



City of Ypsilanti
Office of the City Clerk

City of Ypsilanti
Civil Service Commission Minutes
Friday, February 21, 2014
3:00 p.m.

I. Call to Order

The meeting was called to order at 3:03 p.m.

II. Roll Call

Commissioner Robert Jones	Present
Commissioner John McMillan	Absent
Commissioner Michael Vincent	Present

III. Introductions

Commissioner Vincent introduced Fire Chief Max Anthouard, City Clerk Intern Semaj Ray, Human Resources Manager Judi Smith, and Human Resources Intern Mary Kornacki.

IV. Audience Participation

V. Discussion/Actions by the Commission

- Eligibility List

Commissioner Vincent stated he will not approve an eligibility list unless there's a significant (meaning more than one person) minority representation.

Commissioner Jones stated he only notices one woman on the list.

Chief Anthouard asked Commissioner Vincent if he wouldn't approve of the current eligibility list or future eligibility list.

Commissioner Vincent replied that he wouldn't approve of hiring anybody unless there's a significant minority representation.

Commissioner Jones assented with Commissioner Vincent.

Chief Anthouard stated at the previous meeting he asked if they could hire with the list that was approved.

Commissioner Vincent stated he was okay with that only if there was a significant minority representation. He asked if there were any African Americans on the list.

Chief Anthouard stated there was an African American male but he didn't pass the psychological test.

Commissioner Jones asked if the lack of diversity was due to recruiting.

Commissioner Vincent stated that the class requirements would eliminate applicants because many can't afford to take the classes to gain the certifications. He stated if the Fire Department had the basic hiring/qualifications then the firefighters could be trained more, if necessary, and it would be paid for by the City or via a contractual agreement. The requirements have limited minorities from applying. It needs to be advertised more than just the Michigan Chronicle.

Chief Anthouard stated that they have advertised it in all of the Fire Schools. He has the same concern but the minority representation at the Fire Academy is non-existent.

Commissioner Vincent reiterated he would not approve of any new hires unless there was a significant minority representation.

Ms. Smith stated no one on the second list has been interviewed and there is no way to tell if they're a minority.

Chief Anthouard stated if they only get 90 days to hire the firefighters and if they aren't hired then they lose the SAFER grant.

Ms. Smith stated there is one white female that is in the hiring process.

Chief Anthouard stated there are only eight people that are eligible on the list.

Commissioner Vincent approved of hiring the white female.

Both Commissioners stated they wouldn't rescind of the eligibility list they previously approved and wouldn't rescind any job offers.

Chief Anthouard stated they gave four jobs offers and one of them is a female.

Firefighter Hobbs asked if they could continue with the hiring process if they failed the psychological test.

Ms. Smith stated if they fail the psychological test then they don't continue in the hiring process.

Chief Anthouard stated they have hired two firefighters and gave four job offers. The deadline to hire the six firefighters for the SAFER grant is April 7, 2014. They are required to hire five but one of the firefighters is retiring in April so they have to replace him. They have to keep the staffing in the Fire Department to 18 employees once the SAFER grant is in place.

Commissioner Vincent asked about the second list.

Chief Anthouard stated it was the plan B list all 14 passed the written tests but they still need an oral test.

Commissioner Vincent asked if they had time to expand the list and hire minorities.

Chief Anthouard stated there isn't enough time to hire minorities from a new list within the grant time constraint. The four job offers need to take a psychological and drug test.

Commissioner Vincent moved, supported by Commissioner Jones, to approve the four jobs offers and create a new list with minorities to replace the firefighters that will retire.

On a voice vote, the motion was carried.

Ms. Smith stated they will do their best to recruit minorities.

Chief Anthouard stated if there aren't any minorities on the second plan B eligibility list then he won't use it.

Commissioner Vincent moved, supported by Commissioner Jones that every reasonable effort will be made to hire minorities after the meet the staffing requirements for the SAFER grant.

On a voice vote, the motion carried.

VI. Adjournment

Commissioner Vincent moved, supported by Commissioner Jones to adjourn the meeting.

On a voice vote, the motion carried and the meeting was adjourned at 3:39 p.m.