

JEFFERSON COUNTY 9-1-1 DISPATCH
Minutes of Regular Meeting
April 24, 2025

A regular meeting of the Jefferson County 9-1-1 Dispatch Board was duly called to order at 01:00 pm at Jefferson County 9-1-1 Dispatch including an electronically linked social media source (ZOOM) by Vice-Chairman David Kennedy. The following members of the Board were in attendance:

David Kennedy – Vice-Chairman
Brian Taylor – Secretary
Jamie Guinn – Member (zoom)
Rachelle Roe- Member (zoom)
Andy Sides – Member (zoom)
Perry Tindall – Member

Also present: John Whitehead – Chief
David Bieser – Assistant Chief
Bob Sweeney – Counsel
Penni May – Business Manager

Absent John Scullin - Chairman

Guests: Chief Bob Dunn (Saline Valley F.P.D.) Angela Edmond, Chris Hermann, Tom Nahlik, Kara Lewis, Shawn Legens, Travis Missey, Mike Prater, Michelle Caraway (zoom), Jennifer Trost (zoom), Regan Holliday (UMB)

Agenda –Vice Chairman Kennedy presented the agenda; Chief Whitehead requested to amend the agenda and add Internet and non-emergency lines outage to Chief report. A Motion was made by Perry Tindall, seconded by Jamie Guinn to approve the amended agenda. All present were in favor.

Minutes –Vice-Chairman Kennedy presented the minutes of the regular session meeting of March 27, 2025. A Motion was made by Perry Tindall, seconded by Rachelle Roe to approve the regular session Minutes of March 27, 2025. All present were in favor.

Guests Forum & Comments: None

Committees:

Jefferson County Emergency Services – None

Operations Meeting – Chief Whitehead reported, Mike Long with Fenton Fire was presenting on mental health and peer support program “Break the Stigma” and how administration can give support to the employees. A great resource in the area and he appeared to be very knowledgeable of this program. Coincidentally, as the board remembers, Mike Prater has initiated the peer support program with our agency. Discussions were also held in reference to still others and 1st alarm others to better determine what was on fire.

Legal:

Radio Project Financing (Reagan Holliday, UMB)

Chief Whitehead stated that over the last few months the board has been hearing about the Motorola contract. Now it's time. The total contract value right now is just under \$15,000,000. We have some different options to consider and a recommendation.

The first option being that the agency can pay the entire contract amount out of our existing cash. We have twenty-seven million dollars in reserve. Fourteen million dollars of those reserves are invested

and making anywhere from a half a point to 6% on each one. I think the average on all those accounts is somewhere in the 3% range. We would have to cash some of those investments to pay the entire cost of the radio project. Something to consider of the 27 million in reserves, 13 million dollars of those funds are in a daily sweep, making interest daily. Since July of last year, the \$13,000,000 in the REPO sweep earned approximately \$500,000. Again, that's all the ups and downs of the market. Utilizing a payment out of our REPO sweep would be taking us down to zero, we don't think it's a good plan.

Your second option is that we could finance. And of course, Motorola has a finance option for us in their credit solution. The problem with this, as we've talked to Reagan (UMB) and Attorney Sweeney, we do not think this is a good option. Motorola has not been transparent about its interest rate. They're asking us to finance it either for 10 years or 15 years. In nine years, this radio upgrade is going to have to be redone. So, we would still owe and be in arrears at the end of the project. And then the other thing is the liability if it complies with our tax-exempt status qualifications. We don't believe option two is viable. Attorney Sweeney stated, I think option two is less viable than option one, and I don't really know that option one is all that viable, but I have real concerns about a private financing if anything tax-exempt status is under challenge.

Penni has been talking to Reagan Holliday from UMB for many months, and we had a meeting a couple weeks ago where Reagan came up and said, here is what UMB can do for you. I think there are two choices with UMB. If we go with UMB. The first one is that UMB can act as the bond underwriter, and it can provide a public offering for the debt obligation. This can take several months, it's also probably going to take one of the administration teams into Q/A and interviews, and a lot of time and effort. Meanwhile, the interest rate continues, and we never know what it will be at the very end.

