

**Dakota 911
Board of Directors
Meeting Minutes: February 19, 2026**

Members Present: John Bergman – Apple Valley; Cara Schulz – Burnsville; Mike Slavik – Dakota County; Mike Supina – Eagan; Nick Lien – Farmington; Dave Pemble – Hastings; Tony Scales – Inver Grove Heights; John Bermel – Lakeville; John Maczko – Mendota Heights; Jeff Weisensel – Rosemount; Lori Hansen – South St. Paul

Members Absent: Pat Armon – West St. Paul

Alternates Present: Doug Fromm – West St. Paul

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 8:01 am.

2. Pledge of Allegiance

3. Roll Call

x	Apple Valley	John Bergman		Clint Hooppaw
X	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
X	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
	South St. Paul	Lori Hansen		Todd Podgorski
	West St. Paul	Pat Armon	X	Doug Fromm

4. Approve Agenda

Discussion:

No discussion.

Action: Motion by Weisensel (Rosemount) to approve the agenda as presented.
Second by Pemble (Hastings).

Motion passed.

CONSENT AGENDA

5. Consent Agenda – Board of Directors Chair

- a. Approve minutes from the December 11, 2025 regular meeting.
- b. Adopt and ratify October, November, December, 2025 paid claims.
- c. Received Contracts and Agreements executed between October 29, 2025 and January 28, 2026.
- d. Designation 2026 Official Newspaper.
- e. Approve Motorola Solutions Service Agreement.

Discussion: No discussion.

Action: Motion by Bermel (Lakeville) to approve the consent agenda. Second by Fromm (West St. Paul).

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

Motion passed.

REGULAR AGENDA

Action Items

6. Receive Executive Director 2025 Performance Evaluation.

Discussion:

Hieserich (Dakota 911) recapped the Executive Director annual performance evaluation process that ended with executive committee workgroup review and presentation of results. Hieserich noted that the 2025 workgroup consisted of Chair Wietecha, Vice-chair Garcia, Logan Martin and Justin Miller.

Wietecha (Executive Committee Chair) thanked members for contributing to survey feedback that resulted in 100% participation. Wietecha offered hard copies of survey results to anyone interested. Wietecha commented that the results of Director

Hieserich's 2025 evaluation were no surprise, stating she's doing a fantastic job. Wietecha highlighted that some of Hieserich's strengths included balancing multiple boards/committees, holding very high standards for the organization, innovative planning for the future and professional communication and interpersonal skills.

Hieserich (Dakota 911) thanked members for the 100% participation, stating that the feedback is greatly appreciated. Hieserich also noted that she was grateful for her amazing support staff and the support she has received from the consortium.

Weisensel (Rosemount) commented that Hieserich's strong leadership was very evident based on feedback from membership and staff. Weisensel then asked if there was any objection to adopting a motion to approve the report.

Action:

Hearing no objection, Chair Weisensel adopted a motion to approve the Executive Director 2025 performance evaluation report.

7. Receive executive director compensation scale recommendation and consider approval.

Discussion:

Hieserich (Dakota 911) reminded members that at the December 2025 meeting the Board considered and approved all recommendations that came out of the 2025 Staffing and Compensation Study, except for the compensation structure for the executive director position. Hieserich clarified that the Executive Committee decided to table that recommendation pending a workgroup review of two options that reflected an estimated 6% scale increase and an estimated 10% scale increase. Hieserich noted that the executive committee workgroup made up of Chair Weisensel, Vice-chair Garcia, Justin Miller and David McKnight convened in January to discuss both options. Hieserich reported that the workgroup discussed comparables used to benchmark the executive director's compensation scale, including local public safety leadership, Dakota County department-level leadership and some local joint powers leadership. Hieserich noted that while the group generally supported the comparables, it was suggested to include additional public safety answering point JPA organizations in the future. Hieserich noted that because there weren't many local PSAP JPAs, the effort would involve regional and out-state comparables, incorporating cost of living considerations. Hieserich added that the workgroup also wanted to leave the listing of comparables open to recommendations made by consultants for future studies, done every 3 – 5 years. Hieserich detailed that the two study-proposed options both included a reduction of the current 10-step compensation scale to a 7-step scale for organizational consistency. Hieserich noted that one of the options was for a 6% scale increase which included the 4% organization-wide cost of living adjustment resulting in a 2% net increase which would place the scale approximately 1% below the comparables median. Hieserich continued stating that the second option was for a 10% scale

increase which included the 4% organization-wide cost of living adjustment resulting in a 4% net increase which would place the scale approximately 3% above the comparables median. Hieserich noted that the workgroup ultimately proposed the executive committee recommend the reduction of the current 10-step compensation scale to a 7-step scale, and the 10% scale adjustment which would result in an impact of \$2,679 to the approved 2026 budget, and a total 2-year impact of just over \$11,000.

