



ALABAMA 911 BOARD

September 27, 2022
Talk About It Tuesday!

Introduction & Contact Information

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Agenda

September 27, 2022

- Recruitment, Retention, & Center Culture
- Upcoming Training
- Announcements



Recruitment

➤ Billboards

- Digital vs Paper/Placement based on views and the “passing” audience you are trying to reach
- Powerful messaging in just a few words

➤ Commercials-PSAs

- Employee driven-appeal to the profession as a calling to help people
- Hire skilled videographers if possible-look in your jurisdiction for the skills you need to keep costs down

➤ Compensation studies

- Look not only at other 911 Centers but also local businesses. These are the other industries you are competing against for applicants
 - Look also at incentives for special skills: CTO or lateral pay increases based on experience
- If budget restrictions exist, examine other revenue streams such as updating any dispatching contracts you may have and reprioritizing upcoming budgets to be employee-focused



Get to know your people and what makes them tick!

Panel 1 (Lion): "Leading Lions are those people that fly at thirty thousand feet." Dr. Larry Little
Focused
Bottom Line
Risk Taker
Task-Oriented

Panel 2 (Monkey): "Much Loved Monkeys believe that the most important values a person can obtain center around being happy." Dr. Larry Little
Joyful
Likable
Energetic
Verbal

Panel 3 (Turtle): "Tranquil Turtles place value on humility, working together, and a peaceful environment." Dr. Larry Little
Wise
Perceptive
Insightful
Peacemakers

Panel 4 (Camel): "Competent Camels value quality, follow-through, specifics, and working the process." Dr. Larry Little
Prepared
Reliable
Logical
Dependable

TEAM SPORTS TEAM SPORTS TEAM SPORTS

Headset Heroes (purple helmet)

Back in Black (white helmet)

Burn Down For What (orange helmet)

The Mighties (brown helmet)

Dispatch Dragons (yellow helmet)

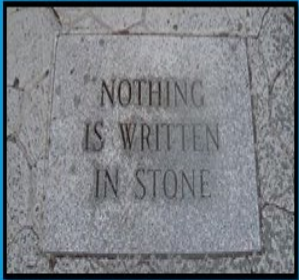
Hilltop Heroes (green helmet)

SPORTS TEAM SPORTS TEAM SPORTS TEAM

2020 SOCIAL DISTANCING CHAMPION

NOTI SOCIAL DIST AREA

We are competitive!



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Over 1500 pairs of socks collected!!

Pictured Top Row (L to R) Walker County & Morgan County

Bottom Row (L to R) Tuscaloosa County & Limestone County



Scavenger hunts are their absolute favorite!



Locating our tower sites



Shake hands with a bearded man

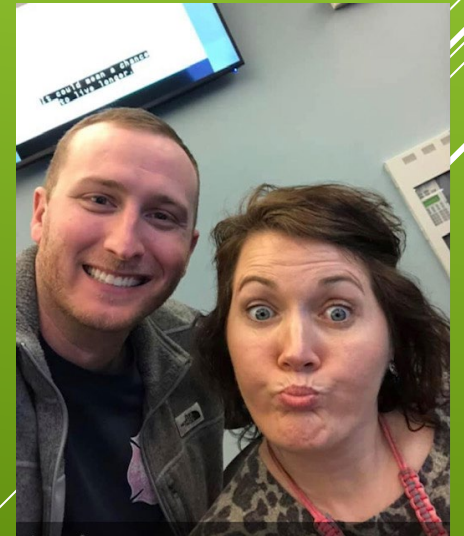
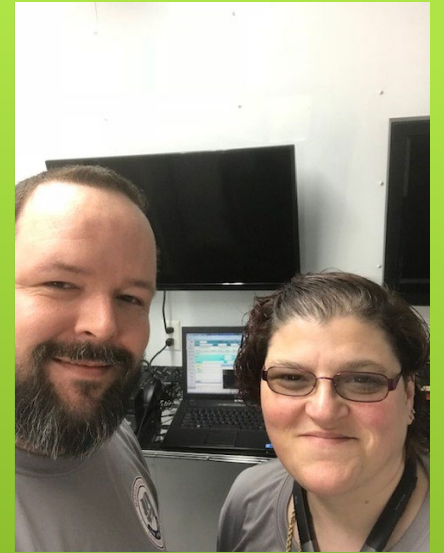