The second option is our recommendation to have the commercial loan department at UMB hold the note. To pay \$4 million down and finance \$11 million, UMB acts as the direct purchaser of that tax-exempt obligation. This was the same financing we did with the first radio project in 2012. They've got the experience, and they've got the Council, and they're ensuring that the financing is done in accordance with all the legal requirements, based on what we would need. The other good news about it is that it takes less time. Within 30 days, we'll know the interest rate. While we have the financing in place, they will put a cap on if the market rises to 8%. We would also have a non-prepayment penalty with their credit committee.

David Kennedy inquired, we're not buying new towers, we are buying maintenance and services. Chief Whitehead stated, we are purchasing hardware, software, and maintenance to upgrade the radios to stay in sync with St. Louis County, St. Charles County, the tri-county Radio interoperability system. St. Charles County is signing next week; St. Louis County's has already signed. Attorney Sweeney stated it is in conjunction with our obligations for the system.

Vice-Chairman Kennedy stated, so it's the hardware associated with making that radio system work and the maintenance. He inquired if this upgrade is good for 10 years? Chief Whitehead stated, keep in mind we're already year and a half into the ten years and it's a two-year upgrade process. So, the upgrade is good until 2034. Board Member Roe inquired about the term of the financing. Vice-Chairman Kennedy asked Rachell to hold that thought. He inquired, if technology changes in seven years, what do we do with that? Chief Whitehead stated, if technology changes in seven years, historically, what Motorola has done is technology can change, they're going to support our contract until 2034.

At that time, Chief Whitehead introduced Reagan Holliday to the board. Reagan introduced herself and said that she is with public finance with UMB. She stated, as the chief mentioned, Penni contacted me maybe three or four months ago. I came in, had some early meetings with her, and then once the chief came on, I've had some conversations with him as well, and they've just kind of brought me in to say, "hey, if we wanted to do a financing, what would that look like"? Obviously, no decision made whether you're doing financing or for how much, but a big picture. So as a political subdivision, you all can-do tax-exempt financing, which is a plus to your agency. That means you're going to pay a lower interest rate because the purchaser of tax-exempt bonds will accept a lower interest rate because they're not paying federal taxes. In Missouri, they also don't have to pay Missouri income tax. So for that reason, you then can borrow at a lower rate. So, the idea is if you can do that, if you can issue it on a tax-exempt basis,

that's a good thing. It lowers your cost of borrowing." So, with UMB, basically what we would be offering is two options.

One would be that we could essentially you could do a tax-exempt bond offering. I call it a bond offering debt obligation. Where we are the direct purchaser. We could do up to 14,000,000. We have not gone through our formal credit rating process because we wanted to make sure that you all were on board before we went through that process. So, this is more just for you all to have general information and then us to get more directions from you after this meeting. But based on just my commercial team's preliminary analysis, we anticipate that it would be for up to 10 years.

So back to that question of how long? We could do it for up to 10 years, but we could certainly mirror the loan to be a nine-year loan. So, we've got some flexibility there. The interest rate right now we anticipate would be based on a formula of the five-year treasury rate, it'd be the five-year treasury plus 1.25%. You multiply that that sum by .79. That's basically a taxable rate and then we take off 21% to get us to that tax exempt rate. As of the last time we talked, it got us to like 3.86.%. For exempt market to work, a purchase of this type of debt, to be comfortable that it is tax exempt, you have to get basically get Bond Council's opinion that it's tax exempt.

Reagan informed the board, she is an attorney and used to work at Gilmore and Bell, which is one of the Big Bond Council firms and in fact, you all use them on your 2012/2013 transaction. So, we would engage them. They would be your bond counsel. To provide that opinion to make sure that all the tax rules and regulations are followed, the purchaser of the bond feels comfortable that everything's been done correctly. Your interest rate would probably float until roughly five days before the closing, but we could get this transaction closed within the next 30 to 40 days, depending on the kind of when everything gets the documents get done and you all do the Bond ordinance or resolution approval.

The second option the Chief mentioned is what we call a public offering. UMB, we do have a capital markets group as well where we can sell bonds to the public and the process takes two to three months. It also typically requires a credit rating. Given that your transaction is not overly large in the big picture of the bond world, and you all aren't looking to finance, you know, out beyond ten years, I don't see that as worth your while.