Wietecha (Executive Committee Chair) noted that the workgroup that considered the proposed options consisted of the same people who participated in the executive director performance evaluations workgroup. Wietecha noted that the 6% option came with concerns that it was already coming in below the market median. Wietecha added that while the director's performance evaluation was not merit-based, the workgroup found that the value Director Hieserich brought to the organization strengthened the recommendation to approve the 10% scale increase. Wietecha added that the executive committee agreed that the Dakota 911 Executive Director position was unique, so it was difficult to identify direct comparables, so the recommendation going forward was to use the best comparables possible. Wietecha stated that the 10% scale adjustment was in line with the median of current comparables.

Bermel (Lakeville) acknowledged how well thought out the process was. He commented that he agreed with the decreased number of steps, and while a 10% scale adjustment may seem steep at face value, it places the position just above median. Bermel added that approving the higher proposed adjustment also recognized the talent in the position.

Action: Motion by Schulz (Burnsville) to approve the recommendation to modify the executive director compensation structure as presented, including Director Hieserich's placement at step 5 of the modified scheduled, retro-active to her anniversary date. Second by Bergman (Apple Valley).

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

Motion passed.

8. Receive 2026 Dakota 911 Goals and Objectives and consider approval.

Discussion:

Hieserich reviewed 2026 overall organizational goals, noting that each goal had objectives and each objective had action plans that came with a timeline and status report.

Goal 1: Improve Administrative Efficiency

Goal 2: Improve Operational Excellence and Efficiency

Lien (Farmington) referred to the action to develop the AI assisted quality assurance tool and asked what the product that was being used was. Hieserich shared that the tool being used was Prepared.

Maczko (Mendota Heights) referred to the action to expand the use of the Power Engage community engagement/survey platform and asked if staff knew what the survey response rate was. Hieserich (Dakota 911) noted that it was approximately 45%, and that she would include that in data going forward.

Goal 3: Foster a Great Place to Work

Goal 4: Infrastructure Planning and Resilience

Lien (Farmington) referred to the action to evaluate cost/benefit value of participation in the LOGIS CAD consortium and asked if movement out of the LOGIS CAD consortium would result in renegotiation of member fees. Hieserich (Dakota 911) commented that it was very difficult to say but the goal was to work within the constraints of the budget. Hieserich continued, stating that she believed the organization was well-prepared with what was already allowed for in the capital plan, and that there was much more to learn over the course of the year.

Weisensel (Rosemount) referred to the status for some of the goals and noted determining "completion" could be a bit difficult. Weisensel referred to the Goal 3 objective to promote a values driven culture and asked how that was quantified with metrics. Weisensel continued stating that the challenge would be to identify a quality v quantity metric. Hieserich (Dakota 911) acknowledged and noted that members may see some recurring goals and objectives as they were ongoing, and that the organization focus was on the actions, which were a bit easier to gauge status on. Hieserich commented that the status of the action to evaluate employee engagement and develop strategies to address identified improvement opportunities could return a completion status, but the results of the actual employee engagement survey need to be compared to previous experience and would be an ongoing effort. Weisensel (Rosemount) noted that there may be a trendline that could aid in the status report.

Action: Motion by Pemble to approve the Dakota 911 2026 goals and objectives.
Second by Supina (Eagan).

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

Motion passed.

9. Board of Directors Chair and Vice-chair Elections and Appointments

Discussion:

Hieserich (Dakota 911) reminded members that the bylaws required election of Board of Directors Chair and Vice-chair at the first meeting of even-numbered years. Hieserich continued, stating that in the December, 2025 meeting, nominations were made and included Director Slavik for Chair and Director Supina for Vice-chair.

Chair Weisensel (Rosemount) opened the floor for any additional nominations for Chair. Hearing none, he closed nominations.

Action: Motion by Weisensel to adopt unanimous ballot to appoint Director Slavik as Board of Directors Chair for the 2026-2027 term.

Further Discussion:

Chair Weisensel (Rosemount) opened the floor for any additional nominations for Vice-chair. Director Bermel (Lakeville) commented that he would like to be considered for appointment as Vice-chair for the 2026-2027 term. Hearing no further nominations, Chair Weisensel closed nominations. Chair Weisensel then gave Directors Supina and Bermel opportunities to recap their experience and motivations for pursuing appointment.

Supina (Eagan) commented that he joined the Board when he became a councilmember in 2021. Supina noted that with approximately five years of experience on the Board he felt he was prepared to increase his role.

Bermel (Lakeville) expressed that serving as the vice-chair would allow him the privilege to continue his public safety leadership. Bermel noted that prior to retirement, Bermel was an Apple Valley Police Department representative on the law enforcement operations committee for many years.

