MOBILE COUNTY COMMUNICATIONS DISTRICT
BOARD OF COMMISSIONERS
Minutes of June 18, 2026

Commissioners Attending:

Eric Linsley	Frank Cassady	Donnie Brown
Brina Bolden	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 June 18, 2026, at the Mobile County Communications Center.

Call to Order – Vice Chairman Linsley called the meeting to order at 9:01 AM and welcomed Chaplain Tony Legear from the Mobile Police Department to open the meeting in prayer.

Approval of Minutes – Commissioner Brown made a motion to approve the minutes from the May 28, 2026, meeting, seconded by Commissioner McLean, all approved.

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

Personnel – No Report

Planning – No Report

Communications – Commissioner Hughes reported that the radio sub-committee met recently about the upcoming radio system project, specifically to discuss the MOU with Baldwin County. Director Jackson has been working on it and now the discussion has moved to how to procure the equipment for the project. He stated that we have received correspondence from LMR Strategies, who is our consultant we hired for this project, and a representative, Karl Ardnt, was here to speak on some arising issues. Karl stated that LMR has decades of experience doing these types of projects and stated that the main issue with this is the viability of doing an RFP for this project. As the chosen advisor, and after doing research and sorting priorities, LMR believes that doing an RFP is a risky way to get exactly what the board wants. The requirements MCCD has are very specific, specifically in connecting to Baldwin County, to have an RFP. He stated that you could write a general RFP but then you will get general responses or you could write a very specific RFP and then only have one vendor that meets the required criteria but that would defeat the purpose of an RFP. He stated that this is really a sole source justification to get exactly what we want and to be able to tie into Baldwin. Karl explained that MCCD would use the T300 contract already in place for the state. The contract is not typically for new radio systems, only adding to them but that is really what MCCD is doing, adding to their existing system and connecting across the state. We would just go the contract route rather than the RFP route and LMR is happy to assist in anyway. He stated that this would also be the faster route because of the time an RFP takes to build and it would be cheaper. Mr. Hartley stated that this was legal, but he asked how MCCD would have negotiating strength going this route to which Karl responded that as a sole source, you would tell them exactly what you want and nothing else. He stated that negotiating a contract with a sole source is still very doable. You can negotiate the contract and the price initially and there are consultants that companies use to negotiate these contracts based on the experience they have working on contracts nationwide. Mr. Hartley stated that that covers the cost but asked how we are able to negotiate warranties and support. How can we guarantee that we have the power to demand that we get the quality that we expect? Karl stated that the contract can be negotiated for warranties and such and if they are not holding up their side, you can leave. Mr. Hartley asked how could we go somewhere if this is the only company that can give us what we want to which Karl responded that we could reconfigure the plans and go whenever we wanted but that he has been working with them for a long time and he doesn't see that being an issue. Commissioner Brown asked if this did away with the bid to which Mr. Hartley responded yes, this is basically buying off of state contract. Commissioner Cassady stated that there is still only one vendor to work with whether

going off of state contract or building an RFP to which Mr Hartley responded that that is a great point, because you're not doing that first step, he is just concerned about leverage. Commissioner Cassady stated if there is only one vendor we can go with, the leverage with them is the same. Mr. Hartley stated that he didn't disagree, leverage is just a concern he has. Vice Chairman Linsley stated that he loves the RFP process and you can build it to be as specific as you need it to be by adding definitions of what you're looking for or the equivalent in there. Then you could have other vendors submit to us what they think is equivalent and then set up a grading system to rank the RFPs to decide if these meet the specifications or not. The State of Alabama is very strict on their requirements to be a sole source vendor, and they would have to supply us with a letter stating that they are the only vendor that can provide this. He stated that as long as we are meeting the requirements from the Department of Examiners for the State of Alabama and in compliance with Alabama bid laws, he is all for it. Commissioner Cassady stated that his disagreement on that having the letter is fine but if we're buying off the state contract, we're buying off an existing bid so we're not really doing a sole source because we're buying off something already bid on by the state. Mr. Hartley stated that two things could be true at the same time. Commissioner Cassady stated that he and Vice Chairman Linsley have both been in procurement for a long time but in his mind, if there is only vendor out there and there's not an equivalent, you're wasting time and money on an RFP. If there were ten vendors that could merge us with Baldwin County, then an RFP would be the way to go but there's not. Commissioner Bolden stated that if the goal is to tie into a system, you would want the equipment to align and she's not sure what vendors Mr. Hartley was referring to about warranties and compliance but in her experience in federal acquisitions, whatever Motorola says they are going to do, they will because its smart for them financially to pull through on what they said they will do. Vice Chairman Linsley stated that we have a duty to meet state requirements so as long as we're meeting those, we're fine. Commissioner Cassady stated that as long as we're buying off of the state bid, we should be fine. Vice Chairman Linsley stated that the vendor that doesn't get it is going to complain and file lawsuits because that's what they do. Commissioner Cassady asked if we could get sued by the other vendors for going off of the state contract to which Mr. Hartley stated absolutely. Commissioner Cassady asked again if they can say that if we buy off of state bid to which Mr. Hartley responded yes, they can, they can say that you colluded and decided this before putting an RFP out there to not give them an opportunity. He stated that a vendor can have a product that could be operable and their argument will be that it was known in the industry, but they weren't given on opportunity. Commissioner Cassady stated that in doing an RFP, we would definitely be getting sued to which Mr. Hartley stated not necessarily. Commissioner Cassady added that in dealing and knowing the history of the other vendor. Mr. Hartley stated that he may be right, but you never know what is going to happen in the future and that is his take on it. He recently found out that this same situation is happening around the country regularly. Commissioner Bolden stated that if you're basing it on specific requirements and it meets the justification for a sole source letter, and you can write a substantial reasoning as to why you're going with the sole source, there should be no issue. Director Jackson stated that the reason we are here is because of the uniqueness of this project. This is not a typical replacement. Going sole source has happened across the state and we will not be the first to do this. This is a lot different than what has been done here in the past, but this is not new for the state. Our goal meets the specification for this, and the agreement cannot be for a regular system because it is not. Vice Chairman Linsley thanked LMR for their input. He stated that we want to save money, but we need to make sure all I's are dotted and T's are crossed to make sure everything checks out with the examiners. Commissioner Hughes made a motion to act on the recommendation of our consultants and go the sole source rote, second by Commissioner McLean. All in favor except Vice Chairman Linsley who opposed, motion passed.

