FIRE MERIT COMMISSION
BLOOMINGTON FIRE DEPARTMENT HEADQUARTERS
320 W. 8th STREET, SUITE 220
BLOOMINGTON, in 47404
EXECUTIVE AND REGULAR SESSION: August 25, 2026 AT 5:00 P.M AND 5:15 P.M.

SIGN IN:

Kirk White

[illegible]

[illegible]

Chris Wheel

[illegible]

Yvonne Lynn Browne

[illegible]

[illegible] public session

[illegible]

[illegible] COLTON SPIRES TLD 8-25-26

[illegible]

Madeline Sunim

Loren Vandagrifft

Seth Steggs

Travis Gratzer

Sean O'Neal

Fire Merit Commission Executive Session Notice

Notice of Executive Session for the Fire Merit Commission for Tuesday, August 25, 2026, at 5:00 p.m, Bloomington Fire Department Headquarters Conference Room, 320 W. 8th Street, Ste 220, Bloomington, Indiana

The Bloomington Fire Merit Commission will meet in Executive Session on August 25, 2026, commencing at 5:00 p.m. at the Bloomington Fire Department Headquarters conference room, 320 W. 8th Street, Ste 220, Bloomington Indiana.

The purpose of the Executive Session is to receive information about current employees as authorized by IC 5-14-1.5-6.1(b)(6)(B).

This meeting is closed to the public.

Posted: August 19, 2026

Board Membership

Pursuant to applicable law and policy, and in compliance with Indiana Code 5-14-9-6, the following details are provided regarding the officers serving on this committee:

Board Member	Appointed By	Appointment Date	Term
Nicole Browne	Common Council	2/19/2025	2/19/2025 to 2/19/2029
Kirk White	Mayor	2/26/2025	2/26/2025 to 2/26/2029
Eric Powell	Fire Department	2/24/2025	2/24/2025 to 2/24/2029
Claire Zeyen	Mayor	8/29/2025	8/29/2025 to 8/29/2027
Jeff Chiparo	Fire Department	2/24/2025	2/24/2025 to 2/24/2027

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TO:	Fire Merit Commission
CC:	Chris Wheeler and Personnel File
FROM:	Roger Kerr, Fire Chief
DATE:	August 21, 2026
RE:	Request Approval of Eligibility List and Promotion to the rank of Lieutenant

The Bloomington Fire Department requests that the Fire Merit Commission review, approve, and certify the following Fire Member Lieutenant promotion eligibility list. All Candidates listed below have successfully completed a promotional process and meet the requirements set forth in the Department's professional standards for that of Lieutenant.

Madeline Swaim, Sergeant/Engineer, percentage score 90.205
Sean O'Neal, Engineer, percentage score 89.156
Garret Nolan, Sergeant/Engineer, percentage score 88.941
Nolan Rogers, Sergeant/Engineer, percentage score 88.875
Caleb Lobosky, Sergeant/Engineer, percentage score 88.424
Loren Vandagrifft, Engineer, percentage score 82.736
Colton Spires, Engineer, percentage score 81.973
Seth Staggs, Chauffeur, percentage score 76.031
Travis Gratzer, Engineer, percentage score, 73.25

Additionally, as Bloomington Fire Department currently has nine (9) open Lieutenant positions, the Department recommends that all nine Members listed above be promoted to the rank of Lieutenant, effective August 31, 2026.

Ordinarily an eligibility list is supposed to be effective for two years

TO:	Fire Merit Commission
CC:	Chris Wheeler and Personnel File
FROM:	Roger Kerr, Fire Chief
DATE:	August 21, 2026
RE:	Request Approval of Eligibility List for the rank of Captain

The Bloomington Fire Department requests that the Fire Merit Commission review, approve, and certify the following Fire Member Captain promotion eligibility list. All Candidates listed below have successfully completed a promotional process and meet the requirements set forth in the Department's professional standards for that of Captain.

Gabriel Morran, Chauffeur/Sergeant, percentage score 81.885
Austin Brown, Lieutenant/Engineer, percentage score 81.58
Jordan Canada, Lieutenant/Engineer, percentage score 78.525

All eligibility lists shall be in effect for two years from the date of certification. After the eligibility period, the eligibility list shall be retired.

BLOOMINGTON FIRE MERIT COMMISSION

An Executive Session of the City of Bloomington Fire Merit Commission was held on:

August 25, 2026 at 5:00 p.m.

in the Fire Headquarters Conference Room of Showers West, 320 W 8th St.,Suite 220 Bloomington, IN 47404.

The purpose of the Executive Session was to receive information about current employees as authorized by IC 5-14-1.5-6.1(b)(6)(B).

The following Board Member(s) attended the meeting in person:

Nicole Browne	✓
Jeff Chiparo	✓
Claire Zeyen	
Eric Powell	✓
Kirk White	✓

Also in attendance at the meeting were: Assistant City Attorney Christopher Wheeler, Fire Chief Roger Kerr, Deputy Chief Max Litwin, and Assistant Chief (Admin) Tania Daffron.

No final decisions were made or subject matter discussed in the Executive Session other than the subject matter specified herein and in the posted notice of the actual session.

So certified and signed this **25th of August, 2026.**

Attest: 8-25-26

Tania Daffron, Asst Chief/Board Liaison
Fire Merit Commission

Fire Merit Commission Meeting

Public Notice and Agenda for Tuesday, August 25, 2026, at 5:15 p.m.
Bloomington Fire Department Headquarters, 320 W. 8th Street, Ste 220

Bloomington, Indiana 47404

The Bloomington Fire Merit Commission will meet in Regular Session on Tuesday, August 25, 2026 in the conference room at Bloomington Fire Department's Headquarters' Conference Room at 320 West 8th Street, Ste 220, Bloomington, Indiana.

