

MICHIGAN CITY FIRE MERIT COMMISSION

100 EAST MICHIGAN BOULEVARD
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: **December 3, 2012**

President Harris called the meeting to order. A quorum was noted with Commissioners Keith Harris, John Skierkowski, Louise Mock, Robert Pollock, and welcomed new Commissioner Geoff Plummer in attendance. Others present Chief Ronnie Martin, and Attorney Pamela Krause.

Commissioner Harris stated that the ordinance states the election of officers needs to occur;

Commissioner Skierkowski motion that all officers retain the same positions, 2nd by Commissioner Pollock; Commissioner Pollock commented that it would give himself and Commissioner Plummer a chance to learn the job concepts. **Ayes 5 Nays 0; motion carries**

Commissioner Harris called for approval of the agenda motioned by Commissioner Pollock, 2nd by Commissioner Mock; **Ayes 5 Nays 0; motion carries**

Approval of minutes from November 5, 2012 by Commissioner Pollock, and 2nd by Commissioner Skierkowski; **Ayes 5 Nays 0; motion carries**

There were no communications/claims.

No reports from City Council Liaison

No reports from Fire Merit Commission Attorney Krause.

New Business

Certification of the Hiring Ranking List; each commissioner was given a copy of the Combined Non-Minority and Minority Hiring List. Commissioner Harris stated there are a total of 49 on the list, and 5 on the Minority List. Commissioner Harris mentioned he spoke with the Human Rights Director Dr. Jackson about receiving the percentages needed to be in compliance with the City Ordinance; that the racial makeup of the city resemble that of the department. Commissioner Harris went on to state that Dr. Jackson indicated that the commission should be more inclusive on the minority list, including those who have been previously listed as an ethnic group rather than a minority group. Commissioner Harris spoke with the Commission Attorney and she advised that since the

commission is under a federal order in which it hires; that the commission should follow the federal definition of minorities. Commissioner Harris request a copy of the federal definition of minority from the City Attorney. Commissioner Skierkowski read the federal definition from the EEOC website of a minority means race, color, national, or origin. 1. American Indian or Alaskan Native, 2. Asian or Pacific Islander, 3. Black or Hispanic. Commissioner Mock mention also that it should include women. Commissioner Harris went on to state that the other six applicants would also be added to minority list (4 Hispanics, a American Indian, and a Asian American). Attorney Krause upon her arrival approved the change. Commissioner Pollock questioned the Concent Decree and how it reads in relations to the EEOC, and which one takes precedence. A discussion continue between the commissioner and the attorney; Attorney advise to follow the EEOC guidelines that are in effect.

Commissioner Harris asked the commissions pleasure as to Certifying the Hiring List. Commissioner Skierkowski moved to move the 6 applicants to the Non-Minority List 2nd by Commissioner Pollock. **Ayes 5 Nays 0 motion carries.**

Dr. Jackson stated that she would recommend that the commission surpass the minimal 20%. Went on to say that being inclusive instead of exclusive to include all. Commissioner Harris went on to say that the census includes the prison population. Attorney Krause stated the ordinance is a working workforce. A discussion continued between Attorney Krause, Commissioner Harris, and Dr. Jackson.

Commissioner Plummer, Mock, and Pollock commented on individuals with felonies.

Certification of the Promotional Ranking List; was presented to commissioners.

13 Driver Operators; 8 Lietuenant; 12 Captain; 2 Assitant Chief. 70% of the score consist of the written exam; 20% maximum length of service; 10% last 4 evaluation; Commissioner Harris stated letters will be sent out tomorrow following Certification of the Promotional Ranking List; Motion by Commissioner Pollock and 2nd by Commissioner Skierkowski. **Ayes 5 Nays 0 motion carries.**

Recording Secretary Replacement;

Commissioner Harris asked the commissions pleasure, Commissioner Pollock stated he would like to advertise the position for those that may be able to apply. Commissioner Pollock motion that the position be advertised; 2nd by Commissioner Mock. **Ayes 5 Nays 0 motion carries.**

Commissioner Attorney Retention

Commissioner Mock motioned to retain the commissions attorney with no other advertisement; 2nd by Commissioner Plummer. **Ayes 5 Nays 0 motion carries.**

Old Business

Merit Ordinance Workshop has been set for December 11, 2012 5 p.m. at the Training Center on Michigan Blvd.

Report from Chief Martin

Chief Rose spoke for Chief Martin, stated that the probational firefighters are in their last few weeks of their EMT class, and have stated their 12 hours Emergency Room Clinical

Time, and 12 hour Ambulance Ride Time, that are mandatory for the course. On December 19th they will be taking their state practical written exams.

Chief Rose stated the last part of November they have been training in vehicle extractions at Morse Auto Greene and Chicago. Chief Rose thanked Morse Auto for helping with setting up the vehicles scenarios and cleaning up.

Chief Rose mentioned that in December they will be working on the bi-annual performances evaluations. Working with Sarah Smith to training the officers to be on the same page. Chief Rose stated they will be presenting them to the commission in January.

The Chiefs Office will meet with the union and Sarah Smith December 7th to discuss the upcoming ordinance workshop.

Commissioner comments

Commissioner Harris Welcomed Commissioner Plummer to the Fire Merit Commission.

Public comments

Captain Spencer Walker welcomed Commissioner Plummer. And mentioned his position on the Merit Ordinance and how it relates to the hiring process and changing the Consent Decree. Thanked the commission for the opportunity to work with the CPAT and hiring process, and stated he will not participate in the future.

Commissioner Mock asked what happened with the pay of the CPAT and hiring process. Commissioner Harris explained in detail.

Commissioner Skierkowski question the Consent Decree and a discussion continue between Captian Walker, Commissioner Skierkowski, and Attorney Krause.

Next meeting January 7, 2013

**Motion to adjourn by Commissioner Pollock and 2nd by Commissioner Skierkowski
Commission voted (5) Ayes – (0) Nays motion carries.**