

**Dakota 911  
Executive Committee  
Meeting Minutes: February 4, 2026**

**Members Present:** Tom Lawell – Apple Valley; Dianne Miller – Eagan; Dan Wietecha – Hastings; Justin Miller – Lakeville; Cheryl Jacobson – Mendota Heights; Logan Martin – Rosemount; Ryan Garcia – South St. Paul

**Members Absent:** Gregg Lindberg – Burnsville; Heidi Welsch – Dakota County; Lynn Gorski – Farmington; Kris Wilson – Inver Grove Heights; Nathan Burkett – West St. Paul

**Alternates Present:** BJ Jungmann – Burnsville; David McKnight – Dakota County; Brian Wicke – South St. Paul

**Others Present:** Dain Olson – Dakota 911 Legal Counsel; Heidi Hieserich, Brent Anderson, Jen Hildebrandt – Dakota 911

**1. Call to Order**

Recognizing a quorum, Chair Wietecha (Hastings) called the meeting to order at 3:00pm.

**2. Roll Call**

**3. Approve Agenda**

**Discussion:**

No discussion

**Action:** Motion by Jungmann (Burnsville) to approve the agenda. Second by Miller (Eagan). Motion passed.

**CONSENT AGENDA**

**4. Consent Agenda – Executive Committee Chair**

- a. Approve minutes of November 5, 2025 regular meeting
- b. Approve October, November, December, 2025 paid claims
- c. Receive contracts and agreements executed between October 29, 2025 and January 28, 2026
- d. Receive October, 2025 Operations Committee meeting minutes
- e. Recommend Designation of 2026 Official Newspaper
- f. Recommend Approval of the Motorola Solutions Radio Console Maintenance Agreement

**Discussion:**

No discussion.

**Action:** Motion by Lawell (Apple Valley) to approve the consent agenda. Second by Jungmann (Burnsville). Motion passed.

## **REGULAR AGENDA**

### ***Action Items***

#### **5. 2027 Budget Process and Workgroup Formation**

##### **Discussion:**

Hieserich (Dakota 911) presented the 2026 timeline for the 2027 budget approval process. She also reminded the group who participated in the 2026 budget approval work group. Hieserich stated that the goal was to identify committee members for workgroup participation.

Wietecha (Hastings) noted that the workgroup commitment was typically one meeting.

McKnight (Dakota County) and Miller (Lakeville) agreed to join the Chair and Vice-chair as members of the 2027 budget review workgroup.

**Action:** Motion by Garcia (South St. Paul) to receive the budget process timeline and approve formation of the 2027 Budget review workgroup. Second by Martin (Rosemount). Motion passed.

#### **6. Executive Director Performance Evaluation**

##### **Discussion:**

Hieserich (Dakota 911) recapped the 2025 executive director performance evaluation process facilitated by the Executive Committee Chair, Dan Wietecha. Hieserich recapped that feedback was solicited from member agencies through their Executive Committee representatives. Feedback was compiled and provided to the identified workgroup for review, and ultimately presentation to the Executive Director. Hieserich noted that hard copies were available for anyone interested in seeing the data.

Wietecha (Hastings) thanked the group for 100% participation. Wietecha noted that there was little surprise in the feedback and that all members seemed to agree that the consortium was pleased with Hieserich's performance and felt fortunate to have her in the role. Wietecha informed the group that the average overall rating was 4.67 on a 5-point scale. Wietecha commented that Hieserich's strengths included the ability to balance all levels of governance, having high standards for the Dakota 911 organization, and always looking to improve operations through initiative and innovative efforts. Wietecha added that the feedback supported that Hieserich was very professional and possessed strong interpersonal skills. Wietecha acknowledged that one question in the survey requested a score for Hieserich's supervision, and that many did not respond to that question. Wietecha noted that he had spoken with a public safety telecommunicator who represented that Hieserich had worked hard over the past couple of years, working to improve morale.

Martin (Rosemount) commented that he felt the workgroup review of feedback with Hieserich was a very nice conversation and he was thankful to have her on the team.

Miller (Eagan) shared her gratitude for and support of Hieserich.

Hieserich (Dakota 911) thanked the committee for their valuable feedback.

**Action:** No action.

## **7. Executive Director Compensation Scale**

### **Discussion:**

Hieserich (Dakota 911) reminded the group that there were conversations about the executive director compensation scale in the November 2025 meeting, where the group decided to form a workgroup to evaluate the two compensation scales proposed in the Staffing and Compensation Study, and formulate a recommendation on how to proceed. Hieserich clarified that, while not directly connected to the executive director's performance evaluation, that workgroup was tasked with this evaluation out of convenience. Hieserich also reminded the group that there was the need to have governance input a desired compensation strategy.

Hieserich noted that some of the general feedback that came out of the workgroup review included adding some PSAP JPA comparables. Hieserich reported that while the comparables used were generally supported, the recommendation was to add additional PSAP JPA comparables. Hieserich noted that even if the comparables were not local, they could be adjusted for cost of living. Hieserich assured this would be kept in mind for future studies. Hieserich added that the organization who administers the next study may also have some recommendations. Wietecha (Hastings) asked if non-local JPAs meant state-wide or larger. Hieserich (Dakota 911) noted that it would likely be nationwide, considering there were very few comparable JPO PSAPs in Minnesota.

Hieserich (Dakota 911) informed members that the workgroup proposed recommending the approximate 10% scale, which reflected a net 6%. Hieserich noted that implementing this change would place the executive director's wage scale about 4% above comparables used in the study. Hieserich added that for comparison purposes, the 6% scale would place the executive director wage scale 1% below the comparables median. Hieserich stated that implementing the 10% wage scale would result in a 2026 added budget impact of approximately \$2,679, and the 2-year budget impact would be approximately \$11,056.

