

**Dakota 911
Board of Directors
Meeting Minutes: September 18, 2025**

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

Members Absent: Tony Scales – Inver Grove Heights; John Maczko – Mendota Heights

Alternates Present:

Others Present: Dan Wietecha – Executive Committee; Heidi Hieserich, Brent Anderson, Jen Hildebrandt – Dakota 911; Dain Olson – Dakota 911 Legal Counsel

1. Call to Order

Recognizing a quorum Chair Weisensel (Rosemount) called the meeting to order at 8:00 am.

2. Pledge of Allegiance

3. Roll Call

X	Apple Valley	John Bergman		Clint Hooppaw
	Burnsville	Cara Schulz		Dan Gustafson
X	Dakota County	Mike Slavik		Bill Droste
X	Eagan	Mike Supina		Gary Hansen
X	Farmington	Nick Lien		Steve Wilson
X	Hastings	Dave Pemble		Mary Fasbender
	Inver Grove Heights	Tony Scales		John Murphy
X	Lakeville	John Bermel		Dan Wolter
	Mendota Heights	John Maczko		Stephanie Levine
X	Rosemount	Jeff Weisensel		Paul Theisen
X	South St. Paul	Lori Hansen		Todd Podgorski
X	West St. Paul	Pat Armon		Doug Fromm

4. Approve Agenda

Discussion: No discussion.

Action: Motion by Chair Weisensel (Rosemount) to approve the agenda as presented.

Motion passed.

CONSENT AGENDA

5. Consent Agenda – Board of Directors Chair

- a. Approve minutes from the May 15, 2025 regular meeting.
- b. Adopt and ratify April, May & June, 2025 paid claims.
- c. Approve June 2025 Unaudited Financial Report.
- d. Received Contracts and Agreements executed between April 22 and August 27, 2025.

Discussion: No discussion.

Action: Motion by Slavik (Dakota County) to approve the consent agenda. Second by Pemble (Hastings).

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

Motion passed.

REGULAR AGENDA

Action Items

6. Receive the 911 Authority, LLC 2025 Staffing and Compensation Study

Discussion:

Hieserich (Dakota 911) referred to the full report provided to members with their agenda packet stating that the action requested for this item was to receive the report. Hieserich clarified that staff would be making a deeper dive into recommendations and would present any resulting recommendations at future meetings. Hieserich then recapped recommendations detailed in the report.

Weisensel (Rosemount) commented that he had read through the Pitman Schedule analysis and commented that it seemed as though a fully implemented Pitman Schedule could minimize staffing needs. Weisensel then asked if a Pitman-style

schedule was common in the industry, and if it would be well received by staff. Hieserich (Dakota 911) confirmed that it was very common to see 12-hour schedules in PSAPS, particularly in the metro area. Hieserich noted that Dakota 911 currently had a combination schedule of 10- and 12-hour shifts. Hieserich commented that there were some employees who loved 12-hour shifts, and a schedule like this would allow employees to work 7 out of 14 days. Hieserich cautioned, however, that 12-hour shifts are long, and there are some who hate them. Hieserich acknowledged the findings in the report and that a deep operational review of the schedule would be taking place. Weisensel (Rosemount) commented that staffing always seemed to be behind. Hieserich (Dakota 911) agreed, stating that Dakota 911 was still working to achieve appropriate staffing levels, after many stagnant years. Hieserich commented that the staffing study supported that plans that had been put in place over the past couple of years were headed in the right direction.

Bermel (Dakota 911) referred to the Pitman schedule and asked if there would be hours owed to either the employee or Dakota 911. Hieserich (Dakota 911) clarified that a true Pitman schedule had built-in overtime.

Action: Motion by Pemble (Hastings) to receive the 911 Authority, LLC 2025 Staffing and Compensation Study. Second by Bermel (Lakeville).

Aye	Apple Valley
Aye	Burnsville
Aye	Dakota County
Aye	Eagan
Aye	Farmington
Aye	Hastings
Aye	Lakeville
Aye	Rosemount
Aye	South St. Paul
Aye	West St. Paul

Motion passed.

7. Approve the LELS Local 368 Public Safety Telecommunicator Supervisor Contract

Discussion:

Hieserich (Dakota 911) informed members that staff was still negotiating with the LELS Local 336 Public Safety Telecommunicator group to reach agreement, and she was hopeful that she would be coming back in November with a recommended contract.

