

MICHIGAN CITY FIRE MERIT COMMISSION



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KEITH HARRIS, PRESIDENT
JOHN SKIERKOWSKI, VICE PRESIDENT
LOUISE MOCK, SECRETARY
JOHN STIMLEY, COMMISSIONER
ROBERT POLLOCK, COMMISSIONER
PAMELA KRAUSE, ATTORNEY

Michigan City Fire Merit Commission Meeting Minutes: **April 2, 2012**

President Harris called the meeting to order. A quorum was noted with Commissioners Keith Harris, John Skierkowski, John Stimley, Louise Mock, and Robert Pollock in attendance. Others present Chief Ronnie Martin, Deputy Chief Judd Rose, Attorney Pamela Krause, and Union Representative Mike Neulieb, Captain Howard Fuller, Dr. Angela Jackson, Councilwoman Patricia Boy, and Ilene Halvska News Dispatch.

Commissioner Stimley made a motion to approve the Regular Commission Meeting from January 3, 2012, and second by Commissioner Pollock; **Ayes 5 Nays 0 Motion carries**

There were no communications; Claims for Attorney retainer for April total of \$500.00, OfficeMax \$5.76 mailing supplies, Payroll \$926.67 claims read by Commissioner Mock; **Motioned by Commissioner Stimley, and second by Commissioner Pollock. Ayes 5 Nays 0 Motion carries**

No reports from City Council Liaison, Councilwoman Boy.

No reports from Fire Merit Commission Attorney Krause.

New Business

Commissioner Harris introduced Dr. Angela Jackson, Director of Human Rights, discussed her recent meeting with Commissioner Harris. Dr. Jackson, emphasis that the Human Rights Department overall mission is to promote equal opportunity. Dr. Jackson discussed the challenges, and how the Fire Commission has made efforts to move forward giving an example of the application process. Dr. Jackson discussed other diverse groups and races that should also be considered in the recruiting process. Dr. Jackson stated that the African American male population is a challenge that may have been an ongoing recruiting issue and mention several reason that may require the commission to consider. Dr. Jackson, will continue to bring to the commission the ratios and stats for the City of Michigan City. A discussion ensued between Commissioner Harris, Pollock and Dr. Jackson in regards to federal law obligations in regards to the hiring process. Commissioner Pollock stated that the commission should focus the efforts of recruitment as early as elementary levels, Dr. Jackson was in agreement. Commissioner Skierkowski stated that the Fire Department has been doing a great job going into the schools on a public relation levels.

Old Business

Firefighter appeal of evaluation was table last month. Motion to take it off the table; Motion by Commissioner Skierkowski and 2nd by Commissioner Pollock **Roll call vote: 5 ayes – 0 nays motion carries.** Chief Martin stated that he and Chief Rose met with the firefighter and the evaluator in question and stated the firefighter felt the evaluation process should be better. The firefighter felt the evaluation could be something one could be proud off. Chief Martin stated that the firefighter ultimate goal was to have a workshop to review the system of the evaluation. Chief Martin wanted to also applaud the firefighter for his efforts to make the process what it really should be. Where a firefighter can say: "I go out, I accomplish goals, and I make myself and my

department better.” Commissioner Skierkowski asked Chief Martin if the firefighter was still asking for an appeal for his evaluation and Chief Martin stated yes.

Commissioner Harris asked for a motion to accept the appeal; Commissioner Pollock and 2nd by Commissioner Stimley. Comments by Commissioner Skierkowski express the concern for the workshop/appeal and if the appeal was warranted based on the firefighters rating. **Roll call vote: 5 ayes – 0 nays. Motion carries.** Executive session scheduled for May 7th, @ 4:00p.m.; and Commissioner Harris will send out the notifications.

Commissioner Harris discussed the applications that he has been receiving totaling between 140-150 applications, and will discussed next month testing scheduling.

Update on hiring; Last week Chief Martin requested another recommendation from Commissioner Harris for a new hire due to a firefighter opting out for early retirement program. The new hire was selected off of the Non-Minority list, and he accepted the position. Chief Martin added that as of now there are five candidates registered for the academy which will start on April 16, 2012 pending approval from INPRS (PERF), and one candidate starting the hiring process, and one candidate which has started on shift, Shannon Borders on March 20, 2012, and Jason Weiss on March 31st; bringing the total shift personal up to 78. Commissioner Harris stated for the record that the minority list has been exhausted, with no names left on the list.

Report from Chief Martin

Chief Martin stated that Firefighter Andre Glover has successfully completed his probationary period. He has completed the Academy and is a Certified EMT. He has proven himself to be a valuable member of the Michigan City Fire Department. Chief Martin made a recommendation to promote him to First Class Firefighter effective March 28, 2012.

May 3, 2012, Health Fair at the Michigan City High School

April 28, 2012, First Trust Credit Union and Jewel Food Store for Community Safety Awareness

Chief Martin referred back to Dr. Jackson’s presentation, and stated that these were just a few ways to promote The Fire Department as a career.

Chief Martin read a letter from Sherri Silcox, Safe Harbor/Hours for Ours Program Manager; Ms. Silcox stated that site coordinator at March Elementary School called this morning to let her know that Brandon Lee started to meet with his mentee this week. They hit it off so well that they met, not only once, but TWICE!! Because of his visit she also had multiple little boys ask her to get them a mentor. Ms. Silcox stated she had a feeling that was going to happen. Chief Martin stated his department has truly started to embrace the program, and to get the young kids to dream high.

Chief Martin discuss the First Regional Academy starting April 16, 2012, and named the instructors from Michigan City which are; Kyle Kazmierczak, Scott Kaletha, Rob Steinborn, and Mike Osborne. Requested Commissioner Harris and Skierkowski email and will forward training schedule, visit the training sessions.

Chief Martin mentioned the anniversary of employment for Operator Brad Neulieb with 30 years of service as of 4/5/2012, and Administrative Assistant Regina Wawok with 20 years of service 4/10/2012.

Chief Martin made note of Engine 3 Lt. Jeff Cox, Operator Steve Stimley, Firefighter Steve Kreighbaum, & Firefighter Dave Teeters. The firefighters’ recognize a serious situation that could have been a problem and they handled the issue in a very professional manner. Chief Martin expressed his appreciation to his staff including the Deputy Chief, who sent out the revisions for the commissioner, to the Public Relations Officer who has update the Fire Department website, and the Fire Marshall who has recently complete his required courses needed.

Chief Martin stated he recently sent a letter to the Anvil Chorus stating the great job the Michigan City Fire Department and the Fire Merit Commission have been doing and would like to keep up the great team work.

Commissioner Harris asked for a motion for Firefighter Glover promotion; motion by Commissioner Stimley and second by Commissioner Skierkowski **Commission voted 5 ayes – 0 nays. Motion carries.**

No Commissioner comments

No Public comments.

Commissioner Harris stated that the next meeting will be May 7th with an Executive Session in the Fire Merit Office @ 4:00p.m.; with the regular commission meeting at 5:00p.m.

Motion to adjourn by Commissioner Stimley and 2nd by Commissioner Pollock; Commission voted 5 ayes – 0 nays. Motion carries.

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