

**Dakota 911
Board of Directors
Meeting Minutes: January 6th, 2023**

Members Present: John Bergman – Apple Valley; Cara Schulz – Burnsville; Mike Slavik – Dakota County; Mike Supina – Eagan; Nick Lien – Farmington; Jen Fox – Hastings; Jeff Weisensel – Rosemount; Lori Hansen – South St. Paul; Pat Armon – West St. Paul

Members Absent: John Murphy – Inver Grove Heights; Michelle Volk – Lakeville; ; Joel Paper – Mendota Heights

Alternates Present: John Bermel – Lakeville; Stephanie Levine – Mendota Heights

Others Present: Logan Martin – Executive Committee Chair; Dain Olson – Dakota 911 Legal Counsel; Tom Folie, Brent Anderson, Jen Hildebrandt – Dakota 911

1. Call to Order

Recognizing a quorum Chair Weisensel (Rosemount) called the meeting to order at 8:03am.

2. Pledge of Allegiance

Introductions & Welcome

3. Roll Call

| | | | | |
|---|---------------------|----------------|---|------------------|
| X | Apple Valley | John Bergman | | Clint Hooppaw |
| X | Burnsville | Cara Schulz | | Dan Gustafson |
| X | Dakota County | Mike Slavik | | MaryLiz Holberg |
| X | Eagan | Mike Supina | | Gary Hansen |
| X | Farmington | Nick Lien | | Steve Wilson |
| X | Hastings | Jen Fox | | Mary Fasbender |
| | Inver Grove Heights | John Murphy | | |
| | Lakeville | Michelle Volk | X | John Bermel |
| | Mendota Heights | Joel Paper | X | Stephanie Levine |
| X | Rosemount | Jeff Weisensel | | Paul Essler |
| X | South St. Paul | Lori Hansen | | Todd Podgorski |
| x | West St. Paul | Pat Armon | | Julie Eastman |

4. Approve Agenda

Discussion:

No discussion.

Action: Motion by Weisensel (Rosemount) to approve the agenda. Second by Hansen (South St. Paul).

| | |
|-----|---------------------|
| Aye | Apple Valley |
| Aye | Burnsville |
| Aye | Dakota County |
| Aye | Eagan |
| Aye | Farmington |
| Aye | Hastings |
| | Inver Grove Heights |
| Aye | Lakeville |
| Aye | Mendota Heights |
| Aye | Rosemount |
| Aye | South St. Paul |
| Aye | West St. Paul |

Motion passed.

CONSENT AGENDA

5. Consent Agenda – Board of Directors Chair

- a. **Approve Minutes from the November 10th, 2022 regular meeting**
- b. **Receive and Approve October and November 2022 Unaudited Financial Reports**
- c. **Receive executed contracts and agreements report**
- d. **Approve resolution 2023-001 designating 2023 official newspaper**
- e. **Approve resolution 2023-002 amending the 2022 and 2023 capital budgets**

Discussion:

No discussion.

Action: Motion by Bergman (Apple Valley) to approve the consent agenda as presented. Second by Hansen (South St. Paul).

| | |
|-----|---------------------|
| Aye | Apple Valley |
| Aye | Burnsville |
| Aye | Dakota County |
| Aye | Eagan |
| Aye | Farmington |
| Aye | Hastings |
| | Inver Grove Heights |
| Aye | Lakeville |
| Aye | Mendota Heights |
| Aye | Rosemount |
| Aye | South St. Paul |
| Aye | West St. Paul |

Motion passed.

REGULAR AGENDA

Action Items

6. Executive Director Selection

Discussion:

Martin (Executive Committee Chair) recapped events leading up to recommended action stating that at the direction of the Board, the hiring committee worked through a selection process that started with a preliminary review of ten applicants. Martin noted that based on an almost unanimous decision, the three finalists were selected. Martin continued stating that the hiring committee felt strongly that in addition to Dakota 911 administrative staff, all Dakota 911 personnel needed to be given an opportunity to meet the finalists and provide feedback. Martin noted that Wednesday, January 4th the finalists were invited to a meet and greet with staff. Martin clarified that administrative personnel were not included in this opportunity as to ensure staff felt comfortable. Employees who participated in the meet and greet were invited to provide feedback which was compiled into one document that would be provided to the hiring committee the next day.

Martin stated that the hiring committee, under the guidance of David Drown Associates representative Gary Weiers, convened on January 5th to administer formal interviews. Martin clarified that the Committee was split into two panels, each equipped with a different set of questions, both had 40 minutes with each finalist. When the finalists weren't interviewing, they were receiving a tour of the facility. Martin noted that after the formal interviews each panel member ranked the finalists based on a set of criteria provided by DDA. Martin noted that the panels then convened to discuss interview results and consider staff feedback from the meet and greet that had been confidentially compiled by DDA. Martin noted that he was pleased to inform members that the Hiring Committee arrived at the recommendation being presented for consideration.

Slavik (Dakota County) noted that of all the processes he had been part of, this was one of the better ones. Slavik noted that all three candidates, representing very different styles, were great. Slavik noted that the interesting part of the process was that in both meetings of the Hiring Committee, the 10 or more participants were very much in agreement.

Weisensel (Rosemount) noted that the initial information received from all candidates was very detailed and included a traits/characteristics evaluation and a preliminary video interview. Weisensel added that the experience, education and interview component, along with much consideration of staff feedback, resulted in the recommendation. Weisensel added that the staff feedback was very valuable, and even helped solidify the recommendation being presented.

Folie (Dakota 911) noted that it was clear that any of the three finalists would do a great job. Folie acknowledged that he was 100% confident that the recommendation being made was the right one.