Hieserich noted that Dakota 911 and LELS Local 368 Public Safety Telecommunicator Supervisors had arrived at an agreement, as detailed in the attached contract for

consideration of approval. Hieserich recapped items in the recommended contract including an adjusted pay structure that added a 4th step that increased the top of the scale by 4.2%, and a 3% structure increase for 2027. Hieserich noted that Dakota 911 agreed to a \$200 increase to the longevity stipend which hadn't been increased since implemented in 2022 and a shared split of the medical insurance premium. Hieserich added that the agreement reflected a 50/50 split of the state premium for paid leave, and finally a modification of directives in the group's health care savings plan.

Armon (West St. Paul) asked if the state paid leave program was new. Hieserich (Dakota 911) confirmed. Armon (West St. Paul) suggested that there was no real premium split model yet. Hieserich (Dakota 911) confirmed that this was new territory for everyone in Minnesota and that the State required the employer to cover at least 50% of the state premium.

Action: Motion by Bergman (Apple Valley) to approve the LELS Local 368 Public Safety Telecommunicator Supervisor Contract as presented. Second by Lien (Farmington).

Aye	Apple Valley
Aye	Burnsville
Aye	Dakota County
Aye	Eagan
Aye	Farmington
Aye	Hastings
Aye	Lakeville
Aye	Rosemount
Aye	South St. Paul
Aye	West St. Paul

Motion passed.

Information Updates/Discussion Items

8. Emergency Alerts and Stakeholder Notifications

Discussion:

Hieserich (Dakota 911) informed members that there are three types of alerts and notifications, Wireless Emergency Alerts (WEA), Emergency Alert System (EAS), and Public Safety Notifications. Hieserich acknowledged how, with the increased use of alerting and messaging, and the complexities associated with each type of message, staff has been working with public safety partners to educate the public on the different alerts and when citizens might receive them. Hieserich suggested that members peruse the updated alerts tab on the Dakota 911 website and refer to it as needed, if engaged by members of the community.

Hieserich provided a high-level explanation of each type of alert.

WEA and EAS are IPAWS messages defined and directed by FEMA. Because EAS typically goes metro-wide and over radio and television, Dakota 911 will rarely, if ever, push out an EAS. WEA messages go to geo-targeted areas, meaning if a wireless device enters that area during an active WEA, and the device is set to receive notifications, it should receive the message. Public Safety Notifications are messages that don't meet WEA criteria. Notifications are sent to phones associated with an address within a notification area. Public Safety Notifications are what Dakota 911 has been primarily using for the past decade. During that time, because notifications only went to opt-in contacts, notifications were reaching approximately 3% of the population in the targeted area. Recently, Dakota 911 gained access to additional subscriber resources that increased the contact database from approximately 240,000 to 570,000.

Hieserich (Dakota 911) then detailed steps that are being taken to notify stakeholders in the event of an alert or notification error.

Because of the very strict criteria for WEAs, and complexities associated with WEA technology, there is increased risk for errors. Dakota 911 has been working to improve the overall stakeholder notification process. In the event of an error or outage, templates have been prepared for posting to Dakota 911 social media. Member agencies are encouraged to share these messages. Additionally, email notifications will be made to all primary and alternate members of the Board, Executive Committee and Operations Committee, as well as our Chiefs and Sheriff. The intent is to reach as many stakeholders as possible, with the hope that stakeholders will ensure the message is shared within their organizations as needed.

Supina (Eagan) inquired what determines a WEA or Public Safety Notification? Hieserich (Dakota 911) acknowledged that it was a joint judgement call between the responders and the Dakota 911 supervisor. Hieserich explained that considerations included the time of day and the size of the notification area. Hieserich suggested that a shelter in place at 3am for a very small neighborhood may be a public safety notification, while a shelter in place at 5pm for a large community may be a WEA. Hieserich noted that the improved public safety notifications subscriber database significantly increases the feasibility of notifications as an option. Supina (Eagan) asked why he would guide someone to opt-in for public safety notifications. Hieserich (Dakota 911) stated that a great example would be if you live in Hennepin County and work in Dakota County, you can register your device to be notified if there is a public safety message for an area that includes your work address.

Lien (Farmington) asked if citizens could receive both a WEA and Public Safety Notification at the same time. Hieserich (Dakota 911) confirmed.