Locating land marks

Visiting a Fire Station



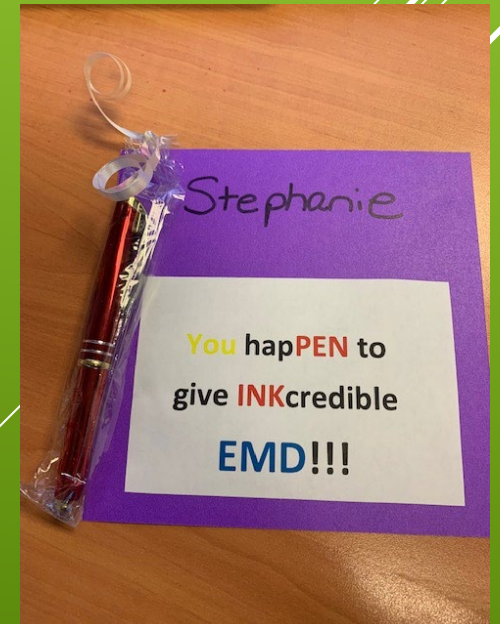
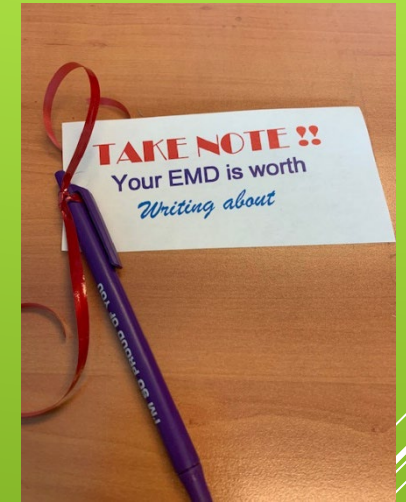
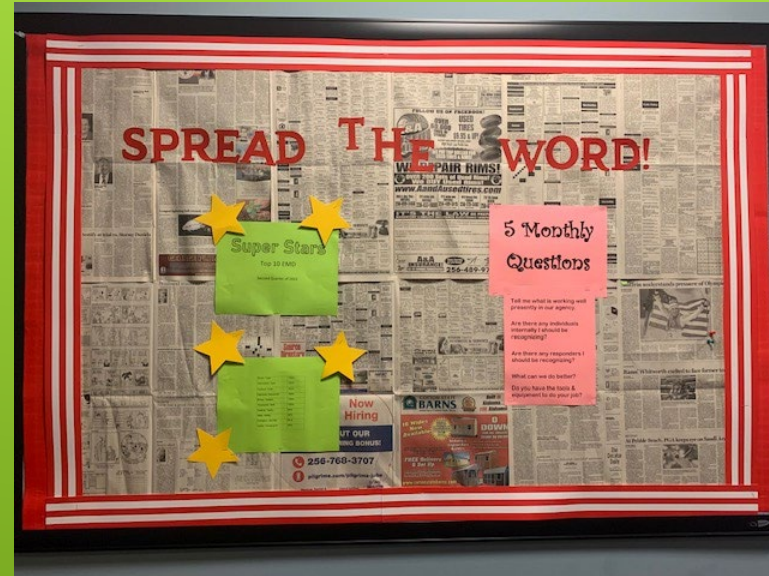
Scavenger hunts led to selfies!