Schulz (Burnsville) asked if the Hiring Committee was comfortable with the second candidate if an agreement could not be achieved and if so, that would require another Board meeting. Martin commented that the first candidate had been notified and did not

see there being any reason an agreement couldn't be arrived at. Martin acknowledged however, that the motion could be extended to include authorization to engage the second candidate if an agreement could not be arrived at with the first.

Action: Motion by Levine (Mendota Heights) to approve the recommendation of the hiring committee and direct the Executive Committee Chair with the assistance of David Drown Associates to negotiate and execute an employment offer with Heidi Hieserich for the Executive Director position staying within the existing compensation and benefit terms. Second by Fox (Hastings).

Further Discussion:

Armon (West St. Paul) asked what attracted the candidate to the position. Weisensel (Rosemount) noted that Hieserich had a lifelong passion for 911 services, starting as a telecommunicator. Weisensel added that her continuing education and project management experience in the private industry all contributed to the decision that she was a very well-rounded candidate.

Bermel (Lakeville) referred to Hieserich and the location of her current employer and asked if this would be a relocation. Weisensel (Rosemount) explained that she was local, working remotely as a project manager, which establishes standards and installed hardware systems for public safety. Weisensel added that the project management and depth of knowledge on what was coming up in public safety technology was very well represented.

Hansen (South St. Paul) noted that she felt Hieserich was a great fit and she was glad to hear the hiring committee was all in agreement on the end recommendation.

Chair Weisensel (Rosemount) called for a vote.

| | |
|-----|---------------------|
| Aye | Apple Valley |
| Aye | Burnsville |
| Aye | Dakota County |
| Aye | Eagan |
| Aye | Farmington |
| Aye | Hastings |
| | Inver Grove Heights |
| Aye | Lakeville |
| Aye | Mendota Heights |
| Aye | Rosemount |
| Aye | South St. Paul |
| Aye | West St. Paul |

Motion passed.

Information Updates/Discussion Items

7. Executive Director Report

Discussion:

Executive Director Recruitment Effort – Folie (Dakota 911) thanked Executive Committee Chair Logan Martin for spearheading the effort.

February Meeting – Folie (Dakota 911) noted that the necessary items that would normally be on the scheduled February meeting had been addressed and inquired if the group wanted to have the February meeting noting that if cancelled, it would not be until May that the Board would meet the new Executive Director. Armon (West St. Paul) asked when the next meeting would be. Folie (Dakota 911) clarified that it would not be until May 18th, and it would be the budget approval meeting. Supina (Eagan) noted that he didn't crave meetings but he felt it would be nice for the group to meet the new Executive Director sooner than May, even if it was in place of a formal meeting. Hansen (South St. Paul) agreed. Fox (Hastings) also agreed stating it would be good to meet her prior to the big budget discussion. Weisensel (Rosemount) speculated that Hieserich would appreciate that opportunity also.

Schulz (Burnsville) asked if it would be a good idea to postpone the February meeting to March considering the uncertainty of Hieserich's official start date. Martin (Executive Committee) noted that he was fairly confident Hieserich would be on board before the February date.

Slavik (Dakota County) inquired when Director Folie would be leaving. Folie (Dakota 911) noted that his last day was currently planned to be January 27th, but he and Executive Committee Chair Martin had discussed the possibility of him staying into February if needed.

Weisensel (Rosemount) noted that the group should plan for the February meeting as approved.

Folie (Dakota 911) thanked the Board of Directors for their support since the beginning and commented that the Dakota 911 governance had been spectacular. Folie noted that he firmly believed Dakota County had the best 911 center in the metro area and that was attributable to staff, and the support of their governance.

Weisensel (Rosemount) thanked Director Folie for his 6+ years of leading Dakota 911.

Fox (Hastings) thanked Folie for his steadfast leadership and calm demeanor through the changes particularly over recent years. Fox noted that he handed the changes with grace and dignity.

Bermel (Lakeville) noted that he and Folie went back many years professionally. Bermel noted that it was not a surprise when Folie was hired into the organization. Bermel congratulated Folie on completion of a long career.

Hansen (South St. Paul) noted that she agreed with everything stated and noted that Folie had done an excellent job. Hansen noted that she never worried about the Dakota

911 operation, which was a testament to Folie's leadership. Slavik (Dakota County) agreed stating that the Board, which use to meet monthly, was now finding it's place as a policy and leadership Board that met quarterly. Slavik noted that he had been part of the hiring of 3 of the 4 Directors and the Board evolution was the result of the director leadership. Slavik noted the Board had trust and rapport with Folie and commented that he didn't receive calls complaining of 911 services which was a testament to staff and leadership.

Weisensel (Rosemount) recapped the well-wishes stating that of all public service assignments, the Dakota 911 Board of Directors was probably the best deal. The consortium takes care of business, and at the head of that effort is the Executive Director.

Martin (Executive Committee Chair) inquired if there was a going away event planned for Folie. Folie noted that he wasn't certain what that looked like at this time. All he knew was that his wife planned on moving someplace warm and would potentially invite him along.

Action: No action. Report only.

OTHER BUSINESS

ADJOURN

Action: Motion by Slavik (Dakota County) to adjourn. Second by Supina (Eagan). Motion passed. Meeting adjourned at 8:37am.

**Next Regular Meeting:
February 16th, 2023
8:00am
Dakota 911 Training Room
2860 160th Street W, Rosemount, MN 55068**

Jeff Weisensel, Board of Directors Chair

02/16/2023

Heidi Hieserich, Executive Director

02/16/2023