State of Tennessee County of Robertson

**Robertson Co. Emergency Communications District (E-911)**

**Minutes – March 18, 2025**

**2025-03-01 Call to Order**

The Chairman, Bruce Dean, called the meeting to order at 9:01 a.m., at the ECC Building.

**Roll Call -** B. Dean - Present J. Ring – Present

C. Gregory – Present F. Stubblefield – Present

J. Head – Present Michal Van Dyke – Present

C. Holmes – Absent, Excused M. Wilhoit – Present (arrived at 0908)

N. Johnson – Absent, Excused

**Board Members Present** (7) Board Members Absent (2) Excused (2)

**Others Present:** Dee Dee Perry, Skylar Tackett, Rachael Payne, Jason Pentecost, Gena Hannah, Joe Boland, Madison Burnett, Charlie Clark, Blake Pierce, Mayor Billy Vogle

**2025-03-02 Review Meeting Agenda**

**2025-03-03 Recognize Visitors**

**2025-03-04 Review & Approval of February 18, 2025 Minutes**

Minutes reviewed by all the board members at this time.

Motion made by Faye Stubblefield to approve the February 18, 2025 Minutes. Motion was seconded by Chad Gregory. No questions, all in favor, motion carried.

**2025-03-05 Review & Approve February 28, 2025, Financial Report**

Financial report reviewed by board members. No questions.

Motion made by Michael Van Dyke to approve February 28, 2025, Financial Report. Motion was seconded by Chad Gregory.

*Roll Call Vote: N. Johnson – Absent, Excused M. Van Dyke - Yes*

*M. Wilhoit – Absent, Excused F. Stubblefield - Yes*

*J. Head - Yes C. Gregory - Yes*

*C. Holmes – Absent, Excused B. Dean - Yes*

*J. Ring – Yes*

*Vote of: (6) Yes (3) Absent (3) Excused*

**2025-03-06 Reports from Committees**

**(Rachael)**

1. **Generator Repair –** Rachael stated she had received the quote for the generator repair from the new company, Taylor’s Sudden Service. The quote was for $1,917.50 to replace the contactors inside the switch. She stated this company had come highly recommended from Dickson County after reaching out to surrounding agencies. She stated she talked to the representative one day and he was on site 2 hours later. When the technician was sent, he was here for about 4-5 hours figuring out what was going on. The technician did not think the entire switch needed to be replaced, as he had done one just like ours in Gallatin last year.

Motion was made by Michael Van Dyke to approve the quote for the generator switch repair. Motion was seconded by Jim Ring.

*Roll Call Vote: : J. Head – Yes M. Van Dyke – Yes*

*C. Holmes – Absent, Excused C. Gregory – Yes*

*J. Ring – Yes M. Wilhoit –Absent, Excused*

*N. Johnson – Absent, Excused B. Dean - Yes*

*F. Stubblefield - Yes*

*Vote of: (6) Yes (3) Absent (3) Excused*

1. **Alternate Board Meeting Location** – Rachael stated she had been asked last meeting to find alternate locations to have the board meetings. She stated she spoke with the Springfield City Manager, Ryan Martin. They have the conference room reserved for our meetings in April and May. It is believed that the county conference room will be open after May since Circuit Court is moving back to the courthouse.
2. **Addressing Policy change –** Rachael stated last month Dee Dee had asked for a policy change in the addressing policy. This change would allow the Addressing Office to make a change to an address when a new construction is being built, and the driveway was moved from the original planned location before it was presented to the board. This change would hopefully help eliminate people having to change their address after just moving into their house or business. These changes will still be presented to the board at the next meeting after the change.

