

MICHIGAN CITY FIRE MERIT COMMISSION

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MICHIGAN CITY, INDIANA 46360
219-873-1570
KEITH HARRIS, PRESIDENT
JOHN SKIERKOWSKI, VICE PRESIDENT
LOUISE MOCK, SECRETARY
ROBERT POLLOCK, COMMISSIONER
GEOFF PLUMMER, COMMISSIONER



Michigan City Fire Merit Commission Meeting Minutes: April 1, 2013

President Harris called the meeting to order at 5:00p.m. A quorum was noted with Commissioners Keith Harris, John Skierkowski, Louise Mock, and Robert Pollock in attendance; Geoff Plummer noted as absent. Others present Chief Ronnie Martin, and Secretary Dawn Howader.

Commissioner Pollock called for amendment of agenda to add report from union under new business, number 8, and delete High School Firefighter Training Curriculum. Also to remove Disciplinary Action till we have more reports from attorney and human resources. Motion for removal by Commissioner Pollock and 2nd by Commissioner Skierkowski; **Ayes 4 Nays 0; motion carries**

Commissioner Pollock asked for an amendment to March 4, 2013 minutes. First, to delete the first two sentences under old business 2nd paragraph and to add, "Commissioner Harris asked the Commissioners for any comments. Commissioner Pollock stated that after going over various letters and responses, he felt the Commission needed to abide by the 1976 Consent decree concerning hiring of firefighters by the Fire Merit Commission. He stated that in his opinion we could have serious legal problems if we failed to comply with the Consent Decree." Motion for amendment of minutes by Commissioner Pollock, and 2nd by Commissioner Skierkowski ; **Ayes 4 Nays 0; motion carries**

There were no communications.

Reports from City Council Liaison

Council member Schwanke stated that he was pleased with right up by the News Dispatch regarding the fire departments good work for the City of Michigan City.

No reports from Fire Merit Commission Attorney Krause.

New Business

Report from Union: Firefighter Spencer Walker reported that this evening he has nothing to report at this time. We wanted to be added to the agenda from here forward. He did ask whether was a rule for the attendance of a Commissioner, Commissioner Harris stated there was none but was planning on having a conversation with the union.

Minority Numbers/Percentages for hiring Purposes: Commissioner Harris stated he recalculated the numbers, including all minority, from the 2010 Census, males and females, 39% of department need to be minority. Not sure who is all included such as the prison population. Commissioner Pollock stated we need to work this out with the Human Resource Department whether the prison population needs to

be included in this. From his understanding, it was the workforce in that given area. What is the available workforce and HR needs to answer that question. Firefighter Spencer Walker commented that the Consent Decree does state the available workforce, between the ages of 21-35. Commissioner Harris stated that he had it broken down by the age groups. Councilman Schwanke commented that it does state Michigan City Workforce in decree.

Chief Harris reported promotions of Firefighter Brian Smith, Matt Builder, Brett Rebac, Robert Hooper and William Robby as of April 16, 2013, pending certification. Motion was made for promotions of these firefighters by Commissioner Pollock and 2nd by Commissioner Skierkowski; **Ayes 4 Nays 0; motion carries**

Disciplinary Action: Commissioner Harris asked the union that if no disciplinary action is taken in 30 days following the infraction, we can not do anything, correct? Union stated that was correct. Commissioner Harris asked the union's permission to extend another 30 days since the paperwork was just given to the Commission tonight. Union (firefighter Spencer Walker stated that the Chief has 30 days and the Commission another 15 days. Chief stated that he normally handles the action but this time he handed it right over to the Commission. He stated 60 days is a long time to prolong. Commissioner Harris stated that with the 30 days, the Commission has till April 24th. Will call for a Special Meeting on April 24th. Permission was given for the 30 days by union Vice President. Commissioner Skierkowski asked if a decision has to be made by that date or movement. Chief Martin stated that the commission has to make charges in that time frame. Commissioner Pollock stated he would like to hear from the attorney and HR on this matter. Motion to table by Commissioner Pollock and 2nd by Commissioner Skierkowski; **Ayes 4 Nays 0; motion carries**

Old Business

Commissioner Harris stated that at the April 19th there would be another job fair at Michigan City High School if anyone wanted to attend. He was unable to make the last one. Chief stated that firefighter Brandon lee would attend.

Chief Martin, thanks to Councilman Schwanke , that he has been in touch with Lt. Stienborn and President Neulib. He thanked Commissioner for putting the Union on the agenda. Congratulations to Capt. Jack for 20 years of service and Rod Oman for 30 years.

Councilman Schwanke commented that the fire pump is over 30 years old and needs replacement. He stated he is working with Nipsco regarding a \$1,000 donation. Cost of the pump is \$2,500. Looking for more donations.

Motion to adjourn by Commissioner Pollock and 2nd by Commissioner Skierkowski Commission voted (4) Ayes – (0) Nays motion carries. 5:32 p.m.

Next meeting May 6, 2013 @ 5 p.m.