

Muncie Fire Merit Commission

April 14, 2023

The meeting was called to order at 6:04pm by President, Andrew Dale.

Members Present: President Andrew Dale, Linda Gray, Qiana Clemens and Secretary Jim Mochal.
Others present: Chief, Robert Mead, Attorney, Mark Ervin, Recording, Secretary Samara Williams.

Approval of March 10, 2023 minutes: A motion to accept the minutes from 10, 2022 was made by Quiana Clemens, seconded by Andrew Popp and the March 10, 2022 meeting minutes were accepted with a unanimous vote.

Business from Fire Chief, Robert Mead:

Letter of Commendation Life Saving Award: Chief Mead read a letter of commendation lifesaving award:

All listed personnel were congratulated and thanked for their hard work and efforts. All 4 letters of accommodation from this event will be placed in their personnel files.

Chief Investigator Appointment:

Business from Attorney Mark Ervin: None

Old Business:

Evaluation Task Force: The group met together on March 3, 2023. Discussion among the group focused on areas of problems with the current evaluation and what could be included in the new evaluation to improve the new evaluation process and how to expand the tool to include a more specific evaluation for EMT's. After discussion in the meeting held on March 3, it was concluded that the new evaluation would be more beneficial for the firemen/emt personnel; the new evaluation would have concrete evidence of performance and goals for improving individual achievement. It was also decided that a new evaluation for rookies to have an updated evaluation for their first year evaluations. Andrew Popp explained that during the next scheduled evaluation task force meeting that they would be focusing on dividing the questions up, along with discussing evaluations for different ranks.

Update on 2022 Hiring Process: Oral Interviews are scheduled for March 14th-16th for the 39 recruits.

Update on Lateral Transfer: The committee met twice. An outline was used from different departments around the state along with out of state. The committee brought together an outline for the merit commission to examine. Andrew Popp motioned to introduce the Lateral Transfer Bylaw, Qiana Clemens seconded and the merit commission accepted with a unanimous vote.

Comments: Chief Investigator Interim, Matthew Grindstaff expressed to the merit commission his disappointment in the current bylaws that only allow Chief Investigator to proceed on the reinstatement list. As a Lieutenant Inspector, Grindstaff has had to decline the lieutenant position multiple times so he could continue as an inspector, doing so made Grindstaff unable to continue on the promotion reinstatement list. Grindstaff has been number one on the lieutenants list for the last two promotional processes. Grindstaff has expressed his thoughts in hopes that the Merit Commission will look at these

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bylaws before the next promotional process to help avoid these issues in the future. Sergeant Jason Chafin suggested that the merit commission assemble another group of merit members to look over this and possibly revise these bylaws.

Motion to adjourn made by Jim Mochal at 6:29pm, seconded by Qiana Clemens, with unanimous vote to accept.