Weisensel (Rosemount) asked if there was any further discussion before voting.

Action: Hearing no further discussion, Weisensel (Rosemount) called for a hand vote, which returned an 8/3 vote in favor of Bermel after Fromm (West St. Paul) abstained. Weisensel confirmed the vote and stated that Director Bermel had been elected as Dakota 911 Board of Directors Vice-chair for the 2026-2027 term.

Information Updates/Discussion Items

10. Executive Director Report

Discussion:

2027 Budget - Hieserich (Dakota 911) recapped the 2027 budget timeline stating that staff was working with Fiscal Agent City of Lakeville to prepare a proposed budget for analysis by the Executive Committee Workgroup, consisting of Chair Wietecha from Hastings, Vice-chair Garcia from South St. Paul, Administrator Burkett from West St. Paul, Administrator Justin Miller from Lakeville and Director David McKnight from Dakota County. Hieserich continued that the Board of Directors could expect to receive the recommended 2027 Operating and Capital Budgets at their May 2026 meeting.

Staffing – Hieserich (Dakota 911) commented that staffing was always a challenge and continued to be a priority for Dakota 911. Hieserich noted that gross staffing was at 50 out of 57. Hieserich clarified that 57 reflected a 2 FTE staffing increase for 2026. Hieserich noted that with one out on leave and seven in training, the net staffing level was currently 42.

Lien (Farmington) asked how many applicants were typically hired in a group. Hieserich (Dakota 911) noted that while a hiring effort could accommodate up to 6 new hires, it was typically 2 – 3.

Pemble (Hastings) asked where Dakota 911 was focusing their outreach efforts. Hieserich (Dakota 911) clarified that different from public safety partners who had pipelines to hire from, Dakota 911 didn't have a specific group network. Hieserich added that the applicant pool was very vast with very diverse backgrounds. Hieserich noted that Dakota 911 was working to improve outreach efforts through career, job and school fairs, but typically posted on governmentjobs.com as well as some industry-wide outlets like APCO and NENA.

Slavik (Dakota County) inquired about the impacts related to the new state leave that began in January. Hieserich (Dakota 911) acknowledged that there had been some impact, but nothing too significant yet.

Lien (Farmington) referred to part-time staffing and asked if that was still a positive experience. Hieserich (Dakota 911) confirmed that it was still the right decision and that, while generally supported, staff had been working through some discussions with the union about part-time assignments.

Regional Priorities – Hieserich (Dakota 911) informed members that PSAPS in the metro region were still expressing how CAD to CAD and interoperability was their number 1 priority. Hieserich noted that although the partners hadn't been able to get this off the ground at the state level yet, the MESB is now guiding the effort with much input from stakeholders.

School Mapping – Hieserich (Dakota 911) noted that MESB efforts are underway to ensure 911 PSAPs have detailed mapping for all schools in their jurisdiction. Hieserich noted that funded by the MESB, the effort has an aggressive completion date of mid-2026. Hieserich noted that the MESB had selected the vendor and although staff doesn't know what technology platform the mapping will be housed in, Dakota 911 would be engaged in the effort.

Pemble (Hastings) asked if this was for all public and private schools. Hieserich (Dakota 911) confirmed.

Telecommunicator pension plan – Hieserich (Dakota 911) provided an update stating that there was a recommendation that would be proposed at the next legislation to move telecommunicators out of the coordinated fund and into a separate fund with probation officers. Hieserich noted that this new fund would decrease the retirement age from 66 to 60, and increased contributions would be to the employee, not the employer. Anderson (Dakota 911) noted that this would be considered a mixed pension plan, allowing telecommunicators to draw on any contributions to this new plan without penalty. Anderson added that the multiplier would change from 1.7 to 1.9. Hieserich noted that because this is a mixed plan, PSAPs were not expecting a significant staffing impact.

Slavik (Dakota County) agreed, stating that analysis showed that just because people could retire at age 60, that didn't mean they would, so retirements will continue to be staggered.

Action: No action. Update only.

OTHER BUSINESS

Weisensel (Rosemount) commented that this would be his final meeting, and that he appreciated the time he has spent serving the Dakota 911 consortium. Weisensel complimented the county-wide JPA effort stating it was a very positive thing for the communities.

ADJOURN

Action: Motion by Weisensel (Rosemount) to adjourn. Second by Pemble (Hastings).


Motion passed. Meeting adjourned at 9:06am

**Next Regular Meeting:
May 21, 2026
8:00am
Dakota 911 Training Room
2860 160th Street W, Rosemount, MN 55068**



Michael Slavik, Board of Directors Chair

5/21/26
05/21/2026



Heidi Hieserich, Executive Director

5/21/26
05/21/2026