**MOBILE COUNTY COMMUNICATIONS DISTRICT**
BOARD OF COMMISSIONERS
Minutes of February 19, 2026

***Commissioners Attending:***

Pat Mitchell
Donnie Brown
Chris McLean
Eric Linsley
Frank Cassady
Brina Bolden
Timothy Hughes

***Staff Attending:***

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

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The REGULAR board meeting of the Board of Commissioners was held on February 19, 2026, at the Mobile County Communications Center.

***Call to Order*** – Chairman Mitchell called the meeting to order at 9:00 AM. Commissioner Linsley opened the meeting in prayer. Chairman Mitchell welcomed new members Brina Bolden and Frank Cassady to the board.

***Approval of Minutes*** – Commissioner Brown made a motion to approve the minutes from the January 22, 2026, meeting, seconded by Commissioner Hughes, all approved.

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

***Personnel*** – Commissioner McLean stated that he would like to make Interim Director Jackson the permanent Director. Commissioner Brown made a motion to make Interim Director Jackson the Director staying at the same salary step of L, seconded by Commissioner Hughes, all approved. Commissioner Linsley added that Director Jackson stepped up into leadership and really rallied with the CAD system and made a huge effort with the agencies and he is confident in his abilities to lead this organization. Commissioner Brown stated that not only has he proven himself in the technical aspect but also in the political aspect with the recent house bill. Commissioner Hughes added that he really rallied agencies across the state to work on the house bill.

***Planning*** – No Report

***Communications*** – Commissioner Hughes reported that the radio system RFP in is progress and that it may be ready by next month. He stated that it is very complex and they want to make sure everything is correct. He would like to reconvene the radio subcommittee to review before coming to the board.

Commissioner Hughes reported that the phone system RFP is almost complete. Mr. Hartley is giving it a final review.

Commissioner Hughes reported that the tower site at Children's and Women's has had some hiccups with Communications International regarding antenna placement. He stated that they are working on it but basically, they want more money.

Commissioner Hughes stated that the radio equipment that was ordered has been received and is being installed under Gary Hand.

Commissioner Hughes reported that the equipment for the Aware system is ready, we are just waiting on the fiber connection.

Commissioner Hughes reported that Director Jackson went to Montgomery yesterday and met with the committee about House Bill 268. He stated that it has passed the house and is moving through the senate. He stated that he was able to get it watered down but would still like it to get squashed.

***Emergency Medical*** –No Report

***Building/Configuration*** – No Report

***Board Attorney*** – Mr. Hartley stated that we need to amend the handbook to carve out the director and deputy directions positions to be at will employees. Commissioner McLean made a motion to approve the handbook change, seconded by Commissioner Linsley, all approved.

***Director*** – Director Jackson recommended approval of a payment to Rave Mobile Safety for Rave Alert and Mobile Reach in the amount of $66,580. He stated that this is the texting alert system we pay for for the county and this is also our connection to IPAWS. He stated that EMA uses this service as well. Chairman Mitchell asked if we pay for this solely or does EMA pay a portion of this to which Director Jackson stated that there was a gap in public notification with the outdoor sirens, so we took it over a few years back. Commissioner Cassady stated that he thinks it's important that we keep this going. Commissioner McLean made a motion to approve the payment, seconded by Commissioner Hughes, all approved.

Director Jackson recommended approval of the 36-month copier lease from Xerox in the amount of $257.76 per month. Commissioner Brown made a motion to approve the lease, seconded by Commissioner Hughes, all approved. Commissioner Linsley stated that this lease is under state contract as well.

Director Jackson reported that he is still working with LMR on the RFP to overhaul the radio system. He would like the radio subcommittee to meet to do a review. He stated that there are currently three different options at hand with maintenance, costs, and capabilities. He would like the subcommittee to decide which direction we would like to go in and then come back to the board. He is confident in all three options but does prefer one over the others. He stated that this involves a lot of research and which option is picked will determine how the RFP is written and there are lots of things to think about with different vendors and equipment.

Director Jackson updated the board on the phone system RFP. He stated that the Solacom system is from 2016 and the IT Department has done a great job keeping it going. He stated that the RFP was worked on by us at 911 and Lee Moore and is currently being reviewed by Mr. Hartley. It will hopefully be ready to go by the end of this week. Commissioner Linsley asked if the board would get to review it after Mr. Hartley because he would like to see it. Director Jackson stated that the board has already approved it but they absolutely can if they wish and he can hold it for board review before sending it out. Commissioner Linsley stated that we don't need to hold it, he would just like to see it. Mr. Hartley stated that he is just working on language in the RFP about the maintenance down the road in year 2, 3 or 5 or whatever it may be because there's no cap on what they can charge in the contract. They may have a figure on the front end for maintenance costs but not the costs down the road. He is trying to tighten the language on the reoccurring costs so that Ashley can budget for it in the future. Director Jackson stated that the board will receive a copy once Mr. Hartley is finished with it.

