



CITY FIRE MERIT COMMISSION

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MICHIGAN CITY, INDIANA 46360 219-8731570

BART LOMBARD, PRESIDENT
JOHN STIMLEY, VICE PRESIDENT
LOUISE MOCK, SECRETARY
JOHN SKIERKOWSKI, COMMISSIONER
KEITH HARRIS, COMMISSIONER

Minutes of the May 3, 2010, Michigan City Fire Merit Commission Meeting.

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

On a motion by Keith Harris, second by Louise Mock the minutes of the April 5, 2010 meeting were approved as amended. **Motion 5-0.**

Keith Harris made a motion to pay Office Depot \$252.88 for office supplies, second by John Stimley and was approved. **Motion 5-0.**

President Lombard presented a copy of the "UNIFORM CONFLICT OF INTEREST DISCLOSURE STATEMENT", to each commissioner asking them to complete, sign, and return to the Personnel Office as soon as possible.

Commissioner read the following letter received from Deputy Chief Novak;

Members,

The promotional exams will be administered by Ms. Sarah Smith, MBA. Ms. Smith has proctored the test for several years. She stated the books and syllabus for this test will be the same as last test.

The test will be held at the Michigan City Training Center (2510 E. Michigan Blvd) on Saturday, **September 25th, 2010**. There will be two (2) sessions of three (3) hours each. Sessions will be **09:00 to 12:00 and 13:00 to 16:00**.

The Morning session will be designated for Captains and Chiefs; the afternoon session designated for Driver/Operators and Lieutenants.

Ms. Smith will conduct training sessions, on all three shifts on **June 14th, 15th, and 16th**,

2010 from 15:00 to 18:00 hours. The sessions will be at the Michigan City Fire Training Center (2510 E. Michigan Blvd).

Randy Novak
Deputy Chief

President Lombard asked the Commission to check their calendars regarding attending the promotional exam on Saturday, September 25, 2010. President Lombard advised that this matter would be addressed at the next Fire Merit Commission Meeting (June 7, 2010).

President Bart Lombard presented a letter to each Commissioner regarding a recommendation of an applicant that would be taking the upcoming test and that the correspondence would be put in his file.

Council Liaison Boy addressed the Commission regarding their changes to the proposed Fire Merit ordinance that was presented to the Council on first reading and was TABLED. Ms. Boy advised the Council would like to compare the proposed ordinance to Indiana State Statute.

Council Liaison Boy reported on her meeting with Mayor Oberlie regarding recruiting women to the City's Fire Department. Ms. Boy read the letter sent to Chief Lamb regarding this matter received on December 21, 2009;

After reviewing the recent Fire Merit Commission meeting tapes, I have been somewhat confused with the direction of the commission in recruiting and hiring minorities. I understand that based on the statistics that reflect employment in the civilian population over sixteen (16) years of age that a direct application will result in the goal in hiring eight (8) African-American males in the Fire Department.

The direct application of this goal figure ignores the fact that there are minority women. In fact 49% of the civilian workforce is composed of women. It is my suggestion that the Michigan City Fire Merit Commission and EEO office meet to reconcile this difference.

It is not my position that an affirmative hiring policy should be displaced, however, our goal should be a workforce that reflects the racial ethnicity of our community.

As a matter of fact, the consent decree speaks specifically to racial composition in establishing the original number of eighteen (18) African-American firefighters. It is that number that I believe the city's hiring direction should be directed toward.

I look forward to working with you.

Sincerely,

Chuck Oberlie, Mayor
City of Michigan City

Discussion ensued among Commission President Lombard, Commissioner Stimley, Skierkowski, Harris, Chief Lamb, Attorney Krause, and Council Liaison Pat Boy.

President Lombard moved to schedule a meeting with John Stimley, Louise Mock, Council Liaison Boy, TaTanisha Cark, Human Rights, Executive Director/EEO Officer, and Mayor Oberlie to address this matter.

Attorney Krause had nothing to report.

Gale Neulieb, Recording Secretary stated that there were 155 applications received (NOTE: four were incomplete) to date. Fifty-five (55) applicants are scheduled to take the test on Saturday, May 15, 2010 at 8:00 a.m. and Ninety-six (96) applicants are scheduled to take the test the same day at 12:00 p.m.

Council President Lombard advised that due to the number of applicants, the Commission may have to schedule a third session.

Chief Lamb and Deputy Chief Novak addressed the Commission regarding the number of seats available for applicants at each session.

Chief Lamb stated the agility/CPAT test is scheduled for Saturday, August 7, 2010, 8:00 a.m. advising due to the number of applicants, to schedule the second agility/CPAT test for Sunday, August 8, 2010 8:00 a.m.

Keith Harris made a motion to schedule a second agility/CPAT test for Sunday August 8, 2010, 8:00 a.m., second by John Stimley and approved. **5-0.**

Keith Harris made a motion for President Lombard to purchase the testing booklets and schedule a second tutorial session from Stanard and Associates, second by John Skierkowski and approved. **5-0.**

President Lombard asked the Commission to attend the tutorial if possible on May 13, 2010 at 6:00 p.m. or 8:00 p.m. so the applicants can meet the Commission and address any questions they may have.

President Lombard addressed the additional work Gale Neulieb, Recording Secretary has had to do regarding processing each applicant received since the last testing in 2008.

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

Louis Mock made a motion to compensate Ms. Neulieb in the amount of \$12.00 an hour for each additional hour worked, second by Keith Harris and approved. **5-0.**

Keith Harris stated Council Liaison Boy addressed the Commission regarding the Fire Merit Ordinance and that Commission has to wait and see how the Council would like to proceed.

President Lombard, Chief Lamb and Commissioner Harris addressed some concerns regarding adopting the Indiana State Statute.

Chief Lamb stated that the Probationary Firefighters are doing well at the academy presenting their progress report to each Commissioner.

Chief Lamb advised on May 11, 2010, Firefighter Brandon Lee will successfully complete his probationary period and it was his recommendation that Firefighter Lee be advanced to 1st Class Firefighter status and pay effective the 11th day of May, 2010.

John Skierkowski made a motion to promote Brandon Lee to 1st Class Firefighter on May 11, 2010, second by John Stimley and approved. **5-0.**

Chief Lamb thanked Training Officer, Larry Butcher, on a job well done on the CPR training classes he organized for City employee's.

There were no comments from the Commission.

There were no comments from the general public

President Lombard stated the next Fire Merit Commission Meeting will be held on June 7, 2010 at 5:00 p.m., in the Council Chamber, City Hall.

President Lombard asked if there were any more comments or questions and hearing none, a motion by Commissioner Skierkowski, second by Commissioner Harris the meeting was adjourned at 5:42 p.m.