

**NOBLESVILLE FIREFIGHTER MERIT COMMISSION  
MEETING MINUTES  
NOVEMBER 22, 2022  
4:00 P.M.**

Commissioner Chris Renner called the November 22, 2022 Noblesville Firefighter Merit Commission Meeting to order.

Commissioners present were:

**COMMISSION MEMBERS**

Commissioner Mark Glodowski (in person)  
Commission Dale Martz (via Teams)  
Commissioner Mike Navarro (in person)  
Commissioner Chris Renner (in person)

Public Safety Director Chad Knecht, Chief Matt Mitchell, Assistant Chief Uriah Eddingfield, Division Chief Trevor Hash, EMS Captain Anson Herrington, and K9 Carbon (representing the Noblesville Fire Department), and attorney Mark Wohlford were all present for the meeting.

**APPROVAL OF AGENDA**

Commissioner Glodowski motioned to approve the agenda.

Commissioner Navarro seconded the motion.

**ROLL CALL VOTE TO APPROVE AGENDA**

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

The motion was passed.

**APPROVAL OF MINUTES**

Commissioner Navarro motioned to approve the minutes from the October 19, 2022 Merit Commission Meeting.

Commissioner Glodowski seconded the motion.

**ROLL CALL VOTE TO APPROVE MINUTES**

Commissioner Glodowski	Aye
Commissioner Martz	Abstained
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 approval of the promotion of Scott Hunter to the merit rank of Captain effective November 28, 2022 (Chief Matt Mitchell)

Chief Mitchell said the Merit Commission approved the 2022 Officer Promotion List at last month's meeting and we now need to make some promotions. The first promotion we are requesting is Lieutenant Scott Hunter to Captain, effective November 28, 2022. Chief Mitchell said we are going right down the Promotion List in order.

Commissioner Glodowski asked what station he will be at. Chief Mitchell stated he is currently at Station 73 and will end up being at Station 71. He said the department just had a bid that will take effect January 9, 2023 and Scott will be at Station 71. Then he will be promoted on April 3, 2023 to Division Chief of Logistics and the Merit Commission will be approving his replacement sometime before April 3, 2023.

Commissioner Navarro made a motion to approve the promotion of Scott Hunter to the merit rank of Captain effective November 28, 2022.

Commissioner Glodowski seconded the motion.

**ROLL CALL VOTE TO APPROVE THE MOTION**

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

The motion passed.

Agenda Item 2: Merit Commission to consider approval of the promotion of Spencer Morris to the merit rank of Lieutenant effective November 28, 2022 (Chief Matt Mitchell)

Chief Mitchell said that as a result of Captain Hunter being promoted from a Lieutenant, we need to fill his spot. Spencer Morris is the first Lieutenant on the new Officer Promotion List and is currently an Engineer. He is currently stationed at Station 71. This promotion would be effective November 28, 2022.

Commissioner Glodowski made a motion to approve the promotion of Spencer Morris to the merit rank of Lieutenant effective November 28, 2022.

Commissioner Navarro seconded the motion.

**ROLL CALL VOTE TO APPROVE THE MOTION**

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

The motion passed.

Agenda Item 3: Merit Commission to consider approval of the promotion of Caleb Nicley to the merit rank of Engineer effective November 28, 2022 (Chief Matt Mitchell)

Chief Mitchell said that since you just promoted Spencer Morris, we now need to replace him at the Engineer level. He said the Engineer Promotion List that the Merit Commission approved last month was a little different because there were a couple of guys who were not eligible at that time because they did not have the time in rank yet. Caleb Nicley was actually number one on the Engineer Promotion List but he was not available for promotion until November 20, 2022. He is now eligible for promotion for this next spot which would be effective November 28, 2022.

Commissioner Navarro made a motion to approve the promotion of Caleb Nicley to the merit rank of Engineer effective November 28, 2022.

Commissioner Glodowski seconded the motion.

**ROLL CALL VOTE TO APPROVE**

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

The motion passed.

Agenda Item 4: Merit Commission to consider approval of the 2023 Hiring List effective January 1, 2023 and establishing a minimum acceptable score (Chief Matt Mitchell)

Chief Mitchell said we received the 2023 Hiring List from our testing agency, Testing for Public Safety (TPS), just a few hours ago. We are asking for approval of this list today. At the October 19, 2022 meeting, Merit Commission approved the establishment of a minimum score for the written test for the hiring process at 75%. Chief Mitchell said he is asking Merit Commission to approve the 2023 Hiring List with a minimum passing score of 75%. That would give us 104 applicants who would be eligible to be hired over the next two years.

Commissioner Renner asked how 104 applicants for two years compares to the past. Chief Mitchell said that is about what it was last time. We did have more people go through the process this time. He said it's a bit difficult to know how many people we will need to hire in the future due to not knowing what type of budgetary authority we will be granted for that future hiring. He said that with the 2021 Hiring List, we had to jump the gun a little bit early because that list did not expire until 2023. However, the necessity to get folks hired for 2023 required us to jump the gun on this new list. Chief Mitchell said he hopes the 2023 Hiring List will provide enough applicants for hiring needs over the next two years but if not, we will have to do it again. Commissioner Renner said we have dealt with what appears to be a shortage in the labor pool and he didn't know if this hiring list was an improvement. Chief Mitchell states this list is a little bit more robust. He said if we get into some sort of situation, he believes we could come back to Merit Commission and say that we would like to continue with the 2023 Hiring List by including applicants with scores of 70% and higher and we could then consider additional applicants. He said 75% is where we set the base line last time and he feels comfortable with setting 75% for this situation. Chief Mitchell said we are asking to establish an effective date of January 1, 2023 for this Hiring List. He said we are still currently working seventeen applicants off of the 2021 Hiring List. He said we have been given budgetary authority to hire eight new members next year, plus we always have replacements. He said right now we have three members we need to replace, so that's a total of eleven people that we know about that we will need to hire early next year. Chief Mitchell said that awards for the SAFER grant that we applied for are still being issued, so there is still a possibility we could receive that grant—we requested fifteen people for that grant.

Commissioner Martz made a motion to approve the 2023 Hiring List effective January 1, 2023 including a minimum passing score of 75% as described by Chief Mitchell.

Commissioner Navarro seconded the motion.

**ROLL CALL VOTE TO APPROVE THE MOTION**

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

The motion passed.

Commissioner Glodowski made a motion to adjourn the meeting.

Commissioner Navarro seconded the motion.

**ROLL CALL VOTE TO ADJOURN MEETING**

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

The meeting was adjourned.