Weisensel (Rosemount) asked if staff had heard anything about Homeowner Associations opting in and then sending out crime notices. Bermel (Lakeville) suggested it could be a monthly crime mapping report received by member police departments. Weisensel (Rosemount) clarified that messages were very timely, so he didn't think that was what it was. Hieserich (Dakota 911) responded that she had not heard of that.

Hieserich (Dakota 911) Recapped that the WEA messages that have been going out, at a rate of almost one a week, were working, and Dakota 911 was really working to share educate the public on this important service.

Action: No action. Update only.

9. 2025 Goals and Objectives Update

Discussion:

Hieserich (Dakota 911) referred to the detailed narrative update and visual aid provided in the packet and noted that staff was making great progress with the 2025 Goals and Objectives. Hieserich noted that one key project staff was really excited about was the implementation of live transcription and language translation platform. Hieserich explained how approximately half of the dispatch team had been trained and was using this new platform which not only provided immediate transcription to the call taker but also picked up on background noises and keywords. Hieserich noted there had already been a couple success stories in the two weeks the platform had been in operation.

Action: No action. Update only.

10. Executive Director Report

Discussion:

Staffing Update – Hieserich (Dakota 911) reported that PST gross staffing was at 50 of the 55 authorized in 2025. Hieserich added that with 6 in training, net staffing was at 44.

Armon (West St. Paul) inquired about recruiting. Hieserich (Dakota 911) noted that employment opportunities were posted to Facebook, Instagram, Governmentjobs.com, Indeed, APCO/NENA, the League of Minnesota Cities and through the State of MN ECN. In addition, opportunities were promoted through staff word of mouth at area events including fire open houses, schools and other job fairs. Hieserich commented that the biggest challenge wasn't getting people to apply but getting people through the screening process.

911 Public Messaging – Hieserich (Dakota 911) informed members that Dakota 911 launched it's first video, "when to call 911" on social media two weeks prior. Hieserich continued stating that the second video "what happens when you call 911" was pushed out earlier this week, and the third and final video promoting non-emergency alternatives would be pushed out the week of September 22nd. Hieserich stated that

after the third video is released, all three videos will be put into a reel and pinned to the top of Dakota 911's social media. Hieserich noted that it was fun to see member agencies and representatives sharing these videos. Hieserich added that print materials were being compiled for distribution to Dakota 911 public safety partners for sharing at upcoming open houses. Hieserich closed, thanking the City of Eagan for helping with the creation of the media and print material in support of this effort.

CAD to CAD Grant Funding – Hieserich (Dakota 911) reminded the group that there had been expressed regional interest that pulled back when the State of Minnesota got involved. However, that effort fizzled out, so the region was picking it back up with Hennepin County applying for a grant to help fund regional CAD to CAD. Hieserich noted that while there wasn't anything further to report, the region was expecting to hear back on the grant application any day.

Indoor School Mapping – Hieserich (Dakota 911) noted that the MESB was leading a procurement process with an RFP that was close to award announcement. Hieserich explained how a contractor would come in and do a detailed analysis of all public and private schools in the region and provide detailed maps that would feed into CAD and allow for immediate public safety access if needed. Hieserich commented that the project was expected to be completed in 2026.

Action: No action. Update only.

OTHER BUSINESS

Weisensel (Rosemount) referred to the National League of Cities event that conflicted with the scheduled November 20 Board meeting and asked if anyone was opposed to moving the meeting up one week to November 13th. Hearing no objection, the group agreed to move the November meeting to November 13th. Slavik (Dakota County) suggested consideration of this repeated conflict going forward.

Slavik (Dakota County) referred to the upcoming State of the County address scheduled for Monday September 22nd at 4:00 pm at Schaar's Bluff Gathering Center. Slavik invited members to attend the event stating there would be multiple presentations from state, county, city and school leaders. Hieserich (Dakota 911) noted that she would be presenting on behalf of Dakota 911.

Weisensel (Rosemount) invited members to the food truck festival scheduled in Rosemount Central Park this weekend.

ADJOURN

Action: Motion by Weisensel (Rosemount) to adjourn. Second by Hansen (South St. Paul). Motion passed. Meeting adjourned at 8:44am.

Next Regular Meeting:
December 11, 2025
8:00am
Dakota 911 Training Room
2860 160th Street W, Rosemount, MN 55068



Jeffery D. Weisensel, Board of Directors Chair

12/11/2025
12/11/2025



Heidi Hieserich, Executive Director

12/11/2025
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