Emergency Medical – Commissioner Hughes reported that Mobile County EMS is procuring some new units by the end of the year and they will be reaching out to us for some equipment to outfit them with.

Commissioner Hughes reported that we outfitted the hospitals with P- 25 radios sometime back to be able to communicate with first responders, but the testing done monthly for the radio coverage shows that those radios are not being used by hospital staff to communicate with EMS personnel. EMT's are using their cell phones which can be unreliable in emergency situations. Vice Chairman Linsley stated that he thinks a cache of radios would be helpful to deploy to the hospitals during storms or other events. Director Jackson stated that we are actually already set up for this. We have cases of radios to use to deploy, and they can be ready to go very quickly.

Building/Configuration – No Report

Board Attorney – Mr. Hartley gave an update on the on-call situation. He wrote Hexagon a letter of demand and they responded saying they are willing to help us go back to the old system, 9.4, but want release from any liability and want to keep any money that has already been paid to them. He stated that exploring litigation needs to be discussed in executive session and then the board could potentially reconvene after to make a decision. Vice Chairman Linsley asked to circle back to that at the end of the meeting.

Director – Director Jackson wanted to discuss the Baldwin County MOU. He and Mr. Hartley have been working on the MOU. The agreement was sent over to us by Baldwin, and its purpose is for them to disconnect from Birmingham's core and connect to ours. Mr. Hartley has a draft started but needs some technical terms and has some questions about the cost and length of the agreement. He stated that the agreement with Madison is for 25 years and he thinks that seems like a long time based on the type of work this is. He encouraged the board to be careful about the lengths of agreements because it is an ever-changing field but that is also true for Baldwin. He stated that the MOU can happen quickly but wanted to know if this was something that needed to happen right now. Commissioner Cassady asked that if we're talking about going with a sole source based on us building off of Baldwin and joining them, would we need the MOU in place already to say that we're going in that direction to which Mr. Hartley responded he thinks so and thinks Baldwin would like this as well. Director Jackson stated that he thinks that for us to actually award and start a project, we would need to have the agreement first. Commissioner Bolden stated that the agreement would also change us to a host. Director Jackson stated that Baldwin has a core that is more like a backup core and they have to be connected to a primary. The other two primaries are in Birmingham and Huntsville. He stated that the goal is to close the interoperability between here and there. If this agreement is in place, we would have a master core, and they would pull their connection to them and then Baldwin would connect to us. This would be beneficial financially for Baldwin because Birmingham and Huntsville currently have an SUA agreement that determines how fast they have to upgrade their equipment. This costs an enormous amount of money, and they are on an aggressive replacement schedule. Baldwin has to maintain that same schedule because they are part of that system, but they don't feel like they get as much benefit out of it and it's very costly. With our own system being self-maintained, we would not have an agreement like that because we run our own system and replace as necessary. Baldwin knows that they would be able to drop that agreement and save significant money by doing so. They would be partnered with us, and it would be a benefit to the agencies, but the Baldwin County Commission is incentivized to do this because it would save them money. He stated this is a two-fold problem, it fixes the interoperability going across the bay and it saves them money. It also gives them a partner that is not across the state. Commissioner Brown asked if we would receive funds from Baldwin to which Director Jackson responded no, they would take care of their own system 100% and we would take care of ours 100%. Commissioner Cassady stated that we would be buying the equipment to connect to the rest of the state anyway, to which Director Jackson responded yes. Mr. Hartley asked if the MOU was going to deal with the core issue or if this was for the interoperability to which Commissioner Cassady stated that the MOU is the agreement for the core, but the core is what makes the interoperability possible. Mr. Hartley recommended a primary term and then the board could always extend it or change it after that initial term, more like a lease, and the agreement would be mutual. Director Jackson stated that the benefit of this agreement is the interoperability for the agencies, but we do hold the cards, and Baldwin could leave at any time if they wanted. Our system will work whether they are a part of it or not, the only effect on us is that the agencies would not have that interoperability over the bay. Mr. Hartley stated that the board could do this in a couple of different ways. Currently the agreement is not ready, but it can be ready very quickly. He suggested finishing the agreement and getting it over to Baldwin for review and telling them we want it back before the next board meeting so that it can be voted on. Commissioner Hughes asked if the board could move to approve Director Jackson and Mr. Hartley working on the MOU, get it to Baldwin to approve, and then come back to the board for approval. Mr. Hartley stated that it can absolutely be done that way, he was just unsure if the board wanted to see the agreement again before it's sent to them. Commissioner Cassady stated he feels like if Mr. Hartley says it's good to go, then it's fine. Commissioner Hughes made a motion to have Mr. Hartley and Director Jackson finalize the MOU and collaborate with Baldwin County on getting this approved if all parties are comfortable, seconded by Commissioner Brown, all approved. Mr. Hartley stated that the board would be informed if anything jumps off track.