Chief Whitehead stated time is of the element. The contract needs to be signed and approximately \$3,750,000 is due upon signature. Three to six months later, 60% of the project is due, which is approximately \$9,000,000.

Vice-Chairman Kennedy stated that two options were discussed. He then inquired if Board Member Roe had any questions, and she indicated that her questions were answered.

Chief Whitehead informed the board that Reagan Holliday and her team have work that needs to be done, so what we are looking for is direction of the following options:

Option One	Pay for project out of reserve funds.
Option Two	Finance through Motorola
Option Three	UMB (1. UMB finances project) (2. Take it to public market)

Vice-Chairman Kennedy stated, so I think what I heard you say was that your recommendation to the board is that we go with UMB option one. Chief Whitehead stated that is correct.

Vice-Chairman Kennedy stated, we do not need a vote today, just some direction.

Attorney Sweeney asked to just take a poll for some guidance with reference to UMB proceeding forward with Option 1.

Vice-Chairman Kennedy then proposed to the board to go around one by one for the proposal of the Chief's recommendation is what we go with. Being UMB what I'll call option one. I'd just like to go around and have board members either say thank you I have no questions or give some indication about whether you agree.

Board Member Guinn - I deal with Gilmore and Bell on a regular basis with our bonds. I do like option 1 from UMB. Think that's the most secure for the agency and moving forward, having the professionals at Gilmore and Bell doing the back watch of that to make sure we stay within requirements and legalities.

Board Member Sides - I was curious. Chief you said something about. You're not in favor of paying cash and you could explain on that a little bit later. And I was just curious about that. Like what is it all cash? Chief Whitehead stated, so it would be \$15 million that we would have to pay cash over the course of this first year. So \$3 million and I'm rounding here, Andy, but \$3,000,000 is going to be due on signing then you got another \$9 million that's going to be due in six months and then the remaining 15% of the contract is done over milestones with the last one being in acceptance.

Chief Whitehead stated, we have a \$15 million payout that's going to be happening over the next 12 to 18 months. The issue with that is today you have \$13 million in in our bank account that I'd call liquid. So, we're going to take the available cash down to zero. You've got another \$14 million that is invested in longer term. I won't say long term because some of them expire in 2026, some in 2027 and 2028 and on those dollars, you're collecting more interest than what this will cost us. We have earned approximately \$454,00 in interest since last July on the daily REPO sweep, We're right at just under \$1,000,000 on that 27 million that's in there. Reagan Holliday explained the benefit of having a fund balance for receiving a credit rating for future projects.

Board Member Sides inquired, so do we have any other money earmarked for this project. I don't have different funds in front of me. I mean, is the recommendation to finance the total amount of almost \$15 million or would we pay X amount down and then finance a smaller portion?

Chief Whitehead stated, we believe that the best choice here is to pay \$4 million of this and finance \$11,000,000. We will be presenting a reimbursement resolution, because what we'd like to do is pay that 4 million at the end. So we'll talk about the reimbursement resolution in this meeting. Member Sides inquired about the term of the loan. Chief Whitehead informed the board he will be coming back to the board with a 10-year plan which includes the payment. We can also take advantage of the prepay options, if the 10-year plan allows. Which is why we're pushing Reagan to go to the committee and ask for that, not a penalty on prepayments. Attorney Sweeney stated, and what you might run into is no prepayment after some period, that the investors are going to want some opportunity to realize that gain. Vice-Chairman Kennedy inquired if Board Member Sides had any more questions. He replied, No sir.

Board Member Roe - Yes, I'm absolutely in favor of option one with UMB 4 million down and the rest finance at Treasury five year.

Board Member Taylor – His questions have already been answered, so he is good.

Board Member Tindall - I'm in favor of moving forward with UMB. I think even if they did get the documents together, maybe we look at having an executive session prior to the actual meeting to review the contract. And that way when we're ready to go next month.

Vice-Chairman Kennedy - I'm in favor also, so it sounds like everybody wants to go with UMB. Option 1 is that right?

