

Minutes of the May 7, 2007, Michigan City Fire Merit Commission Meeting  
(as amended)

Chris Chatfield called the meeting to order. A quorum was noted as present with Commissioners John Stimley, Chris Chatfield, Louise Mock, and Bart Lombard in attendance. Others present included Randy Novak, Pam Krause, Phil Jankowski, Pat Boy, Dave Koss, Jeff Bruder, Kyle Kazmierczak, and Kathy Dubie.

On a motion by John Stimley and a second by Bart Lombard the previous minutes were approved as submitted.

Communications: A Unit Citation Award was received from Chief Novak for professional acts performed by the members of the Engine-2 "A-shift" crew. Crew members, Captain Mark Donaldson, Lt. Mike Neulieb, Driver Dan LeGault, Firefighter Doug Gardner, and Battalion Chief Daryl Westphal responded to a vehicle accident on April 15, 2007, in which the victim was injured. Positive comments from the commissioners were made.

New Business: Chief Novak explained that a 12-year veteran from the police department has requested a transfer to the fire department. The police officer claims that there is a city policy allowing transfers. After some discussion, Bart Lombard recommended that Attorney Krause discuss this matter with the city attorney and report back to the Commission at the June meeting.

Old Business: Pat Boy will investigate why the city's codification has not been updated on the website.

Chief Novak distributed his monthly report. In response to questions from Bart Lombard, Chief Novak said that there were not problems at the fire at 202 Fulton. Commissioner Stimley added that he observed the firefighters at the scene and they were doing a great job. A lengthy discussion about the performance evaluations followed. He said that the process was not followed by some evaluators. Chris Chatfield suggested holding a workshop prior to the July evaluations. Chief Novak said that some mistakes can be resolved through additional training. It was agreed that the process is not to be used to negotiate an evaluation and there is a continuing need for dialogue. Additionally, it was agreed that the process still needs fine tuning.

There were no comments.

On a motion by John Stimley and a second by Bart Lombard the meeting was adjourned.

Respectfully submitted,

Louise Mock

by: Kathy Dubie