



## CITY FIRE MERIT COMMISSION

100 MICHIGAN BLVD.  
MICHIGAN CITY, INDIANA 46360 219-8731570

KEITH HARRIS, PRESIDENT  
JOHN SKIERKOWSKI, VICE PRESIDENT  
LOUISE MOCK, SECRETARY  
Bart Lombard, COMMISSIONER  
JOHN STIMLEY, COMMISSIONER

Minutes of the February 7, 2011 Michigan City Fire Merit Commission Meeting.

President Harris called the meeting to order. A quorum was noted as present with Commissioners Bart Lombard, John Stimley, Louise Mock and John Skierkowski, in attendance. Others present Chief Dave Lamb, Deputy Chief Randy Novak, Fire Marshall Kyle Kazmierczak Firefighters Mike Neulieb, Tony Drzewiecki and Attorney Pam Krause, Recording Secretary Gale Neulieb.

On a motion by John Stimley, second by John Skierkowski the minutes of the January 10, 2011 meeting were approved. **Motion 5-0.**

A motion was made by John Stimley and second by Bart Lombard to pay claims in the amount of \$1,477.47, motion approved. **Motion 5-0.**

Council Liaison Pat Boy had nothing to report.

Attorney Krause had nothing to report.

Commissioner Lombard addressed the Council regarding the number of minorities the fire department had to hire to meet their quota according to the new census report.

President Harris asked Commissioner Lombard and Mock to schedule a meeting with TaTanesha Clark, Executive Director/EEO Officer to address this matter along with asking the hiring ages that need to be used.

Commissioner Lombard asked if Attorney Krause should address this issue since it is more of a legal matter.

Attorney Krause stated that she would contact Ms. Clark to get the figures of the number of woman and minorities that need to be hired, along with the information regarding the ages that should be used; advising this information should be updated annually.

Discussion ensued among Attorney Krause and President Lombard, Commissioner Stimley and Skierkowski.

President Harris advised that he was contacted by a fire firefighter with concerns regarding how job performance evaluations are conducted. President Harris stated that this issue was brought to the Board previously, but was set aside and never addressed.

Fire Marshall Kyle Kazmierczak addressed the Commission stating several concerns and reasons he had regarding how the job performance evaluation were conducted and scored.

There was discussion regarding the job performance evaluation/scoring between President Harris, Commissioners Lombard, Skierkowski, Stimley, Chief Lamb, Deputy Chief Novak, Firefighter Kazmierczak and Drzewiecki.

President Harris made a motion to schedule a meeting between the Fire Merit Commissioners (Sub Committee), Union Representatives, and Administration regarding the performance evaluation/scoring process. (NOTE: Motion was not second)

Commissioner Lombard stated that the Commission has never outlined job responsibilities for any fire department position; requesting job descriptions for each job be given to each Commissioner to review from the Chief's Office.

President Harris advised that further discussion would ensue after the Commission receives copies of each job descriptions from the Chief's Office.

(NOTE: President Harris stated that due one (1) Commissioner that needed to leave early with no objection would address the matters under "OLD BUSINESS" on the agenda.)

Commissioner Lombard made a motion to accept the disciplinary action dated October 25, 2010 from the Chief's Office, second by Commissioner Stimley. Commissioner Skierkowski stated that would like to dismiss from the motion; (6) Conduct injurious to public peace and/or welfare.

President Harris stated that he believed the circumstances surrounding this situation deserve disciplinary action and that the firefighter received is probably adequate, advising there is some disparity.....

Commissioner Lombard called a **point-of-order** and asked the President Harris to speak on this matter after the motion.

President Harris asked if there were any comments or questions by the general public or Commission and hearing none the motion carried. **Motion 3 – 2.**

Commissioner Lombard made a motion that in regards to the disciplinary action of October 25, 2010 outlined from the Chief's Office dated October 21, 2010 that the Commission would support the Chief's action and modify the Chief's action by adding a formal written reprimand to be added to the employees personnel file on behalf of the Commission, second by Commissioner Mock.

Discussion ensued among President Harris, Commissioner Lombard, Stimley and Skierkowski.

President Harris asked if there were any questions or comments by the general public or Commission and hearing none, the motion was denied. **Motion 1 – 4.**

Commissioner Skierkowski made a motion to affirm the disciplinary action as administered and remain without any modification, second by Commissioner Lombard.

President Harris asked if there were any questions or comments by the general public or Commission and hearing none, the motion was approved. **Motion 5 – 0.**

President Harris addressed questions from Tony Drzewiecki regarding the procedures of an appeal/executive session.

President Harris addressed the Commission regarding the January 24, 2011 disciplinary action. Commissioner Lombard requested that the Commission address the disciplinary action later in the meeting rather than table it.

Council Liaison Boy addressed the Council regarding the status of the proposed Fire Merit Ordinance. Ms. Boy stated that she would contact the Council's Committee Chairperson to schedule a meeting.

Chief Lamb stated Firefighter Javan Lee and Firefighter Drew Belue would have successfully completed their probationary period on February 8, 2011 and Brandon White on February 24, 2011, requesting a motion from the Commission to promote them to First Class Firefighter pay.

Commissioner Lombard made a motion to promote the three firefighters to First Class Firefighters, second by Louise Mock. Motion carried. **Motion 5 – 0.**

Chief Lamb presented the Job Performance Evaluation results from July 1, 2010 to December 31, 2011 to the Commission.

Chief Lamb announced the retirement of Captain Rick Kahn with thirty-two (32) years of service advising his last day was January 30, 2011. Chief wished him luck and thanked him for his years of service.

President Harris stated the Commission would like to echo Chief Lamb's sentiments.

Chief Lamb stated that each individual retiring has the choice to have a retirement party and Captain Kahn elected not to.

Chief Lamb stated that he would have some citations /awards to present at the next Fire Merit Commission meeting on March 7, 2011.

Discussion ensued regarding where future probationary firefighters could attend an academy since Wayne Township would not be offering the academy this year.

Commissioner Lombard made a motion to accept the disciplinary action as presented by Chief Lamb dated January 24, 2011, second by Commissioner Mock. Motion carried.  
**Motion 4 – 0.**

Chief Lamb advised there is one(1) person retiring in April possibly two(2) and one in December 2011.

Chief Lamb reported on the status of the resent firefighter applicant discussing what list the next applicant to hire would come from. Chief Lamb advised there are eighty-one (81) firefighters at this time.

President Harris stated that he saw several local firefighters in his neighborhood digging out citizens cars, commending the department for their hard work and dedication.

There were no comments from the public.

President Harris advised that the next Fire Merit Commission meeting be held on March 7, 2011, 5:00 p.m. in the Council Chamber, City Hall.

President Harris asked if there were any more comments or questions and hearing none, a motion by Commissioner Stimley, second by Commissioner Lombard the Meeting was adjourned at 5:50 p.m.