Reimbursement Resolution 2025-02

Regan Holliday informed the board, when she had her meeting with Chief Whitehead more recently, one thing that I kind of mentioned is that typically once the board has decided on moving forward with tax-exempt financing, you may end up spending money before you get any proceeds. The IRA treats tax exempt financings basically like a subsidy. So, they have a lot of strings attached to that. One of the strings is that you can't basically pay yourself back later for things that you paid with before the financing unless you have a reimbursement resolution in place that indicates this is our plan and we may end up spending some money before we end up finishing the tax-exempt financing. So, this allows you to be able to get the money in hand before you must pay Motorola, if, let's just say there's, you know, some delay or Motorola needs some money sooner. You could pay Motorola and then reimburse yourselves back once you get is process done from the bond proceeds.

If you if you go ahead and enter this reimbursement resolution, it does not require you to proceed with the

tax-exempt financing. It's just a way to show the IRS the board had a plan. Attorney Sweeney stated it's really a kind of safety net resolution.

A Motion was made by Jamie Guinn, seconded by Rachelle Roe to adopt the Reimbursement Resolution 2025-02. The vote was as follows:

Jamie Guinn	Yes
Rachelle Roe	Yes
Andy Sides	Yes
Brian Taylor	Yes
Perry Tindall	Yes
David Kennedy	Yes

At that time, the board thanked Regan Holliday for her time and presentation.

Intergovernmental Agreements:

City of Pevely Intergovernmental Radio Agreement – Chief Whitehead presented the Intergovernmental Agreement for the City of Pevely. The agreement has been reviewed by counsel. The document is for their city's portion of the radio equipment upgrade along with the SUAll Maintenance. Jefferson County 9-1-1 Dispatch will be making payment for the entire radio upgrade. The City of Pevely will be invoiced for their portion of the equipment over the next five years. They will also be invoiced annually by Jefferson County 9-1-1 Dispatch for the annual SUAll maintenance. A Motion was made by Jamie Guinn, seconded by Brian Taylor to enter into an Intergovernmental Radio Agreement with the City of Pevely. The motion was as follows:

Jamie Guinn	Yes
Brian Taylor	Yes
Rachell Roe	Yes
Perry Tindall	Yes
Andy Sides	Yes
David Kennedy	Yes

City of Festus Intergovernmental Radio Agreement – Chief Whitehead presented the Intergovernmental Agreement for the City of Festus. The agreement has been reviewed by counsel. The document is for their city's portion of the radio equipment upgrade along with the SUAll Maintenance. Jefferson County 9-1-1 Dispatch will be making payment for the entire radio upgrade. The City of Festus will be invoiced for their portion of the equipment along with being invoiced annually by Jefferson County 9-1-1 Dispatch for the annual SUAll maintenance. A Motion was made by Jamie Guinn, seconded by Brian Taylor to enter into an Intergovernmental Radio Agreement with the City of Festus. The motion was as follows:

Jamie Guinn	Yes
Brian Taylor	Yes
Rachell Roe	Yes
Perry Tindall	Yes
Andy Sides	Yes
David Kennedy	Yes

Crystal City Intergovernmental Dispatch Agreement – Chief Whitehead presented the Intergovernmental Dispatch Agreement for Crystal City Police. We will begin providing dispatch service to Crystal City Police beginning April 28, 2025 at 6am. The agreement has been reviewed by counsel. A Motion was made by Perry Tindall, seconded by Brian Taylor to enter into an Intergovernmental Dispatch Agreement with Crystal City. The motion was as follows:

Perry Tindall	Yes
Brian Taylor	Yes
Andy Sides	Yes

Rachelle Roe	Yes
Jamie Guinn	Yes
David Kennedy	Yes

Govworx QA Contact – Chief Whitehead presented a contract through Govworx. Currently we have a QA/QI Administrator Michelle Caraway. Michelle pulls calls and reviews them manually. We review approximately 40 calls per week. This is a small percentage of the 230,000 calls we receive a year. This new software will allow for every call that comes into our center to be reviewed and graded. This will allow Michelle to review the reports and meet with the personnel for a more one on one awareness of their calls being good or ones that need improvement. Allow for the dispatcher to sit down with Michelle and listen to their call. This is a great training tool for our staff. After a discussion, a Motion was made by Perry Tindall, seconded by Jamie Guinn to approve the Govworx Contract as written. The vote was as follows:

Perry Tindall	Yes
Jamie Guinn	Yes
Andy Sides	Yes
Brian Taylor	Yes
Rachelle Roe	Yes
David Kennedy	Yes.

