



MINUTES

Rescheduled Regular Meeting

QCOMM911 BOARD

Friday, September 4, 2026
9:00 a.m.

Present

City/Village Administrator: Steve Seiver, Milan
Mark Rothert, East Moline
Barry Dykhuizen, Moline
Jerry Leibovitz, Silvis

Public Safety Representatives: Chief Ramsey, East Moline PD
Chief Karzin, Silvis PD
Chief Regenwether, Moline FD
Chief Radosevich, Milan PD

Emergency Comm. Director: Brandon Miller

Others: Leah Madsen, Moline Human Resources
Paul Sikorski, Interim Director
Jose Vargas, Silvis PD
Kristen Oberlander, QCOMM
Wayne Mooney, ETSB

1. Meeting called to order – Barry Dykhuizen called the meeting to order at 9:00 a.m.

2. Roll call of members – Roll call was taken with Steve Seiver, Mark Rothert, Jerry Leibovitz, Barry Dykhuizen, Chief Ramsey, Chief Karzin, Chief Radosevich and Chief Regenwether present. Absent: none

3. Accepting and acknowledging Barry Dykhuizen's placement on the board representing Moline and filling the chair position, currently slotted for the Moline representative until the end of the year.

Steve Seiver made a motion to approve the chair position. Mark Rothert seconded the motion. Motion carried on roll call with the following vote: ayes: Seiver, Rothert, Leibovitz, Dykhuizen

4. Approval of the Minutes from the August 12, 2026 Regular Meeting– Mark Rothert made a motion to approve the minutes. Steve Seiver seconded the motion. Motion carried on roll call with the following vote: ayes: Seiver, Rothert, Leibovitz, Dykhuizen

5. QCOMM 911 Expenses –

Sikorski reported there was nothing unusual to note with the exception of professional services. The budget tracking spreadsheet was presented, with health insurance and IMRF continuing to be the largest areas requiring reconciliation. Because payroll is not processed within the same system, there can be delays and overlap in reporting employee and employer contributions. A meeting with Total Solutions is scheduled for next week to review the process and work toward more accurate reporting.

Steve Seiver made a motion to approve the expense report with acknowledgment of adjustments being processed. Jerry Leibovitz seconded the motion. Motion carried on roll call with the following vote: ayes: Seiver, Rothert,

Leibovitz, Dykhuizen

6. Executive Director Report –

Miller provided the Executive Director's report. There were no legislative updates at this time.

Staffing currently consists of 17 telecommunicators and two shift leads. One employee is on parental leave and another is on FMLA leave. QCOMM received approximately 50 applications and continues to test candidates remotely. Twelve interviews were scheduled over the past two weeks, with 11 candidates interviewed and eight advancing to psychological testing. One candidate successfully completed testing, with four additional results pending. Miller reported no personnel issues at this time.

The three new administrative positions have been posted. Sikorski noted there has been interest and applications received for all three positions. Staff is reviewing applications, checking references, and beginning background checks before moving candidates forward for interviews.

Sikorski asked the Board to provide direction regarding its desired level of involvement in the hiring process. Seiver indicated the Board should have an opportunity to review the shortlisted candidates and scoring to understand how the finalists were selected while allowing management to lead the process. Based on previous hiring practices, Ramsey suggested an interview committee consisting of one Board member and one Chief. Following discussion, Seiver and Ramsey agreed to serve on the interview committee.

Ramsey asked whether background checks should be completed before psychological testing due to the expense of psychological evaluations. Sikorski explained that the order of the process was changed because a significant number of applicants are eliminated during psychological testing. Ramsey added that the testing can also help identify areas in which a candidate may need additional development.

Miller reported that he is currently holding off on filling the shift lead vacancy while questions regarding the hiring process are addressed.

Miller also reported on the second labor-management meeting, describing the discussion as positive and productive. A significant portion of the meeting focused on health insurance and parameters within the current agreement. A committee will be formed to further discuss health insurance parameters and review employee survey results. Leibovitz volunteered to represent the Board on the committee.