Wietecha (Hastings) added that another workgroup consideration was that on the 10% wage scale, Hieserich would be placed in Step 5, allowing some room for further advancement over the next couple years. Comparatively speaking, Hieserich would be placed in the 7th step of the 6% scale, topping out immediately.

**Action:** Motion by Miller (Lakeville) to recommend the executive director 2026 wage scale be updated to reflect the approximate 10% modification as presented in the 2026 staffing and compensation study proposed by the executive committee workgroup. Second by Martin (Rosemount).

Lawell (Apple Valley) noted that he was not opposed to the recommendation, and that he was asking for a refresh on which comparables were used in the 2025 staffing and compensation study. Hieserich (Dakota 911) reminded the group that comparables included a variety of local public safety police and fire chiefs as well as county level directors, and area emergency managers and JPA organizations.

Motion passed.

## **8. 2026 Dakota 911 Goals & Objectives**

### **Discussion:**

Hieserich (Dakota 911) informed members that the 2026 goals and objectives focused on four goal themes, including administrative efficiency, operational excellence and efficiency, fostering a great place to work, and infrastructure planning and resilience. Hieserich presented and reviewed objects, action plans and timelines for each of the four goals.

Wietecha (Hastings) referred to employee engagement and career development objectives listed in goal 3 and suggested they may be two separate initiatives. Hieserich (Dakota 911) acknowledged and agreed that they would be handled separately.

**Action:** Motion by McKnight (Dakota County) to recommend the Board of Directors receive and approve the proposed 2026 Goals and Objectives. Second by Miller (Eagan). Motion passed.

## **9. Committee Chair and Vice Chair Elections and Appointments**

### **Discussion:**

Hieserich (Dakota 911) reminded members that the first meeting of even-numbered years needed to include Committee Chair and Vice-chair elections and appointments. Hieserich noted that Chair Wietecha and Vice-chair Garcia were both eligible to continue in their current roles.

Garcia (South St. Paul) volunteered to continue in his current Vice-chair role. Wietecha (Hastings) volunteered to continue in his current Chair role.

**Action:** Motion by Miller (Lakeville) to re-appoint Dan Wietecha as Dakota 911 Executive Committee Chair, and to re-appoint Ryan Garcia as Dakota 911 Executive Committee Vice-chair. Second by Lawell (Apple Valley). Motion passed.

## ***Information Updates/Discussion Items***

### **10. Executive Director Report**

#### **Discussion:**

Staffing – Hieserich (Dakota 911) provided an update on Dakota 911 staffing levels. Miller (Lakeville) asked if there had been any paid leave experience. Hieserich (Dakota 911) confirmed, stating that there was only one telecommunicator currently on consecutive leave but there were a few who were on intermittent leave. Miller asked what the impact of the intermittent leave was on the staffing level. Hieserich clarified

that intermittent leave was not reflected in the staffing level as it was currently of minimal impact. Hieserich reiterated, however, that Dakota 911 was operating short-staffed.

PST PERA Pension Update – Hieserich (Dakota 911) reported that a formal workgroup had conducted a study, including actuary consideration, in 2025. Hieserich noted that the workgroup was tasked with looking at impacts of moving public safety telecommunicators into a new pension fund with probation officers, that, like police and fire, may allow for early retirement without penalty. Hieserich noted that the workgroup completed the study and brought a recommendation to legislature. Hieserich commented that the recommendation was being fully supported by all stakeholders involved, including PERA, the Association of Minnesota Counties and the Sheriff's Association. Anderson (Dakota 911) commented that the recommendation was expected to pass later in the year, which was great news for recruitment and retention.

Lawell (Apple Valley) asked how this would impact the senior telecommunicators, and if it would result in immediate departure. Anderson (Dakota 911) clarified that there was no provision to catch up the more experienced people. Anderson continued that the recommendation was for a mixed plan where current participation in the coordinated plan would cease and the new plan would begin. The retirement age without penalty would decrease from 66 to 60 and the high five would apply across plans. The costs would be a 2.3% impact on employees only, with no cost implications to telecommunicator employers. Anderson added that the multiplier would increase from 1.7 to 1.9.

Regional Priorities – Hieserich (Dakota 911) informed members that the MESB was in the process of identifying regional priorities. Recognizing this, a group of stakeholders met to identify 911-specific priorities, which included CAD to CAD and interoperability capabilities. Hieserich noted that these priorities would be presented to the full committee in February for recommendation to the MESB Board in March. Hieserich continued stating that other priorities included studies that would highlight and support shared technology without compromising local control or experiencing operational impacts.

Lawell (Apple Valley) referred to the current state of affairs and asked how ICE efforts were impacting Dakota 911. Hieserich (Dakota 911) commented that these efforts were impacting Dakota 911 operations and staff. Hieserich noted that operationally, the floor was receiving 15 – 20 extra calls a day. Hieserich stated that public safety was in a difficult position because federal efforts were resulting in 911 calls for help. Hieserich noted that protocol was to take the information/request for service and dispatch responders as appropriate. The responding agency makes the response determination based on their protocols.

Lawell (Apple Valley) referred to the operations meeting minutes in the packet where it was reflected that Dakota 911 may receive live feed from officer body cams. Lawell

asked if that was permitted by many agencies. Hieserich (Dakota 911) clarified that currently the only thing being received from body cams was location.

**Action:** No action. Report only.

## **OTHER BUSINESS**

### **ADJOURN**

**Action:** Motion by Jungmann (Burnsville) to adjourn. Second by Miller (Eagan). Motion passed. The meeting adjourned at 3:49pm.

### **NEXT REGULAR MEETING**

**May 6, 2026**

**3:00pm**

**Dakota 911 Training Room**