Chief's Report:

Perfect Attendance – Chief Whitehead presented the attendance reports the agency had 25 employees with perfect attendance for the month March 2025. The reports indicated not only attendance, but they also included when absences result in calling in overtime.

Call Statistics Report – Chief Whitehead presented the statistic report for the month of March 2025. The new graphed report will show the heaviest part of the day for call volume that will assist his team with the possibility of making some change to the staffing at certain times of the day or night.

Total Calls 13,783 (9-1-1 Calls-6,666)

Public Relations Report – Chief Whitehead presented the Public Relations Report. He stated the Little Heroes program is up and running and doing well. The team has been going out and teaching 9-1-1 to elementary and preschoolers. The money collected from our jean days was donated to the Jefferson County Foster Kids Fund (\$385). We also attended the DeSoto Home Show. Last week we had Telecommunicator Week and the theme was Camp Jeffco. Cori Haverstick was voted telecommunicator of the year. Matt Amos was voted as Supervisor of the year. A big thank you to all the agencies that donated food, snack etc. to make the week a success.

Training Report – Chief Whitehead presented the Training Report and informed the board; Chief of Staff Chris Hermann has been doing great things with the training program. New Hire Orientation, sent someone to the Missouri Post Critical Incident Seminar, Navigator 2025 Conference, REJIS Lev 19 training along with all the in-house training.

QA/QI report – Chief Whitehead submitted the QA/QI report. Michelle has been working diligently. Her reports indicated the staff is doing great work answering calls.

Peer Support Report – Chief Whitehead informed the board that since Mike Prater has put the Peer Support Program in place, he has hit the ground running. Mike reported, in the last month, he has met with four of the personnel. We were able to get some dispatchers to two of the stress debriefings over calls we handled. Two of the dispatchers were very new to the agency and this was a good thing for them to be able to attend. We have a Joachim Plattin Paramedic that is trained to a chaplain level and has offered to come to the center to speak with employees when needed. Mike also reported that we had nine dispatchers offer to be a part of the peer support team. We will be selecting four or five of those to make up the team. We continue to work with ASPEN and help them with their first responder seminar. The board thanked Mike Prater for all his hard work. Board Member Tindall stated the Sheriff's Office has a

Chaplain Policy and he would be happy to share that with our agency. Chief Whitehead also informed the board, we have an employee that has requested to begin the 9-1-1 Chaplain training and has volunteered to do the training on her own time.

Internet and Non-Emergency Line Outage – Chief Whitehead gave an update on the Internet and a non-emergency line issue that occurred to us on Tuesday at approximately 9:00 in the morning. All our non-emergency lines started going down and I mean just stopped working and then we realized the Internet was down and that our Internet was down in the radio room. Team jumped into action, immediately started working. We opened the backup center, got the team down there. Within minutes, Chris had his staff on the way to the backup center and they were off and running down there without a hitch. AT&T was notified. The problem was not in our building. It was at the Central Office. We made notification immediately to all the agencies, police departments, MDT's were on the VPN and had a backup, so we lost them, but then came back on pretty much immediately. Unfortunately, the fire and EMS were not firing. EMS lost MDT's all day. As soon as it came back up, we made notifications to everyone, including the public, with an Everbridge notification that non-emergency lines were working. We did our test, and by 9:00 twelve hours later we had everything back up and running. As far as I'm aware, I sent a message out and after action report the next morning on the 23rd to all the chiefs, police and EMS administrators and I have not gotten anything back where there was any limited service minus the MDT's. Our agency is in the process of evaluating what we have learned from this end of the outage and what can be done for improvement. We are looking into developing a check list for these types of incidents.

Unfinished Business:

Viper/ESI Upgrade – Chief Whitehead informed the board; he has originally indicated the Viper/ESI Net upgrade would take approximately six to eight months. Since that time, AT&T has made contact with us and requested to move our installation up. Equipment is on site and installation will begin with the month. The goal is to complete it by the end of July 2025.

