

City of Ypsilanti
Civil Service Commission Meeting Minutes
Wednesday, October 3, 2018
3:30 p.m.

I. Call to Order— Commissioner Vincent called the meeting to order at 3:48 pm.

II. Roll Call

Commissioner Susan Moeller	Present
Commissioner John McMillan	Present
Commissioner Michael Vincent	Present

Also present: Fire Chief—Max Anthouard, Fire Department Executive Secretary—Sammone Dixon, YFD: Captain Jameson Schultz and Lieutenant Ken Hobbs.

III. Introductions— Sammone Dixon introduced Fire Chief Anthouard, Fire Officers Schultz and Hobbs and herself to the Commission.

IV. Approval of Minutes—Commissioner McMillan offered and Commissioner Moeller supported the motion to approve the minutes from the February 7, 2018 meeting. **Approved: Yes—3; No—0; Absent: 0**

V. Audience Participation— Lt. Hobbs voiced his concerns regarding the Fire Chief’s vacancy upon Chief Anthouard’s retirement. Lt. Hobbs stated that he was the only internal applicant for the Fire Chief position. In addition, he mentioned that if he is not selected as Fire Chief, it would be the first time a Fire Chief would not have been promoted from within the department. Lt. Hobbs also mentioned that the Fire Department currently has an officer promotion eligibility list that will soon expire. Lt. Hobbs reiterated that if the promotion of Fire Chief does not come from within the department, the promotion would not take place.

Commissioner Moeller stated that the City posted the position online. Lt. Hobbs confirmed that the position was posted internally and externally. After Lt. Hobbs’ commentary, Commissioner Vincent offered and Commissioner Moeller supported the motion to support Lt. Hobbs’ internal promotion for Fire Chief.

Motion: To support Lt. Hobbs’ internal promotion for Fire Chief.
Approved: Yes—3; No—0; Absent: 0

Following the motion, Lt. Hobbs stated that he feels he has the support from the Fire Department for the Fire Chief position. Furthermore, Lt. Hobbs stated that he will be present at the next City Council meeting to express his support for hiring from within the Fire Department.



City of Ypsilanti
Office of the City Clerk

Following Lt. Hobbs' statements, Commissioner McMillan reiterated that he comes from an era where individuals started a position and worked their way up the ladder within the organization.

Chief Anthouard added that Lt. Hobbs was the 2017 recipient of the Washtenaw 100 Firefighter of the Year Award. Chief Anthouard mentioned that he received such award for his leadership with the union. Chief Anthouard stated that Lt. Hobbs is capable of doing the job.

After Chief Anthouard's statements, the Commission continued the discussion and unanimously agreed to encourage City management to hire from within the Fire Department.

Following the discussion, Commissioner McMillan offered and Commissioner Moeller supported the motion to set a formal meeting with the City Manager regarding the Fire Chief position.

Motion: To set a formal meeting with the City Manager regarding the Fire Chief position. **Approved: Yes—3; No—0; Absent: 0**

Following the previous motion, Commissioner Vincent moved to the next agenda item.

VI. Discussion/Actions by the Commission—Chief Anthouard presented the entry level firefighter eligibility list to the Commission.

Commissioner Vincent asked Chief Anthouard how many individuals from the eligibility list will be hired. Chief Anthouard responded by stating that four personnel will be hired from the eligibility list in result of receiving the Federal Emergency Management Agency (FEMA) Staffing for Adequate Fire and Emergency Response (SAFER) 2017 Grant.

Commissioner Vincent asked why the Fire Department seem to receive more federal funding than the Police Department. Chief Anthouard responded by stating that the Fire Department has more opportunity for grants from FEMA for fire equipment. Chief Anthouard added that since he has served as Fire Chief, the Department has received over \$2.5 million in grant funding.

Commissioner Moeller reminded the Commission that two personnel were hired from the previous eligibility list. Chief Anthouard made the clarification that the



City of Ypsilanti
Office of the City Clerk

two personnel hired from the previous eligibility list are not SAFER Grant positions.

Commissioner Vincent raised questions to Chief Anthouard regarding diversity and minority representation prior to approving the eligibility list. Fire Chief explained that the Fire Department is currently 50% minority in fire suppression personnel and 50% minority in fire administration personnel.

Commissioner Vincent also asked why there are few minorities listed on the eligibility list. Chief Anthouard offered several explanations to address Commissioner Vincent's concerns. Chief Anthouard stated that he has gone to colleges to aid in increasing diversity within the department. Chief Anthouard offered the notion that the starting salary for entry level firefighters are extremely low compared to other municipalities. As a result, many applicants seek employment elsewhere.

Following the discussion, Commissioner Vincent and Commission Moeller supported a motion to approve the entry level firefighter eligibility list presented by Chief Anthouard.

Motion: To approve the entry level firefighter eligibility list presented by Fire Chief, Max Anthouard. **Approved: Yes—3; No—0; Absent: 0**

VII. Adjournment— Commissioner Moeller offered and Commissioner Vincent supported the motion to adjourn.

Meeting adjourned at 4:00 pm.