*Roll Call Vote: M. Wilhoit – Abstain M. Van Dyke – Yes*

*J. Head - Yes N. Johnson – Absent, Excused*

*C. Gregory - Yes C. Holmes – Absent, Excused*

*F. Stubblefield - Yes B. Dean- Yes*

*J. Ring - Yes*

*Vote of: (6) Yes (2) Absent (2) Excused (1) Abstained*

1. **Billing for Entities and Raises –** Rachael stated Mike Wilhoit had called yesterday after sending out the information for the meeting and asked about Cheatham County and what they paid for insurance and what their steps were. Rachael included copies of that to the board. Mike stated he spoke with his stepson who works for Cheatham County EMS. He stated he was under the old TCRS system, and now there was also a hybrid system. He stated insurance was 80/20 at Cheatham. Mike also asked to send out the pay scales and percentage raises from the last 5 years be emailed to the board. That information was sent out as well. Jason Head asked what staffing levels were currently and if it was anticipated that anyone would be leaving. Rachael stated they had 2 open positions and interviews were being done the following week. She also stated they were not anticipating losing anyone at this time. Jason Head stated his figures for Cheatham with their employees contributing to TCRS, the 6% raise would put us back above Cheatham. Rachael stated with the figures presented, there were no steps figured in. It was just 6%, 8%, and 10% across the board. Jason stated he felt the steps still needed to be given because it was uncertain what next year’s raises would look like. Jason Head and Mayor Vogle discussed how sales tax was down over the last several months, and that it would contribute to the issue. Jason Head stated it would be difficult for some of the other cities, and maybe a compromise around the 8% total raise, doing the 3.5% step raises and a 4.5% COLA. Mike Wilhoit stated according to figures presented, that the increase is around $123,000. Jason Head asked Mayor Vogle what they were discussing, and he stated about 3.5% is what was being discussed for now. Rachael stated she was informed by finance last week that insurance was not going up, so that part of the formula would not change. Jason Head asked if Sumner County contributed to TCRS, and Rachael stated she was unsure. Jason also stated the retirement being paid was a huge benefit, which was at times hard to translate to employees. Rachael stated Chad Gregory had asked what it would look like if Cedar Hill paid for their calls and Coopertown paid for the fire calls for Pleasant View in their city since both of those had been discussed before. Rachael stated the only agency receiving any benefit from that would be the county since those calls would come out of their total. Michael Van Dyke felt the pay plan needed to be followed. He also stated the last time he looked the inflation rate was around 3 %. Mike Wilhoit asked what it would look like if the raise was about 8%, which included the step and COLA if 911 absorbed 50% of that increase and only billed the agencies the other 50% of the total increase. Chad asked if the other half would be passed back to the cities next year for them to pay the total amount again. Mike did state that the pay would have to remain competitive to keep employees. Chad stated the raises and increases have followed a trend of increases each year. Mayor Vogle stated it wouldn’t help much next year if the other agencies had to go back and absorb those costs along with whatever the current raise would be. Michael Van Dyke asked if it was just salaries that were being paid by the other agencies. Rachael stated it was all dispatch salaries to include part time, full time, overtime, and supervisors, along with some of the training budget, longevity pay for dispatchers, all taxes/benefits/taxes for dispatchers, and employee testing for new hires, promotions, etc. All other admin salaries and building, computer, facilities, etc. are being paid by the money received from the 911 tax from the state. Mike Wilhoit stated he was looking when he was the interim director at what was being paid that would not have to be if dispatch services were not offered. That total was around $50,000 and that money is not being billed back to the agencies being dispatched. It is being absorbed by 911. Michael Van Dyke asked how many steps we had. Rachael stated there were 10 steps for all positions. There was also some discussion that the building would be paid for after the upcoming budget year as well. Rachael asked if the motion included all employees or just dispatchers, the board stated it would go to all employees.

Motion made by Chad Gregory to approve a 4.5% COLA raise for all employees, along with the 3.5% step raises for all employees. Motion was seconded by Jason Head.

*Roll Call Vote: : F. Stubblefield - Yes J. Ring - Yes*

*N. Johnson – Absent, Excused C. Holmes – Absent, Excused*

*M. Wilhoit - Yes C. Gregory – Yes*

*M. Van Dyke - Yes B. Dean - Yes*

*J. Head - Yes*

*Vote of: (7) Yes (2) Absent (2) Excused*

1. **Staffing -** Rachael mentioned that it was coming to a point that a discussion about hiring more employees might need to start. She stated that there were almost 2 dispatchers needed for the RCSO channel. She also stated that there was a possibility of adding some call-taker positions that might also be an option to help take some of the phone traffic off the dispatchers. She stated if someone was a call-taker and answering non-emergency phone calls, they would not have to have as much training. She also stated there were days that police videos would pop up online and create havoc because the center would be flooded with calls. She stated there was one in Greenbrier a couple of years ago and recently there was one from the sheriff’s office that had people upset after it was posted online.

**(Jason)**

Jason presented the board with updated call numbers and department numbers for the previous month.

**(Skylar)**

No updates.

**(Dee Dee)**

1. **504 & 506 Blackpatch Dr –** Dee Dee presented 504 and 506 Blackpatch Dr to the board. These two addresses have a driveway off Javier Dr, and need to be changed to Javier Dr. This was due to a new subdivision being built and Javier Dr being built where these two driveways used to be. Jason Head asked if this would cause Blackpatch to have to be readdressed, and Dee Dee stated it would not.

Motion made by Chad Gregory to change these two addresses. Motion was seconded by Faye Stubblefield.

*Roll Call Vote: J. Ring - Yes J. Head – Yes*

*C. Gregory - Yes M. Wilhoit – Yes*

*N. Johnson – Absent, Excused C. Holmes– Absent, Excused*

*F. Stubblefield – Yes B. Dean - Yes*

*M. Van Dyke - Yes*

*Vote of: (7) Yes (2) Absent (2) Excused*

**2025-03-07 Old Business**

**2025-03-08 New Business**

Faye stated she was present at an EOC meeting a couple of weeks prior to the meeting when a storm came in. She stated she felt very fortunate to be here to witness what happens in dispatch when something like that happens. She stated Jason and Rachael immediately went into dispatch and started working on the radio. She stated she had never been in dispatch when all seven consoles were up and running. She stated everyone was doing an amazing job, and she was very appreciative of being able to witness that firsthand.

Michael Van Dyke asked if there were still more radio issues. Rachael stated dispatch still hated the new radios. It was asked what the problems were. Rachael stated there were multiple problems. Units could walk on dispatch and on each other. Some radios are loud while others you can barely hear. She stated there was a problem with units blurting out traffic without being acknowledged, and now it was more of an issue hearing units if another channel was talking. Rachael stated Chief Deputy, Charlie Clark, was able to witness some of those issues for himself one day when he was at dispatch. He stated with the old radios, it seemed to be more streamlined. He stated the computer system looked like it was drawn by a kindergartener. He stated the problem was when the officer called you, you used to be able to pull the recorder up and hear the last radio traffic and now you had to log into an entirely different system. He stated there was nothing about it that seemed to be user friendly. Rachael said there were just a lot of problems that needed to be evaluated. Michael Van Dyke asked that a summary be sent to the project manager with all the issues we had experienced. Rachael mentioned a lot of the problem was that presales did not discuss what functions were needed prior to the project being started. Michael Van Dyke said he had the same issue. A lot of things were promised that were not allowed on the TACN system.

**2025-03-09 Adjournment**

Meeting adjourned by the Chairman, Bruce Dean at 10:00 am.

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Chairman, Bruce Dean Secretary, Nancy Johnson

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Typist, Rachael Payne