Winterwood (NRF10 Tower Site Drive) – Chief Whitehead informed the board, the HOA of Winterwood has reach out to all the property owners to inform them the road will be resurfaced and asked for a vote of how the homeowners wanted to proceed. With that being said, our drive up to our site at Winterwood tower (NRF10) needs to have a portion of the road paved to alleviate all the washouts that make it impassable. We are meeting with them next Wednesday to request the HOA allow us to take the equipment necessary to pave our drive into the subdivision prior to them having the entire road resurfaced. The gentleman he spoke with was very nice and we will have more to follow on this issue, just wanted to make the board aware.

Map Roll – Chief Whitehead informed the board, he is determined to get the map roll off Unfinished Business. Contact has been made, and we got a new map last week. The map is about 80% there. We need to work on some zoom levels. We informed them this has become a safety issue, due to not having our new roads updated on the map. We requested a date as to when they will be done with the map.

Microwave Backhaul – Assistant Chief Bieser informed the board, Nokia completed the site surveys to firm up their bid to replace the microwave shots into the municipalities and the back-up center. We are waiting for firm numbers. We are also looking into the possibility of utilizing fiber lines in place of microwaves. Preliminary quotes indicate this may be a more secure way and more cost effective over time. He also informed the board, St. Louis County has moved to fiber lines that are less cost and less maintenance.

CAD Software/Hardware Upgrade – Chief Whitehead informed the board, the CAD software has already been approved by our board in January and executed by Hexagon. Hardware prices have been interesting, and they are coming in higher than expected. As of today, the cost for all the hardware is coming in at approximately \$815,000. This was a budget item and we will start ordering the hardware.

New Business:

Road Conditions – Chief Whitehead has informed the board, we have several tower sites that need some professional road repair. We have gas companies that refuse to go up these hills. We have a small little tractor with a blade and that is just not doing the repairs needed for these roads. Chief Whitehead stated the last thing we need is one of our employees out there on a hill with a tractor and rolling over. We will be bringing back the bids for these repairs at the next meeting.

Mowing & Weed Mitigation – Chief Whitehead informed the board, the staff has been leaving their full-time jobs, going to the tower sites to perform weed mitigation and mowing. Our staff is coded as clerical on the workers' compensation coverage and should not be doing this type of work. At that time, he presented four bids for mowing & weed mitigation at our sites. The lowest bid being Dave's Lawn Care for \$1,900.00 per month to mow and weed mitigate at our tower sites. This bid includes internal compound cleaning out at the main center and back-up center. This person is a local citizen, bonded and insured. Tom Nahlik has met him; the gentleman is a veteran and seems very reputable. A Motion was made by Jamie Guinn, seconded by Perry Tindall to enter into a year contract with Dave's Lawn Service. The vote was as follows:

Jamie Guinn	Yes
Perry Tindall	Yes
Rachelle Roe	Yes
Andy Sides	Yes
Brian Taylor	Yes
David Kennedy	Yes

Sheriff MDT Request – Chief Whitehead informed the board he had spoken the Major Sides at the Sheriff office regarding their request for MDT's. Board Member Tindall stated, he had sent an email a few months prior requesting Jefferson County 9-1-1 Dispatch purchase fifty MDT's for the Sheriff's office. He stated the last time Jeffco 9-1-1 purchased MDT's for the Fire, EMS departments the Sheriff Office had already purchased their own MDT's for their department. Jeffco 9-1-1 did end up reimbursing the Sheriff's office for those MDT's. He then explained that the Sheriff's then began purchasing about 15 MDT's per year it which Chief Williams reimbursed the Sheriff's for those additional 15 MDT's. At some time, there was a meeting between Chief Williams and the Sheriff's office and an agreement that Jeffco 9-1-1 would continue to purchase 25 MDT's a year for the Sheriff's Office. Board Member Tindall stated the Sheriff's office stopped budgeting for the MDT's at that point. Now they have 50 MDT's that will be end of life due to the Window 10 being obsolete at the end of the year. We are just starting the silent dispatching and will need the new MDT's. Chief Whitehead stated, he does not know of any document in writing. He also requested to table this request until he has a chance to educate the board with a ten-year plan that includes all the future capital projects before we commit to buying agencies additional equipment.