The potential implementation of a 12-hour shift schedule was also discussed. Most employees are interested in the 12-hour model; however, several factors still need to be evaluated. Implementation is tentatively being considered for spring or summer 2027, depending on staffing stability. A committee will further review scheduling options, and Miller suggested including a Chief with previous experience implementing a 12-hour schedule. Chief Radosevich volunteered to participate. Staff will also gather examples from other agencies.

The union provided sample attendance policies to address attendance concerns and past misuse. The proposed policies include consequences and provisions for working back absences. Management will continue working through the policies with the union.

Regarding building maintenance, Miller reported that Stanley Steemer provided a quote for carpet cleaning. Staff has also discussed facility needs with IT and maintenance. Carpet cleaning will provide an opportunity to conduct an evacuation exercise but will be postponed until the Training Coordinator returns. Paint touch-ups and updated signage are also planned.

Approximately 90% of staff have participated in one-on-one meetings focused on forward-thinking questions and workplace improvements. One takeaway has been the importance of peer-to-peer recognition. Employees identified coworkers who have demonstrated teamwork and recognized newer employees for their contributions. Miller reported that morale appears to be moving in a positive direction. Sikorski added that since beginning in mid-May, he has observed a positive cultural shift, while acknowledging there are still individual issues and inconsistencies being addressed.

Miller also reported on working with Milan regarding an issue with the vehicle module in the CAD system. Staff identified a practice in which vehicle card information was not being completed, preventing certain information from being transmitted to

the State. Dispatchers are currently testing possible solutions, and the PSAP will discuss the issue and develop a recommendation for properly creating and processing the vehicle cards.

The Board discussed the current process and challenges associated with incomplete vehicle cards in the CAD system. Miller stated that staff members are testing the revised process and working with police departments on completing the information through the mobile system. Reports can also be generated to identify any records that may have been missed. Kelly is reviewing options to improve the overall workflow.

7. Approval of Continuation Agreement for Consulting Services with Paul Sikorski.

Seiver noted previous discussions regarding Sikorski's transition period, including the temporary extension of his consulting agreement and the circumstances that would trigger its conclusion.

Miller explained that Sikorski continues to assist with the hiring process for the new leadership positions. Once the hiring and selections are completed, Sikorski's consulting services are expected to conclude. Miller expressed appreciation for Sikorski's work, noting that he had established a strong foundation and put many processes in place prior to Miller beginning his role.

Seiver echoed Miller's comments, noting that Sikorski stepped into the position with limited opportunity for transition. He credited Sikorski with identifying organizational issues and helping move QCOMM in a positive direction for both employees and the agencies it serves.

Sikorski recognized the Board and its dedication to QCOMM's success and expressed confidence in Miller's leadership. He noted that Miller's vision aligns closely with the direction established during the transition and that there is a strong plan in place moving forward. Sikorski stated that he will continue ensuring Miller has the support needed during the remainder of the transition.

Seiver also expressed appreciation to the City of Moline for providing assistance during the transition and stepping in to fill gaps when support was needed.

Steve Seiver made a motion to approve the continuation of consulting services with Paul Sikorski. Mark Rothert seconded the motion. Motion carried on roll call with the following vote: ayes: Seiver, Rothert, Leibovitz, Dykhuizen

8. Review and Approval of Pledge Agreement with Blackhawk Bank and Trust.

Seiver noted that Blackhawk Bank confirmed the collateral pledge against deposits is a common practice and that the documentation needs to be updated. The current documentation dates back to January 2026 and includes Chris Johnson's signature. Seiver recommended designating the Board Chair, Vice-Chair, and Executive Director as authorized signatories. For rights of substitution, he recommended designating the Board Chair and Executive Director.

Steve Seiver made a motion to approve the pledge agreement. Mark Rothert seconded the motion. Motion carried on roll call with the following vote: ayes: Seiver, Rothert, Leibovitz, Dykhuizen

9. Other Business – None.

10. Public Comment – None.

11. Executive Session – None.

12. Action from Executive Session – None.

13. Adjournment - Having no further business to discuss, Steve Seiver made a motion to adjourn. Jerry Leibovitz seconded that motion, all in favor, the motion passes and the meeting is adjourned at 9:55 a.m.