

**AGENDA**  
**FIRE MERIT COMMISSION**  
**Monday, January 10, 2022**

**3:30 P.M.**

**Council Chambers**

**Municipal Building, 229 S. Second Street, Elkhart, IN 46516**

<https://coei.webex.com/coei/j.php?MTID=mc8a57c634af4eb09763540fbc22e7e38>

MEETING NUMBER (Access Code): 2308 314 7168

MEETING PASSWORD: Fire21

JOIN BY PHONE: 1-415-655-0001

- 1. Call to Order**
- 2. Roll call**
- 3. Approve Agenda**
- 4. Election of 2022 FMC Officers**
- 5. Approve Minutes- October 11, 2021**
- 6. Fire Department**
  - Disciplinary Notice- Firefighter Jakyah Qaiyim, Firefighter Eric Miller**
- 7. IAFF Local 338**
- 8. 2022 FMC Meeting Dates**
- 9. Public Participation**
- 10. Adjournment**

FIRE MERIT COMMISSION  
Monday, October 11, 2021

President Jim Rodino called a regular meeting of the Fire Merit Commission (FMC) to order at 3:30 p.m., Monday, October 11, 2021. Clerk Nancy Wilson called the role. Commissioners Jim Rodino, Mandy Leazenby, Cary Miller, and Doug Bowlby attended in-person. Rev. Stuart was absent.

1. AGENDA

On motion by Mandy Leazenby, seconded by Cary Miller and carried 4-0, the agenda was approved as presented.

2. MINUTES September 13, 2021

On motion by Mandy Leazenby, seconded by Cary Miller and carried 4-0, the minutes from September 13, 2021 were adopted.

3. FIRE DEPARTMENT

Chief Edgerton presented disciplinary notice for Firefighter Andrew Gray. He was issued a five-day suspension for an incident that happened off-duty.

On motion by Cary Miller, seconded by Mandy Leazenby and carried 4-0, the Commissioners upheld the five-day suspension discipline for Firefighter Andrew Gray.

4. IAFF

Carrie Sullivan, Secretary for the IAFF said they only thing they have was the Merit Rules they have been trying to work on since April, so that is about seven months now they have stalled promotions. She said they feel the Administration and the Union are close to having it nailed down, but that is a long time to move people up without actually letting them promote. She asked to continue the promotional process with the current rules as stated, and they will continue to work with the Administration and City Legal to get a better handle on the Merit Rules. Mandy agreed with her and stated she does not want to hold anything up. Chief Edgerton agreed with the statement and said they need to move forward with the rules as they are stated. He said they will work diligently from this point on to see if they can come up with something that is agreeable to the Administration and the Union. City Attorney Rose Rivera reminded them it is a State Statute that prohibited them from moving forward. It's not a matter of the Commission voting yes or no, right now the State Statute says that there's a problem which we discussed, which is the reason we are trying to adjust the Merit Rules. The State Statute is prohibiting us from promoting people. State Statute says you can't even test for a position unless it's the position directly above you. As you may recall, right now there is a bottleneck at Driver/Operator. Driver/Operator people do not want to test up, but everyone below them does. The problem we are having is the State Statute prohibits us from promoting, so we we're trying to adjust the rules. Right now, the ranks are in a way so that you cannot promote. We are trying to adjust the rules to move the ranks around. That is why it is so important that we get the rules right, so we can promote. Carrie added they do have a fair amount that do want to promote to Driver/Operator, and Driver/Operators that want to promote to Lieutenant. There are a lot of positions

FIRE MERIT COMMISSION  
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being covered by move up pay instead of actually being promoted to that rank. Our promotional pool is not as large as it would be if the rules were changed. Rose clarified they would have no objections to doing that. They just do not want to do anything that would violate State Statute.

Jim Rodino asked if there was any public participation or comments on the web. Nancy said that 10 people were watching and there were no comments.

5. ADJOURNMENT

On motion by Mandy Leazenby, seconded by Doug Bowlby and carried 4-0, the City of Elkhart, Indiana Fire Merit Commission was adjourned 3:43 p.m.

\_\_\_\_\_ Jim Rodino, President

Attest: \_\_\_\_\_ Cary Miller, Secretary



**City of Elkhart**  
*Fire Department*

**January 6, 2022**

**Rod Roberson**  
*Mayor*

**Shaun Edgerton**  
Fire Chief

**Rodney Dale**  
Assistant Fire Chief

**Kristi Sommer**  
Assistant Fire Chief

**Bette Howard**  
*Administrative Assistant*

Fire Department  
500 East Street  
Elkhart, Indiana 46516

Phone: (574) 293-8931  
Fax: (574) 522-1023

Email:  
fire@elkhartfire.org

**Fire Merit Commission**  
**229 Second St.**  
**Elkhart, IN 46516**

**FF Jakyah Qaiyim**  
**Disciplinary Action**

**Commissioners,**

**Due to the violation of policy listed below, Jakyah Qaiyim will be issued a written warning.**

**Rules and Regulations 204.01 Tour of Duty**  
**Rules and Regulations 301.01 (M) Tardiness for Duty**

**I would ask the Commission accept this communication.**

**Shaun D. Edgerton**  
Fire Chief



January 6, 2022

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Mayor

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Rodney Dale  
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Kristi Sommer  
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**FF Disciplinary Action**

**Commissioners,**

**Due to the violation of policy listed below, Eric Miller will be issued a suspension of (5) days.**

**301.01 (B) Gross neglect Of Duty**

**301.01 (M) Violation of Fire Department SOP**

**300.08 Proper Competition of Written Communication**

**I would ask the Commission to accept this communication.**

**Shaun D. Edgerton**  
**Fire Chief**

2022  
FIRE MERIT COMMISSION  
MEETING DATES

The Fire Merit Commission meets the second and fourth Monday  
of each month at 3:30 p.m., 2nd Floor, Council Chambers,  
Municipal Building, 229 S. Second Street, Elkhart, Indiana

January	10
January	24
February	14
February	28
March	14
March	28
April	11
April	25
May	9
May	23
June	13
June	27
July	11
July	25
August	8
August	22
September	12
September	26
October	10
October	24
November	14
November	28
December	12