

MICHIGAN CITY FIRE MERIT COMMISSION



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MICHIGAN CITY, INDIANA 46360
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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: **November 5, 2012**

President Harris called the meeting to order. A quorum was noted with Commissioners Keith Harris, John Skierkowski, Louise Mock, and Robert Pollock in attendance; absent Commissioner Stimley. Others present Chief Ronnie Martin, Council Person Pat Boy, and Attorney Pamela Krause.

Commissioner Harris asked for an approval of the agenda motion to approve agenda by Commissioner Pollock, 2nd by Commissioner Skierkowski; **Ayes 4 Nays 0; motion carries**

Minutes from October 1, 2012 approved by Commissioner Pollock, and 2nd by Commissioner Skierkowski; **Ayes 4 Nays 0; motion carries**

There were no communications.

Claims for payroll \$926.67, Attorney Krause \$500.00, Commissioner Harris reimbursement expense for testing \$89.17; Motioned by Commissioner Skierkowski, and 2nd by Commissioner Pollock. **Ayes 4 Nays 0 motion carries**

No reports from City Council Liaison;

Commissioner Harris requests a meeting to go over ordinance changes before December 3, 2012 meeting.

No reports from Fire Merit Commission Attorney Krause.

New Business

A. Promotional ranking Commissioner Harris stated that the commission is not ready to present the results. Sarah Smith discuss the three review session that occurred last week. Ms. Smith stated that there is a need to discuss the feedback/comments made by the firefighter in a workshop setting, volunteering her services to see what improvements that can be made. Commissioner Harris stated that everyone would be eager to hear any suggestion to improve the process. Chief Martin thanked Sarah Smith for her value to the session. Chief Martin also stated that he would like to meet with the union and commission to be precise in what is brought to the commission, and as chief set the ground rules on how it is presented. Chief Martin stated he would speak with each one to set the date of the workshop, also including Council Person Boy.

B. Commissioner Harris handed paperwork out to the commissioners with the list of scores from the promotional exam; two were highlighted under the Driver/Operator category, two firefighter who contact Commissioner Harris after the deadline that was set up for signing up for the test. Commissioner Harris stated that the ordinance specifically states "that qualified members of the department desiring to take an examination should inform the commission in writing at least one week prior to the examination date, the deadline set was October 1st with the examination date set for October 6th. Commissioner Harris stated that was during the week he received the phone call; Commissioner Harris told the

individuals to go ahead and sit for the exam, but it would be up to the commission to accept the results or not due to them signing up late. Commissioner Harris stated that there have been situation in the past where certifications were not up to date, and excluded people from the results afterwards because of that. Commissioner Harris asked the commission for consideration and to provide a motion whatever the thoughts might be to accept the test or not. Commissioner Skierkowski asked the time frame for the individuals to sign up; Commissioner Harris stated notice was posted for 3 weeks required by the ordinance, which was posted at every fire station. Commissioner Pollock and Skierkowski stated the commission should abide by the ordinance. Commissioner Mock stated that the incident happened before and the decision was not to accept the test results. **Commissioner Pollock moved to exclude the results from consideration that did not meet the requirement of the ordinance; Commissioner Mock 2nd; Roll call Commissioner Harris, Skierkowski, Mock, and Pollock 4 Ayes 0 Nays; Commissioner Harris will send a mailing the firefighter informing them of the decision.**

C. Commissioner Harris stated an invoice from Sarah Smith for the promotional testing and work and asked for a motion to approve the claim; **Commissioner Skierkowski motion to approve the claim 2nd by Commissioner Mock. 4 Ayes 0 Nays; motion carries.**

Question/Comment from public;

Firefighter Andrew Knouse question Commissioner Harris regarding a matter of two tickets; that where located.

Captain Spencer Walker stated that he would like to see the commission set a permanent date for the promotional testing date. Commissioner Harris added that as changes are made to the ordinance that a specific Saturday in October will be set up every other year, with an alternative day as well set prior to the promotional testing day to eliminate any other issues.

Old Business

A. Update on Applicant Testing Commissioner Harris stated he will have the ranking list completed for the December meeting and certified for the next two years. Commissioner Harris stated that the original 244 applicants list has been reduced to 32. Commissioner Harris stated he will asked the Human Rights Director to attend the December meeting to provide the commission with numbers; to discuss the hiring process.

B. Commissioner Harris thanked Captain Walker and his crews for their services rendered during the CPAT testing. Captain Walker stated that he spoke with Controller's Office and that there was no record for them to be paid at all the discussion continued. Commissioner Harris and stated they are waiting for approval on how the crew would be paid.

Commissioner Pollock added that he was very pleased with the physical condition of the applicants and stated you could tell the difference in the culture in which he grew up and the effects that not smoking plays in our lives. Commissioner Pollock went on to say that several individuals' that were questionable, he stated he would like to see the commission to take a look at the waiver and make sure that it is right a couple of years from now.

Report from Chief Martin

Chief Martin thanked Captain Walker, and the crew again for an outstanding job they done, and stated they are trying to rectify the pay situation as soon as possible.

Chief Martin also congratulated Firefighter Scott Kaletha for being name Firefighter of the Year award. Chief Martin stated that Scott gives 100 percent into every assignment he has given him. Chief Martin went on to mention the work Scott done during the Firefighter Academy and the guidance he provided to the new recruits.

Chief Martin stated he would be drafting a letter to Tonn & Blank for the use of the trailer.

Also, mentioning the ISO that the department just completed and that he was waiting to hear back on their certifications.

Chief Martin stated that this morning the seal bids were opened for the new Pumper Fire Truck and that they would be awarding the bid of November the 19th.

Commissioner Skierkowski asked Chief Martin the benefit of an ISO for the Fire Department; Chief Martin stated that it benefits the city and the insurance cost. Which is a source of pride for the department, and helps identify areas where fire services can be improved; the ISO is completed every 10 years.

No Commissioner comments

No Public comments

Union President Mike Neulieb Local 475, asked for the commission to explain ordinance 54-176, and tell him what a temporary appointment. Commissioner Harris deferred to City Attorney Krause; Atty. Krause read the ordinance and asked for a specific question. President Neulieb stated his rank as a Lieutenant assign to station 4 and that he has been working as a Captain since the beginning of the year. A Discussion continued between Chief Martin and the Fire Merit Attorney and President Neulieb. Commissioner Harris stated that this requires more discussion and will be deferred to the December meeting for more discussion.

Union President Neulieb stated that he will still like to have EMT requirement added to the application.

Captain Walker stated that he was real pleased with the crew during the CPAT testing and finds it disheartening, that they have been left alone after being promised an agreement of pay and thought that the commission would have kept him in the loop. Commissioner Harris apologized for the problem, and stated that he has been trying to resolve the issue and will work with the necessary parties to and keep Captain Walker informed.

Next meeting December 3, 2012

Motion to adjourn by Commissioner Pollock and 2nd by Commissioner Mock Commission voted (4) Ayes – (0) Nays motion carries.