

## Proposed Rule Explanation

Currently, the Fire Merit Board has a formula in place for determining the seniority points allotted to any candidate seeking a promotion. The members of the Jeffersonville Fire Department have petitioned the Fire Merit Board to alter the formula contained in the Fire Merit Commissions Internal Rules. The Internal Rules and Procedure #5 section II subsection G reads as follows:

For each calendar year of fire service, the candidate for promotion shall receive one-half percent (0.5%) credit towards the maximum twenty percent (20%) possible credit in the twenty percent (20%) seniority composite score.

The proposed changes to the seniority system will not alter the maximum twenty percent (20%) that any candidate for promotion can receive. Indiana Code § 36-8-3.5-13(a) states that "neither a member's length of service nor the score received on the oral exam may comprise more than twenty percent (20%) each of the rating." Instead, the proposal will alter the way that the 20% is distributed.

Under the proposed formula, candidates within each rank will receive a certain percentage for each year of service never to exceed a maximum of twenty percent. The proposal is a tiered system. Different ranks will allot different percentage points per year of service. The tiered system proposed will function as follows:

(1) 1% per year of service for candidates testing for Sgt.; (2) 0.75% per year of service for candidates testing for Lieutenant; and (3) 0.5% per year of service for candidates testing for Captain and Battalion Chief.

This formula for seniority points will replace the formula for seniority points currently used for promotions within the Jeffersonville Fire Department.

To help everyone understand, the Indiana Code states that seniority cannot count for more than 20% of overall promotional weight. As stated above, this change will not alter that part of the criteria. Instead, the proposal is to change the way the 20% is distributed. With the tiered system, someone testing for Sergeant will cap their seniority at 20 years, thus making each year worth more at 1% per year. Someone testing for Lieutenant will cap seniority at 26.7 years at 0.75% per year, meaning once a Sergeant has 26.7 years, he or she has accumulated their maximum of 20%. Someone testing for Captain or Battalion Chief will cap their seniority at 40 years at 0.5% per year. For an example, a 34-year individual (17%) testing for Battalion Chief will get an edge on a 25-year person (12.5%) testing for the same rank.

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## **Notice of Proposed Merit Change to Promotional Criteria**

Pursuant to Indiana Code § 36-8-3.5-10(b) and Indiana Code § 5-3-1-2, the Jeffersonville Fire Merit Commission is publishing notice of hearing to discuss the adoption of changes to the Internal Rules and Procedure of Jeffersonville Fire Merit Commission. The hearing will be held on March 8, 2019, at 6:00 p.m. in the Jeffersonville City Council Chambers located at the City Hall of Jeffersonville. A copy of the proposed rule is contained below.

Pursuant to Indiana Code § 36-8-3.5-10(c), one copy of the proposed rule has been placed on file in the Office of the Clerk of a City Jeffersonville, and three copies of the proposed rule have been forwarded to the Chief of the Jeffersonville Fire Department and have been retained on file in the chief's office for inspection at all times by members of the department. In addition, in accordance with the Fire Merit Commission Internal Rule and Procedure #8 section II subsection D, the Chief shall "post a copy of the proposed rules and procedures in a prominent location throughout each fire station for inspection by the officers at least ten (10) calendar days before the public hearing."

### **Proposed Rule**

For each calendar year of service in the Jeffersonville Fire Department, the candidate for promotion shall receive credit towards the maximum twenty percent (20%) possible credit in the twenty percent (20%) seniority composite score. Candidates testing for Sergeant shall receive one percent (1%) credit per year of service. Candidates testing for Lieutenant shall receive three-quarters percent (0.75%) credit per year of service. Candidates testing for Captain and Battalion Chief shall receive one-half percent (0.5%) credit per year of service.

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