



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 April 4, 2011 Michigan City Fire Merit Commission Meeting.

President Harris called the meeting to order. A quorum was noted as present with Commissioners John Stimley, Louise Mock and John Skierkowski, in attendance. Others present Deputy Chief Randy Novak, Attorney Pam Krause, Council Liaison Pat Boy, and Recording Secretary Gale Neulieb.

On a motion by John Stimley, second by John Skierkowski the minutes of the March 7, 2011 meeting were approved. **Motion 4-0.**

Commissioner Mock asked for the approval \$2,059.57 for Claims and Payroll.

Recording Secretary Gale Neulieb advised Commissioner Skierkowski the breakdown of Claims/Payroll.

Commissioner Skierkowski made a motion to pay Claims/Payroll in the amount of \$2,059.57, second by Commissioner Stimley and approved. **Motion 4 – 0.**

Attorney Krause had nothing to report.

President Harris stated the Commission received a letter from the Chief's Office on March 30, 2011 requesting the Commission to appointment (based on their promotional ranking) the next driver/operator. President Harris announced Firefighter Robert Schaffer was the first one on that list and will receive the promotion to driver/operator, effective tomorrow April 5, 2011.

President Harris advised there have been a total of thirty-nine applications received; twenty eight non-minority, nine-minority, one-female, and two incomplete.

President Harris asked the Commission what their pleasure was regarding if an application is received and is incomplete.

Discussion ensued among President Harris, Attorney Krause, Commissioners Stimley, Skierkowski, and Mock and agreed that if an application is received and was incomplete the Commission isn't responsible to advise the applicant that it was.

Council Liaison Boy addressed the Commission regarding the amendments that are being proposed to the Fire Merit Commission advising that President Harris and she met once and will be meeting one more time before scheduling a meeting with the Commission, Administration and the Union.

(NOTE: Commissioner Lombard entered the Chamber and was noted present)

Attorney Krause stated the Commission received an email from Ms. TaTanesha Clark, Executive Director/EEO Officer, stating the statistics were the same as when received in May, 2010; not being able to narrow the report down to just the age category between twenty-one (21) and thirty-five (35).

Discussion ensued among President Harris, Attorney Krause, Commissioners Skierkowski, Stimley and Lombard regarding minority percentages in hiring, age restrictions or having a prior conviction and what is stated in Fire Merit Commission, Indiana State Statute and the Consent Decree (1978).

President Harris stated that he would follow up with Ms. Clark to see if there was any way to focus the report on the figures of the age group (21-35) the Commission could follow.

Councilwoman Boy addressed the Commission asking if they would request the information from the Federal Court clarifying status of the Consent Decree (1978).

There was a discussion among President Harris, Commissioners Skierkowski, Stimley, and Lombard, and Attorney Krause regarding Councilwoman Boy's request.

President Harris asked Attorney Krause to contact the City Attorney to find out what procedures need to be addressed to get the information as soon as possible to clarify the status of the Consent Decree (1978).

Commissioner Lombard asked to put this matter at the utmost time frame, not wanting this issue to go on for months.

Attorney Krause advised a request in front of any court, requires a notice to any and all parties involved.

Commissioner Lombard made a motion to instruct Attorney Krause to move forward to get official clarification on the Consent Decree in relationship to the City of Michigan City and the hiring practices on behalf of the Michigan City Fire Department, second by Commissioner Skierkowski and approved. **Motion 5 – 0.**

President Harris stated the disciplinary action dated February 10, 2011 was to be addressed this evening, but do to time frame of the notification the hearing was not held.

President Harris asked the Commission what their pleasure was regarding rescheduling this matter.

Discussion ensued among President Harris, Attorney Krause, Commissioner Lombard and Deputy Chief Novak regarding the disciplinary action.

Commissioner Lombard made a motion to schedule an Executive Session at 4:45 p.m. May 2, 2011 to address this matter, second by Commissioner Stimley and approved.

Motion 5 – 0.

President Harris asked the agreement regarding the disciplinary action be in writing between the administration, union, and the individual and receive the document prior to the Executive Session so the Commission will be able to review.

Chief Novak stated that a new Firefighter was hired on March 28, 2011 (Andre Glover) and has already completed the academy and would be sending him to the academy to complete his EMT requirements.

Chief Novak advised the second firefighter has cleared the pension doctor and are waiting for documentation to forward to PERF.

Chief Novak stated the third firefighter has been sent for his physical and a tentative date to bring the two of them on the department would be sometime in April, with the academy starting May 3, 2011 in Westfield, Indiana.

Chief Novak announced that today April 4, 2011 was the last day for Firefighter Bruce Neulieb and Firefighter Todd Majot, advising they would be retiring with thirty and thirty-one years of service.

Chief Novak stated all the firefighters are doing their preset physical fitness criteria this month advising it is done twice a year.

Commissioner Lombard addressed comments made at the last Fire Merit Commission meeting (March 7, 2011) regarding the two (2) applicants remaining on the minority list.

There were no comments from the public.

President Harris advised that the next Fire Merit Commission meeting will be held on May 2, 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 Skierkowski, second by Commissioner Stimley the meeting was adjourned at 5:50 p.m.