



## MICHIGAN CITY FIRE MERIT COMMISSION

100 MICHIGAN BOULEVARD  
MICHIGAN CITY, INDIANA 46360  
219-873-1570  
LOUISE MOCK, PRESIDENT  
CHARLES WILLIAMS, VICE PRESIDENT  
ROBERT POLLOCK, SECRETARY  
PATRICK VANCE, COMMISSIONER  
ED ZAKNOEN, COMMISSIONER

### MICHIGAN CITY FIRE MERIT COMMISSION

#### Meeting Notice

Tuesday, January 3, 2017

5:00 P.M.

City Council Chambers

100 E. Michigan Blvd.

Michigan City, Indiana

#### MINUTES

1. CALL TO ORDER

Meeting called to order at 5:00 P.M. local time by Commission President Louise Mock

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

Present	Absent
Mr. Williams	Mr. Pollack
Mr. Zacknoun	Chief Novak
Mrs. Mock	
Ms. Koethe	
Ms. Carnes	

4. APPROVAL OF MINUTES

- Mr. Zacknoun moved for the approval of Minutes as presented for the 5 December, 2016, and 8 December, 2016 meetings, seconded by Mrs. Mock. Motion carried.
- Mr. Williams moved for the approval of Minutes as presented for the 28 November, 2016 meeting, seconded by Mr. Vance. Motion carried, Mr. Zaknoen abstained.

5. COMMUNICATIONS/CLAIMS

- Approval of Attorney Contract for 2017, motion given to accept by Mr. Zacknoun, seconded by Mr. Williams. Motion carried.

6. REPORT FROM CITY COUNCIL LIAISON

- a. Nothing to report, from Councilwoman Carnes

7. REPORT FROM COMMISSION ATTORNEY JENNIFER KOETHE

- a. Committee Report, Committee to determine residency points for firefighter applications
  - i. A new coversheet for applications was presented along with a map. The coversheet explains how applicants can receive points for residency, and the map allows applicants to pinpoint their residence. Motion to accept as presented using 6 part Michigan City Ward map given by Mr. Williams, seconded by Mr. Vance. Motion carried.
- b. Reschedule meeting for Committee to Write New Fire Merit Commission Ordinance.
- c. Appeals to Promotion list.
  - i. Discussion was had concerning appeals to promotion list posted 29 December 2016. According to the Ordinance firefighters have 10 days to appeal their ranking.
    - 1. Question from Mike Neulieb about 10 days being working days because of Holidays in the time after the list was posted. Answer from Attorney, yes that is working days.

8. REPORT FROM UNION LOCAL 475

- a. No report from Mr. Neulieb.

9. REPORT FROM FIRE CHIEF RANDY NOVAK

- a. Presented by Mr. Kaletha.
  - i. Talked about 2 new firefighters starting academy today, as well as the fact that 3 of our firefighters are, number 1, 2, and 3 in their class. Firefighters are retiring, they need more names, but commission must proceed with minority hiring list before they can proceed.

10. NEW BUSINESS

- a. No new business.

11. OLD BUSINESS

- a. No old business.

12. PUBLIC COMMENT

- a. Mr. Tibble brought up his concerns about the testing review procedure.
  - i. No commissioner was involved in changing grades during review process.
  - ii. Test proctor changed grades after review without commissioner involvement. Answers were changed. This is a vetted test. She does not have authority to change test.

- iii. Firefighter was allowed to bring a laptop into review.
- iv. This was against ordinance because commissioners were not involved.
- v. There should be only one answer to test questions.
- vi. Test should be reverted to original scores.
- vii. Per Ordinance, appeal process was should be completed before promotion list is generated.
- viii. One firefighter went to Proctors office and reviewed questions and answers in person with her.
- b. Mike Neulieb commented
  - i. Proctor gets answers from test bank and answers are already vetted and validated by IFSTA.
  - ii. Only written appeals should be answered by commission other than grading errors made by proctor.
- c. Commisioners discussed.
  - i. Mr. Zaknoen, No review in ordinance. We need to figure out what answers were changed. Ordinance seems to indicate one on one review, here's your answer, here's your score.
  - ii. Mr Vance, we can contact Proctor and see if questions are IFSTA and peer reviewed.

### 13. COMMISSION COMMENT

- a. Mr Zaknoen commented
  - i. Commission needs to get to the bottom of test scores.
  - ii. By Ordinance commission will not produce promotion list until appeals to test scores are finished.
- b. Attorney Koethe
  - i. Commission needs to appoint a committee to investigate testing and review process of promotional testing.
  - ii. Appeals can be made to promotional list formula.
- c. Mr. Vance
  - i. Motion to form committee to investigate promotional testing and review process, second Mr. Zaknoen. Motion passed.
    - a. Mrs. Mock appoints Mr. Vance and Mr. Zaknoen to Committee

### 14. ADJOURNMENT (Next Meeting February 6, 2017)

- a. Mr. Zaknoen moves to adjourn.