Director Jackson stated that back in December 2025, the board voted to earmark funds for Capital Projects and part of that earmark was that those funds were moved into a CD at $3.2 million. That CD has since matured. At the time, the board made the resolution that when the CD matured, to send it to our Raymond James savings account but Renasant has offered us a better rate at a 4% money market account where we could get the money at any time. They

have offered to us to leave it over there even though the CD has matured. The money market account is at 4% but the Raymond James is at 3.25%. It is coming back to the board because the resolution was that the funds would be moved to Raymond James, but it would make more money in the money market account at Renasant. Commissioner Cassady stated that he assumed the board did that so the money would be made available but if its tied up in a CD, it would not be available to us when we need to use it. Ashley Carlisle stated that it's not a CD, it's a money market so it will be available at any time. Commissioner Cassady stated it says CD to which Commissioner Bolden stated that it was a CD, but it has since matured and the board decided to move it but Director Jackson is now saying we can leave it at Renasant and make more in interest versus moving it. Commissioner Brown asked if we could try and get a better rate somewhere else to which Director Jackson stated that we can, but Ashley stated that we have 10 business days from two Saturdays ago to do something with the funds. Vice Chairman Linsley asked if we could put the funds in a money market for now at 4% and still shop around. Commissioner Brown stated that he feels like we need to do the best we can with this money and that there are some 4.25% money market accounts out there. Vice Chairman Linsley stated that he knows our staff always looks for the best advantage for our money so if we put it in the money market and something else comes up, Ashley will let Director Jackson know. Director Jackson stated that Ashley noticed the difference in rate from the 3.25% to the 4% and brought it to him but because the board made a resolution to move the funds to Raymond James, we need action. Commissioner Brown made a motion to rescind the motion from December, Commissioner Hughes seconded but added to roll the money from the CD to the money market account at Renasant at 4%, all approved. Commissioner Brown asked Director Jackson to shop other rates. Director Jackson stated that we can, we just needed to take action on this money right now.

Director Jackson informed the board that we had two employees with milestone years of service. Erica Wilson is an operator and has been with MCCD for 10 years this month. He thanked her for the effort she puts in every day and presented her with a service pin. Tony Holley in the IT Department has been with MCCD for one year this month. He stated that Tony is a valuable member of the team and presented him with a service pin.

Old Business – Commissioner Hughes made a motion to go into executive session as discussed previously. Mr. Hartley announced the statement for an executive session and stated that a matter of potential litigation and compliance would be discussed. The executive session should last approximately 45 minutes, and the board will probably reconvene. Commissioner McLean seconded the motion. A roll call vote was taken and all approved to go into the executive session beginning at 9:57. Executive session ended and the meeting reconvened at 10:30. Commissioner Hughes stated that in light of the discussion in executive session, he made a motion to have Mr. Hartley send a demand letter to Hexagon to provide the adequate licensure for 9.4 CAD system and furthermore to have that provided by close of business on the 25th of June this year, close of business being 1700 hours. If Hexagon chooses not to comply with that demand, Mr. Hartley can move forward with further legal proceedings as necessary. Motion seconded by Commissioner Bolden. Vice Chairman Linsley asked if the board needed to do a roll call vote to which Mr. Hartley responded no. All approved the motion.

New Business – No Report

Announcement – Commissioner Brown made a motion to adjourn, seconded by Commissioner McLean, all approved. Next board meeting to be held on July 16, 2026.

Adjournment –The meeting adjourned by 10:32 AM.

Respectfully Submitted:

Eric Linsley, Vice Chairman

Hayley Clough, Recording Secretary