MOBILE COUNTY COMMUNICATIONS DISTRICT
BOARD OF COMMISSIONERS
Minutes of April 16, 2026

Commissioners Attending:

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

Staff Attending:

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

The REGULAR board meeting of the Board of Commissioners was held on April 16, 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. Director Jackson read a proclamation designating April 12-18, 2026, as National Public Safety Telecommunications Week and recognized the employees for their hard work and dedication.

Approval of Minutes – Commissioner Brown made a motion to approve the minutes from the March 26, 2026, meeting, seconded by Commissioner Hughes, all approved.

Personnel – No Report

Planning – No Report

Communications – Commissioner Hughes updated that board on the radio system RFP that was discussed in last month's meeting. He stated that not a lot has changed and LMR is roughly 40%-50% through preparation. There has been a small delay due to one of the major contributors having a family emergency. Director Jackson stated that it should be ready by next month's meeting. He stated that the interfacing of the consoles to Motorola Solutions has been completed. Gary Hand reported that Verizon would be here next week to finish the connections and we will be live with this portion of the project when that is finished.

Commissioner Hughes reported that he would have something under new business that would have a need to go into executive session.

Emergency Medical –No Report

Building/Configuration – Commissioner Bolden reported that there would be something under old business that was discussed in the last executive session.

Board Attorney – Mr. Hartley brought before the board discussion about debt servicing for the radio project. He reported that the cost of the radio project is going to be more than the cash the district has available so the board will need to do some financing. After working on the last radio project, the financing was at a high cost back then so when it comes back next month, he believes the board is obligated to shop around for the best rate.

Treasurer Report – Commissioner Cassady presented the March claims list. Commissioner Brown made a motion to approve the claims list, seconded by Commissioner Hughes, all approved.

Director – Director Jackson recommended approval of a revision to the MCCD handbook. He stated that it was a small change to the language and would like to ask the board to update. Commissioner Linsley asked if this was additional or just a change of language to which Director Jackson stated that it is just changing the language to reflect our mission here as the language before was a lot more broad. He stated that the section to change was in the goals and objectives and wanted to update it to align with us more.

Director Jackson recommended approval of bid #2026-01 to InDigital Vesta 911 for the 911 call handling system. He stated that the prior phone system was installed in 2014-2015 and the phone system is our connection to the public and the state ANGEN network. The board allowed us to put out the bid, and we worked with our consultant, Lee Moore, to craft the RFP and then he handled the bid process. We received a number of bids, and Lee knows our specific needs as a large district which also serves many other agencies. Director Jackson stated that smaller districts can use an internet-based system but that is not the best practice for us. He stated that it is best that we own and handle the equipment here on site. Several vendors were disqualified due to being internet-based even though we specified in the RFP that that was not what we were looking for so we were left with just a few and they were disqualified for various other reasons as listed on the bid tabulation in the packet. He reported that there is only one vendor that meets the specifications and that vendor is Vesta 911. He stated that the RFP was done in line with many other bid processes from across the state. Commissioner Brown asked if Mr. Hartley has reviewed the contract to which Director Jackson stated that this is just awarding the bid to a vendor and Mr. Hartley stated that there is no contract yet and this is not binding you to anyone just yet. Commissioner Cassady asked if we had spoken with anyone else who was using them to which Director Jackson stated yes that they are the most widely used phone handling system and they are actually a Motorola company. Commissioner Hughes stated that this is a phone system specifically made for 911. Commissioner Linsley asked if the total cost was over a five-year period to which Director Jackson responded yes, that that amount would not be paid up front and that it would be paid over a five-year period. Commissioner Linsley asked if we had the financing for this to which Director Jackson responded yes, we have the capital for it and would not need to borrow. Commissioner Brown stated that it would be about $1.5 million based on the bid sheet to buy it and Commissioner Cassady added that the $258,000 would be maintenance to which Director Jackson responded yes. He stated that the board may have some questions about that since all the maintenance so far has been done in house but because this is tied to the ANGEN State 911 network, they are very specific about who can work on this, so we ended up having to have a maintenance contract. Commissioner Linsley made a motion to award bid #2026-01 for a five-year total of $2,628,342 and to have Mr. Hartley review the contract and negotiate with the vendor to ensure conditions are favorable for us then have Director Jackson sign, seconded by Commissioner Hughes. Commissioner Brown asked if the contract would be brought back before the board to which Mr. Hartley responded yes, this would have to be approved after review and then Director Jackson can execute it. All approved.

