Metro Emergency Operations Center
Finance Committee/Executive Board
October 9, 2025 – 11:00am

Attendance:

Board Members	Staff	Staff Continued
Chad Jones, for Charleston Mayor Amy Goodwin	Director Michael Rutherford	Tara Backus
Sheriff Joey Crawford	Dep. Director Russell Emrick	
Jeremy Young, for Commission President Ben Salango	Dep. Director Rick McElhaney	**Guests**
Chuck Boggs	Dep. Director Lindsay White	None
Dave Armstrong, via phone	Josh Knox	
Chris Settles	Jenn Adkins	
	Lisa Moore	
	Courtney Kidd	

Meeting Summary

The meeting of the Metro 911 Finance Committee and Executive Board was called to order at 11:01 am. The meeting covered a comprehensive review of the fiscal and operational status of the organization, focusing primarily on financial updates, employee compensation, benefits adjustments, operational challenges, and strategic planning.

The fiscal year 2025 draft financials were presented and approved, noting positive audit feedback and some non-cash liabilities related to government standards. Fiscal year 2026 year-to-date financials indicate revenue increases from new landline rates and wireless fee adjustments, but rising operational costs persist. Budget amendments and ratifications were addressed, including health savings account (HSA) contributions and vendor payments.

A significant portion of the discussion revolved around employee compensation, particularly for dispatchers. The board considered a 6% raise for administrative and IT employees and a $1.50 per hour increase for dispatchers to remain competitive with surrounding counties and reduce high turnover rates. The challenges of retaining experienced dispatchers were stressed, noting losses primarily due to better pay and benefits elsewhere. Longevity pay as a retention tool was discussed, with comparisons to other counties and the private sector indicating varying approaches.

The meeting also highlighted ongoing funding challenges due to flat or declining revenue from landline fees and increasing expenses, projecting a budget deficit in the next three years. The need for a long-term funding solution was emphasized, with legislative advocacy identified as a priority.

Technology costs, including Microsoft licensing and maintenance contracts, were reviewed with a focus on cost containment and future Next Generation 911 system upgrades.

Health insurance benefits were another major topic. The Board discussed potentially covering the 20% employee share of premiums for Plan C (the County's subsidized plan), which could incentivize employees to switch from the more expensive Plan A, but decided to table this decision until more information on PEIA (Public Employees Insurance Agency) rate changes is available.

Operational updates included successful negotiation with Liberty Mutual for gate repairs, positive feedback on banking services, and contract discussions with Rave Alerts and Motorola regarding emergency notification and app services.

The meeting concluded with motions to adjourn and schedule the next session in December, emphasizing ongoing collaboration to address fiscal sustainability and workforce retention.

Motions

- Motion made to approve the minutes from the June 24, 2025 Meeting
  - Made - Sheriff Joey Crawford
  - Seconded - Chris Settles

  Motion carried.

- Motion made to approve the draft FY2025 Financial Statements presented to auditors
  - Made - Chuck Boggs
  - Seconded - Chad Jones

  Motion carried.

- Motion made to approve the FY26 Year-to-Date Financial Statements
  - Made - Sheriff Joey Crawford
  - Seconded - Chris Settles

  Motion carried.

- Motion made to approve Open Purchase Order and Budget Amendment requests
  - Made - Chris Settles
  - Seconded - Chad Jones

  Motion carried.

- Motion made to ratify the July 1 employer contribution to The Health Plan for HSA funds for employees enrolled in PEIA Plan C in the amount of $103,512.50, due to it being above the $96,687.50 approved in the June 2025 meeting
  - Made - Chris Settles
  - Seconded - Chad Jones

  Motion carried.

- Motion made to ratify payment of the EMS Retirement System invoice for $21,945.05
  - Made - Chris Settles
  - Seconded - Sheriff Joey Crawford

  Motion carried.

- Motion made to enter executive session at 11:48 am, and end executive session at 11:58 am.
  - Made - Chris Settles
  - Seconded - Sheriff Joey Crawford

  Motion carried.

- Motion made to table discussion of employee compensation increase discussions unit later date.
  - Made - Chuck Boggs
  - Seconded - Sheriff Joey Crawford

  Motion carried.

- Motion made to approve renewal of Microsoft licensing renewal for a 3-year term for $71,507.49
  - Made - Sheriff Joey Crawford
  - Seconded - Chris Settles

  Motion carried.

- Motion made to approve 6-month extension of maintenance and support contract with Frontier for the VESTA phone system for $44,433.61
  - Made - Chris Settles
  - Seconded - Sheriff Joey Crawford

  Motion carried.

- Motion table further discussions related to benefits changes regarding employee insurance premiums until after upcoming changes to PEIA are announced
  - Made - Jeremy Young
  - Seconded - Chuck Boggs

  Motion carried.

- Motion to ratify July 2025 United Bank credit card payment in the amount of $22,793.58, largely related to server room AC work
  - Made - Chris Settles
  - Seconded - Chad Jones

  Motion carried.

- Motion to adjourn at 12:22 pm.
  - Made - Jeremy Young
  - Seconded - Chris Settles

  Motion carried.

Respectfully,