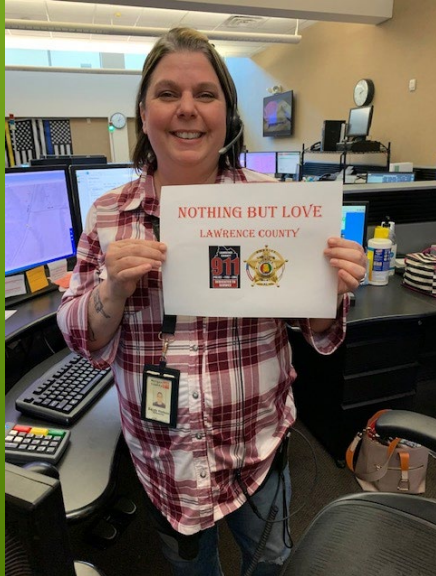
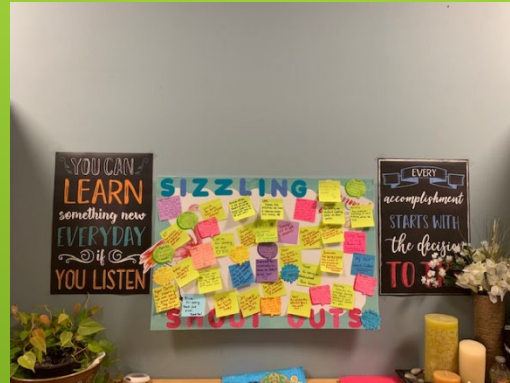
Celebrate the wins!



Celebrate the wins...even the small ones.



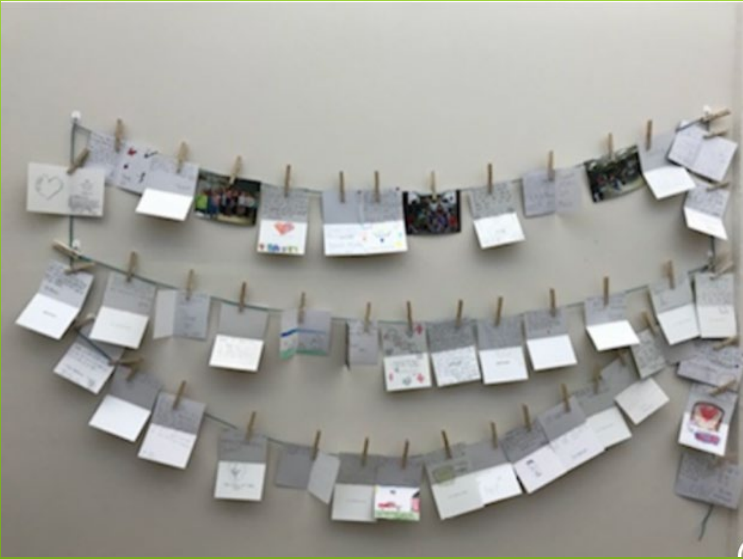
Involve them!



Other Activities



Other Activities



Most
importantly.....
Have FUN when
you can.



Upcoming Training

<i>Dates</i>	<i>Training</i>	<i>Location</i>	<i>Organization</i>
September 29, 2022	INdigital Regional Training	Homewood, AL	Alabama 9-1-1 Board and INdigital
October 9, 2022	NG911 is More Than Just the Technology	Orange Beach, AL	Alabama 9-1-1 Board and Alabama NENA
October 10-12, 2022	ALNENA Gulf Coast Conference	Orange Beach, AL	Alabama NENA
October 12-13, 2022	GIS Workshop	Orange Beach, AL	Alabama 9-1-1 Board
October 26-28, 2022	Alabama APCO Workshop	Orange Beach, AL	Alabama APCO
October 24-28, 2022	Emergency Telecommunicator (ETC)	Montgomery, AL	Alabama 9-1-1 Board

<https://www.al911board.com/professionals/training>



Announcements

ECD Annual Reporting to the Examiners due November 30, 2022

<https://www.al911board.com/professionals/regulations/e cd-annual-reporting>

Legacy 9-1-1 Cost Reimbursement last day for submission is December 10

- <https://www.al911board.com/professionals/e cd-legacy-9-1-1-costs-reimbursement>



Questions

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➤ Recruitment

➤ Retention

➤ Center Culture