Director Jackson stated that the IT Department has been working a lot lately with all the CAD system problems and they have faced an extreme increase in workload because of that. They are also about to be busier because of the implementation of the new 911 phone system as well. He is requesting a few things from the board for the IT Department. The first is to open an additional position of a System Administrator II, this person would be a midlevel system administrator. Because of the extreme workload and responsibility, he would like to compensate them with a 5% pay increase to all in IT except the IT Operations Director. Lastly, he would like to reclassify the IT Operations Director to a grade 25, the same as the Radio System Administrator. Commissioner Cassady asked how many were there to which Director Jackson responded five. Chairman Mitchell asked if he had looked at the numbers to see the cost to do this to which Director Jackson responded yes, he has consulted with Ashley Carlisle, and this will not cause a bind in the budget. Commissioner Brown stated that he agrees that they deserve this, but he thinks we should do a study of all employees and asked if all the other employees are in need of an increase as well. Director Jackson agreed that he believes everyone should be paid as much as they can but stated that this was only specific to IT because of the CAD system. Commissioner Bolden asked if he said 5% and not 2.5% to which Director Jackson responded yes. Commissioner Cassady asked what the grade was again to which Director Jackson responded that it was grade 25 for the IT Director. Chairman Mitchell stated that we needed to take all these one by one. Commissioner Cassady requested and made a motion to table this until the next meeting to see the numbers and how this affects the budget because he knows of some projects coming up regarding radios and other things. He stated that he doesn't have an issue but would like to see the numbers. Commissioner Brown stated that he would like to make sure this doesn't throw the other employees out of balance. Commissioner Cassady added that when they are looking at numbers, they can look at what the expense would be to do this across the board versus just one unit, but he has an issue voting for something regarding money when he doesn't know what the money is. Commissioner Bolden asked if there was a motion on the floor to which Chairman Mitchell stated that we have a motion on the floor and asked for a second. Commissioner Bolden seconded, all approved.

Director Jackson stated that he had two employees he wanted to recognize. Hayley Clough and Jordan Morris worked hard to celebrate National Public Safety Telecommunications Week for the operators. They decorated the call center and encouraged the board to go out and look. He stated that they worked to obtain over $13,000 in donations with $6,500 of that being in prizes for the operators. He stated that they did all this on their own and that this is not required of them or in their job descriptions to make this happen, but they decided to go above and beyond to make the week special for the operators.

Old Business – Commissioner Bolden made a motion to approve the payment discussed in the last executive session to Lathan Associates Architects for drafting plans for the new communications center. This project and the percentage were approved by the board prior to the project. The motion was seconded by Commissioner Brown. Commissioner Linsley asked if we received the drawings to which Director Jackson responded yes, we received a complete set. All approved.

New Business – Commissioner Hughes stated that the board needed to go into executive session and come back for a vote. Mr. Hartley asked what the executive session was going to cover to which Commissioner Hughes stated that it would be some specifics about CAD and the radio system. Mr. Hartley asked if the discussion was going to cover potential litigation to which Commissioner Brown stated yes. Commissioner Hughes stated that discussion would be covering Hexagon and CAD and the Children's and Women's tower site. Mr. Hartley asked if the board would need to vote after the executive session to which Commissioner Hughes responded yes. Mr. Hartley announced the statement for an executive session and stated that two matters of potential litigation would be discussed and that the board would reconvene after the session was finished to vote. Mr. Hartley asked about how long the session would last to which Commissioner Hughes responded for roughly a half hour. Commissioner Brown made a motion to enter into executive session, seconded by Commissioner Hughes. A roll call vote was taken and all approved to go into the executive session beginning at 9:28. Executive session ended and the meeting reconvened at 10:50. Chairman Mitchell asked for any business to come forward. Commissioner Hughes made a motion stating that relative to the remote tower site at Women's and Children's Hospital, due to some difficulties with the vendor, the project should be suspended indefinitely until we work out the details, seconded by Commissioner McLean, all approved.

Commissioner Linsley made a motion that due to reliability and stability issues with CAD, we will work towards migrating to the backup system until the current vendor can show us a stable environment and then can take another look. Commissioner Brown amended the motion to add that moving towards the backup system will require the help of Hexagon. Commissioner Bolden seconded the motion to reflect the help of Hexagon and to assess the viability of the system's environment. All approved except for Commissioner McLean who opposed, the motion passed. Commissioner McLean made a motion that since we are going back to an old version of CAD, he would like to have a committee formed of representatives from Mobile County Sheriff's Office, Mobile Police Department, Mobile County EMS, Saraland Fire Department, Mobile Fire Rescue Department and the volunteer fire departments to convene about the issues that need to be resolved, seconded by Commissioner Bolden, all approved.

Announcement – Next board meeting to be held on May 21, 2026.

Adjournment –The meeting adjourned by 10:54 AM.

Respectfully Submitted:

Eric Linsley, Vice Chairman

Hayley Clough, Recording Secretary