Director Jackson stated that the CAD system upgrade was an extremely critical situation and our 1st responders use it daily and it is extremely important for public safety operations. He stated that the IT Department worked diligently on the project, and they even made sure to have staff here around the clock during the process of cutover. He stated that he would like to request to work on an incentive plan for them as good employees should be rewarded.

Director Jackson stated that MCCD is the first 911 district in the state to achieve CALEA accreditation and many employees put in the work towards accreditation, especially Dakota. We had to rework a lot of the internal operations for the better. He invited everyone to come to the County Commission meeting next

Wednesday at 10AM to be recognized for the accreditation. Commissioner Hughes stated that this is a huge deal and something to be proud of and Commissioner Linsley stated that everyone's efforts should be recognized.

Director Jackson gave an update on the building renovation project. He stated that the architects spent a whole day out here going over everything. He stated that the building just needs some TLC and they have developed a plan to move a section of operations to EMA at a time for renovations. There are no major issues but doing a refresh to increase the quality of life for those that work here is important. He stated that he wants to do this quickly and efficiently and the architects took measurements and 360-degree photos to develop a solid plan. Commissioner Brown stated that he wasn't sure if there was a plan for furniture yet, but the Alabama Department of Corrections makes furniture if we wanted to look into that to which Director Jackson responded that dispatch furniture is kind of specific but will look into that for other furniture.

Director Jackson gave an update on House Bill 268. He met in Montgomery yesterday and has made some headway. He coordinated a meeting with other districts across the state to work on this and most agree that Montgomery does not need to control individual districts. 911 districts across the state came together to work against this including local municipalities. He stated that this bill came from Montgomery because functionally, Montgomery is a lot lower of a standard. There was an incident where Legislators were at a meeting when someone collapsed, and they were on the phone with 911 for over 10 minutes and it took an additional 18 minutes for response. He stated that this was a poor effort for a personal incident. Mr. Hartley and Mr. Mattei worked very hard to get 95% of the language removed that we did not like and worked with local delegation to get that done. The state authority over 911, the validation of the local boards, and even language like "under the authority of the state board" were all things that were removed. Things like reporting crime statistics were also removed because as the 911 district, we don't have those statistics to report. Records of reporting only belong to the agency that responded. Director Jackson went to the Alabama State 911 Board to see how much they were involved in this. He stated that he and the director in Birmingham headed up the efforts to find a resolution and the Birmingham director went to a working session to confront the board directly. They were hesitant at first, but they did end up putting this topic on the agenda for the State Board meeting to address and they said they were not involved but did find out about it before the districts did and admitted to a lack of communication. Director Jackson stated that this bill is currently in the senate and does not have a partner bill. He stated that if what is in the bill now passes, it will not be a direct threat to us, but we do still want it to get squashed. Commissioner Brown stated that he would like the whole delegation to come out here and see what we do here and learn about our operations. Commissioner McLean stated that there are no statewide standards for dispatchers, so it is hypocritical to say districts have to meet these criteria they set when there is no standardized training for dispatchers across the state. Mr. Hartley stated that the bill passed out of the committee yesterday and is headed to the senate floor and looks to be on track to pass. Director Jackson stated that most of the hurtful language has been removed as of this point.

Director Jackson recognized an employee for a milestone year of service. Jenni Bodiford has been with MCCD for 10 years this month. She was presented with a service pin.

Director Jackson recognized the retirement of Team Supervisor Linda Casoria-Scott. Lin has been with MCCD for 16 years and 9 months and she is retiring at the end of the month. She was presented with a plaque and a cake.

***Old Business*** – No Report

***New Business*** – Chairman Mitchell stated that the board needed to appoint a new Vice Chairman since the position has been vacant for some time. Commissioner Hughes nominated Commissioner Linsley to serve as Vice Chairman, seconded by Commissioner McLean, all approved. Chairman Mitchell stated that we would need to fill the vacant Treasurer spot now that Commissioner Linsley is the Vice Chairman. Commissioner Hughes nominated Commissioner Cassady to serve as Treasurer, seconded by Commissioner McLean, all

approved. Chairman Mitchell appointed Commissioner Bolden to serve as the head of the Building/Configuration committee, she accepted and asked if more information could be given to her after the meeting.

***Announcement*** – Next board meeting to be held on March 19, 2026.

***Adjournment*** – Commissioner Brown made a motion to adjourn, seconded by Commissioner Hughes, all approved. The meeting adjourned by 9:42 AM.

Respectfully Submitted:

Pat Mitchell, Chairman

Hayley Clough, Recording Secretary