Employee Survey Response – Chief Whitehead informed the board, he sent out a 25-question survey to all the staff and they all responded except for four. He then put an executive survey result together for the board. Overall satisfaction was 7.8 out of 10. Morale was 6.7 out of 10. This gives him and his management team a base line to work on. He then met individually with each employee to discuss their likes and concerns at the agency. He got to listen to each of them. There was only a handful of issues and some of those can be fixed quick. The main issue is the instance program and maybe its time for a change. Board Member Roe stated, she thought the report and survey was very well done. Board Member Tindall agreed with Rachelle, some things come down to personnel issues and cannot be shared with other employees. Chief Whitehead stated the additional communications regarding the agency started when Dave Bieser became Interim Chief, and the staff really appreciated that input. We are going to begin all teams' meetings for the entire staff to attend and have it recorded for review if they cannot attend. We are going to give respect to all the employees within this agency.

2024 Compensation Sheets – Chief Whitehead informed the board, Penni and Angie worked on completing the overall 2024 compensation sheets for all employees. They then met with each employee individually to go over their sheet and discuss. At that time Angie explained the contents of the sheet to the board. Angie did point out that the benefit package the agency provides is approximately 50% of the

total. She also informed the board the employees are extremely grateful for the benefit package they receive. The board thought the sheets were a good idea.

Financial:

UMB Signature Cards – Vice-Chairman Kennedy requested a motion to approve the UMB Resolution to add John Whitehead to the bank signature card. A Motion was made by Rachelle Roe, seconded by Brian Taylor to approve the UMB Resolution and add John Whitehead to the signature cards. The vote was as follows:

Rachelle Roe	Yes
Brian Taylor	Yes
Andy Sides	Yes
Perry Tindall	Yes
Jamie Guinn	Yes
David Kennedy	Yes

Monthly Reconciliation Report – Chief Whitehead presented some new reports showing current budgeted income vs. expenditures.

Bills of the Session – The bills of the session were presented by Chairman Scullin. A Motion was made by Brian Taylor, seconded by Jamie Guinn to approve the April 2025 bills presented in the amount of \$84,153.76 checks 17604-17643 (17605 Voided) (Including EFT's). The vote was as follows:

Brian Taylor	Yes
Jamie Guinn	Yes
Rachelle Roe	Yes
Andy Sides	Yes
Perry Tindall	Yes
David Kennedy	Yes

Sales Tax Revenue – Sales Tax Revenue for the month of March 2025 was \$944,023.54.

Announcements – Chief Whitehead will have the supervisors nominate a dispatcher every month to be highlighted at the board meeting. This month's dispatcher recognized is Amy Brielmaier. She started at the agency in 2023. She has been asked to be flexible due to staffing. She has placed her own training on hold to be able to assist with training new call takers. She recently handled one of the hardest calls this agency receives. She handled it like a pro, Mike Prater jumped in as the Peer Support person to be there for Amy.

Announcement of work anniversaries.

Goals and Objectives Update - Chief Whitehead informed the board, the objectives he has been given by the board are being worked on. He is enrolled in CMPC and will be out of the office for a week in Iowa getting that training. APCO 40-hour course completed. Staffing models are complete, to be discussed in Executive session. He also is registered for EMD certification class in two weeks. Internal staff one on ones are complete. Invites have now been sent to department chiefs for one-on-one meetings.

Executive Session – A Motion was made by Perry Tindall seconded by Jamie Guinn to adjourn the open session into closed session for the purpose of Contracts/ Personnel. The vote was as follows:

Perry Tindall	Yes
Jamie Guinn	Yes
Andy Sides	Yes
Brian Taylor	Yes
Rachelle Roe	Yes
David Kennedy	Yes

Report from Executive Session: Nothing to report.

A Motion was made by Jamie Guinn seconded by Brian Taylor to adjourn the open session of the meeting. All present were in favor.

Respectfully Submitted

John Scullin
Chairman

Brian Taylor
Secretary