

**NOBLESVILLE FIREFIGHTER MERIT COMMISSION
MEETING MINUTES
FEBRUARY 17, 2021
4:00 P.M.**

Commissioner Sarah Russell Goddard called the February 17, 2021 Noblesville Fire Merit Commission Meeting to order.

Commissioners present were:

COMMISSION MEMBERS

Commissioner Mark Glodowski
Commissioner Sarah Russell Goddard
Commissioner Dale Martz
Commissioner Chris Renner

Chief Matt Mitchell and Assistant Chief Adam Biddle (representing the Noblesville Fire Department); Tony Murray (representing Hamilton County Professional Firefighters Association Local 4416); and attorney Mark Wohlford were all present for the meeting.

Mr. Wohlford swore in Mike Navarro as the newest member of the Merit Commission.

APPROVAL OF AGENDA

Commissioner Renner motioned to approve the agenda.

Commissioner Glodowski seconded the motion.

VOTE TO APPROVE AGENDA

Commissioner Glodowski	Aye
Commissioner Goddard	Aye
Commissioner Martz	Aye
Commissioner Navarro	Aye
Commissioner Renner	Aye

The motion was passed.

ELECTION OF OFFICERS

Commissioner Martz nominated Commissioner Goddard for President. Commissioner Glodowski seconded the nomination. There were no other nominations for President.

Commissioner Goddard nominated Commissioner Martz for Vice President. Commissioner Navarro seconded the nomination. There were no other nominations for Vice President.

Commissioner Martz nominated Commissioner Renner for Secretary. Commissioner Glodowski seconded the nomination. There were no other nominations for Secretary.

Commissioner Renner made a motion to approve the slate of officers consisting of Sarah Russell Goddard for President, Dale Martz for Vice President, and Chris Renner for Secretary.

Commissioner Martz seconded the motion.

VOTE TO APPROVE THE PROPOSED SLATE OF OFFICERS

Commissioner Glodowski	Aye
Commissioner Goddard	Aye
Commissioner Martz	Aye
Commissioner Navarro	Aye
Commissioner Renner	Aye

The motion was passed.

APPROVAL OF MINUTES

Commissioner Renner made a motion to approve the minutes from the October 21, 2020 Merit Commission meeting.

Commissioner Martz seconded the motion.

VOTE TO APPROVE MINUTES

Commissioner Glodowski	Aye
Commissioner Goddard	Aye
Commissioner Navarro	Aye
Commissioner Renner	Aye

The motion was passed.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Agenda Item 1: Merit Commission to consider Merit Promotions (Chief Matt Mitchell)

Chief Mitchell said that there are two Engineer promotions that are the next two names on the Promotion List that was approved by Merit Commission on June 19, 2019. He said Merit Commission members had decided last year that as long as promotions follow the order on the approved 2019 Promotions List, the Merit Commission did not want to vote on those individual promotions prior to them taking effect. The two promotions are Ben Asbury who replaced Tony Murray as Engineer on January 1, 2021 and Kyle Pickering who will replace Jeff Spencer on February 20, 2021. Chief Mitchell asked Mr. Wohlford if the Merit Commission needed to vote on these individual promotions and Mr. Wohlford said he didn't believe so. Mr. Murray asked that the Merit Commission go ahead and vote on these two promotions because the rule states that the Fire

Chief will propose candidates when a vacancy occurs and the Merit Commission actually makes the determination. He said the list is one thing but the actual promotion is a separate item.

Commissioner Renner made a motion to approve the promotions of Ben Asbury and Kyle Pickering to Engineer.

Commissioner Martz seconded the motion.

VOTE TO APPROVE THE MERIT PROMOTIONS OF BEN ASBURY AND KYLE PICKERING

Commissioner Glodowski	Aye
Commissioner Goddard	Aye
Commissioner Martz	Aye
Commissioner Navarro	Aye
Commissioner Renner	Aye

The motion passed.

Agenda Item 2: Merit Commission to consider Merit Promotion (Chief Matt Mitchell)

This is a Merit Promotion to Captain and Chief Mitchell said this promotion is a little different since it does not go in order of the Promotions List that Merit Commission approved on October 21, 2020. He distributed a copy of the section of the Merit law that says that the three highest scores need to be certified and then the Chief can promote one of those top three candidates. Chief Mitchell is proposing to the Merit Commission to approve the promotion of Jim Butts who was second on the Captain Promotion List. The promotion would be effective around June 1, 2021.

Commissioner Martz made a motion to approve the promotion of Jim Butts to Captain.

Commissioner Renner seconded the motion.

VOTE TO APPROVE THE MERIT PROMOTION OF JIM BUTTS

Commissioner Glodowski	Aye
Commissioner Goddard	Aye
Commissioner Martz	Aye
Commissioner Navarro	Aye
Commissioner Renner	Aye

The motion passed.

Agenda Item 3: Merit Commission to consider Uniform Policy Change – Rules and Regulations 6.6 I H (Chief Matt Mitchell)

Chief Mitchell distributed paperwork showing the proposed change to Rules and Regulations 6.6 I. The proposed change is to add: “H. In the month of February each year, members and administrators are

permitted to wear approved, on-duty 150th Anniversary clothing and gear whenever Class B, C, or D uniforms are permitted with approval from the fire chief.”

Commissioner Renner made a motion to approve the addition of allowing members and administrators to wear approved 150th anniversary gear each February.

Commissioner Martz seconded the motion.

VOTE TO APPROVE THE PROPOSED CHANGE TO RULES AND REGULATIONS 6.6 I

Commissioner Glodowski	Aye
Commissioner Goddard	Aye
Commissioner Martz	Aye
Commissioner Navarro	Aye
Commissioner Renner	Aye

The motion passed.

Agenda Item 4: Merit Commission to Uniform Policy Change – Rules and Regulations 6.6 II B (11) (Chief Matt Mitchell)

Chief Mitchell distributed paperwork showing the proposed change to Rules and Regulations 6.6 II B. The proposed change is to add:

- “11. For pregnant firefighters, the following conditions may apply:
- a. The requirement for the uniform of the day is waived for the pregnant firefighter.
 - b. The blue duty shirt or black golf shirt may be worn untucked.
 - c. The requirement for buttons or zippers on the trousers and black cargo shorts is waived.
 - d. The black belt requirement is waived for the duration of the pregnancy and up to 90 days after returning to duty.
 - e. The requirement for the black t-shirt under the blue duty shirt or black golf shirt is waived.
 - f. The Chief can implement additional uniform accommodations as reasonable and necessary.”

Commissioner Goddard asked Chief Mitchell how they came up with the accommodations that are listed. Chief Mitchell said it was based on other organizations. He said that NFD’s female firefighters were consulted about these proposed changes and they were satisfied with them.

Commissioner Goddard made a motion to approve the proposed changes to uniform requirements for pregnant firefighters.

Commissioner Martz seconded the motion.

VOTE TO APPROVE THE PROPOSED CHANGES TO RULES AND REGULATIONS 6.6 II B (11)

Commissioner Glodowski	Aye
Commissioner Goddard	Aye
Commissioner Martz	Aye
Commissioner Navarro	Aye

Commissioner Renner

Aye

The motion passed.

Commissioner Renner made a motion to adjourn the meeting.

Commissioner Martz seconded the motion.

VOTE TO ADJOURN MEETING

Commissioner Glodowski

Aye

Commissioner Goddard

Aye

Commissioner Martz

Aye

Commissioner Navarro

Aye

Commissioner Renner

Aye

The meeting was adjourned.