward and that he was not sure if the reason for the request was due to tax issues or not. Treasurer Linsley stated that there are ways to avoid that by rolling it into an IRA or something else and asked if this needed a vote to which Mr. Hartley stated that if the board was going to approve the request, then yes because it would be changing the practice already set in place. If the board was not going to approve it, then no vote is necessary and will be handled as already outlined. Commissioner McLean stated that it sounds like the board had their answer and thanked Mr. Hartley for his input. Treasurer Linsley asked Interim Director Jackson to let the employee know.

Treasurer Linsley stated that he worked on the earmark motion with Mr. Hartley, Interim Director Jackson, and Ashley.

Commissioner McLean asked that when dividing the building renovations, can different projects be prioritized to what needs the most work and what are things that we want done to which Interim Director Jackson stated that that was the plan. Treasurer Linsley stated that it would be a great time for mechanical, electrical, structural, and plumbing upgrades if needed.

Commissioner Brown thanked Interim Director Jackson and crew for bringing the PSAP truck and mobile tower to the Miracle League of Mobile for the 68 Ventures Bowl.

Announcement – Interim Director Jackson invited the board to our Christmas lunch being held tomorrow at 11:00.

Next board meeting to be held on January 15, 2026.

Adjournment – The meeting adjourned by 10:01 AM.

Respectfully Submitted:

Pat Mitchell, Chairman

Hayley Clough, Recording Secretary