Posted August 19, 2026

1. Call to order
2. Certification of Executive Session
3. Approval of minutes (March 10, 2026)
4. Old Business
5. New Business

    a. Official Approval as Appointing Authority

        1. Certification of Lieutenant Eligibility List
        2. Certification of Captain Eligibility List
        3. Promotional Approvals

    b. Notification of updated evaluation form

6. Staff Reports
7. Petitions and Communications (limited to 3 minutes per person)
8. Adjournment

Board Membership:

Board Member	Appointed By	Appointment Date	Term
Nicole Browne	Common Council	2/19/2025	2/19/2025 to 2/19/2029
Kirk White	Mayor	2/26/2025	2/26/2025 to 2/26/2029
Eric Powell	Fire Department	2/24/2025	2/24/2025 to 2/24/2029
Claire Zeyen	Mayor	8/29/2025	8/29/2025 to 8/29/2027
Jeff Chiparo	Fire Department	2/24/2025	2/24/2025 to 2/24/2027

Pursuant to applicable law and policy, and in compliance with Indiana Code 5-1-4-9-6, the following details are provided regarding the officers serving on this committee:

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Meeting Notes–UNAPPROVED–> APPROVED AT MEEING

Meeting: Fire Merit Commission's Special Session

Date: MARCH 10, 2026

Attendees: Commission Members: Eric Powell (Chair), Jeff Chiparo, Kirk White, Nicole Browne. City Attorney Chris Wheeler. Fire Chief Roger Kerr, Assistant Fire Chief (Admin) Tania Daffron.

Notes

Meeting called to order with the aforementioned individuals present at 5:15 p.m.

Chair Eric Powell presented the minutes from the last meeting, September 23, 2025 for approval. Kirk White provided the motion, with Jeff Chiparo the second. No discussion. Minutes were approved unanimously.
Chair Eric Powell certified that the Commission held an Executive Session immediately preceding this Special Session.
No old business
New business entailed the Commission's approval of Garrett Hickman's application be sent to the State Pension Board for pension admission and future hire with Nicole Browne providing the motion and Kirk White the second. The Commission then proceeded to approve Kyler Smith's application be sent to the State Pension Board for pension admission and future hire with Jeff Chiparo providing the original motion and Kirk White the second. Neither motion received any discussion and were both passed unanimously. Official notice made by AC Daffron to the Commision for the intent to hire internal '77 plan lateral transfer Brandon Deckard, recalling his approval was part of the certified hiring list at the last meeting (Sept. 23, 2025).
Staff reports: AC Daffron, no regular session later this month (March 24, 2026).
No Petition or Communications
Adjournment at 5:22 p.m., Nicole Browne so moved. Meeting adjourned.

Action Items

Next regularly scheduled meeting Tuesday, April 28, 2026 at 5:00 p.m.

Firefighter Evaluation Form

Approved 8-25-2026 TLD

All Officers must complete this form logged in under their City account. Complete this form for all personnel under your supervision. Any score above or below a 3 requires supporting comments in the text box provided beneath each evaluated criterion. The Officer completing this evaluation should record their email below so they can receive a copy of this complete form.

Scoring:
1 - Needs Improvement
3 - Meets Standard
5 - Exceeds Standard

Name of Firefighter Receiving Evaluation: *
City Email of Firefighter Receiving Evaluation: *
Rank of Firefighter Receiving Evaluation: *
Command Appointment(s) of Firefighter Receiving Evaluation:
- Engineer
- Rescue Technican
- Sergeant
- Shift Logistics Technican
- Shift Training Instructor
- Station Captain

Shift of Firefighter Receiving Evaluation: *
- Gold
- Black
- Red
- Administration

Station of Firefighter Receiving Evaluation: *
- Station 1
- Station 2
- Station 3
- Station 4
- Station 5
- Headquarters
- Operations Center

Date of Evaluation: *
Date
Name of Officer Completing Evaluation: *
City Email of Officer Completing Evaluation: *
Firefighter Performance:
Scoring:
1 - Needs Improvement
3 - Meets Standard
5 - Exceeds Standard

Any score above or below a 3 requires supporting comments in the text box provided beneath each evaluated criterion.

[1] Capability to respond to emergency situations promptly and effectively: *

Needs Improvement
1
2
3
4
5
Exceeds Standard

[1.1] Observed behaviors supporting this score on responding to emergency situations:
[2] Execution of firefighting techniques and procedures with efficiency: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[2.1] Observed behaviors supporting this score on firefighter techniques:
[3] Communication skills and the capacity to collaborate with team members and other agencies are required: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[3.1] Observed behaviors supporting this score on communication and collaboration:
[4] Compliance with safety regulations and procedures: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[4.1] Observed behaviors supporting this score on safety regulation compliance:
[5] Under pressure, the ability to stay calm and focused: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[5.1] Observed behaviors supporting this score on staying calm and focused under pressure:

[6] Adaptability to changing settings: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[6.1] Observed behaviors supporting this score on adaptability:
Training and Education:
Scoring:
1 - Needs Improvement
3 - Meets Standard
5 - Exceeds Standard

Any score above or below a 3 requires supporting comments in the text box provided beneath each evaluated criterion.

[7] Completion of required training courses and certificates: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[7.1] Observed behaviors supporting this score on required training completion:
[8] Participation in ongoing training and education programs: *
Needs Improvement
1
2
3
4
5
Exceeds Standard
[8.1] Observed behaviors supporting this score on training participation:
[9] Commitment to staying up-to-date on the latest firefighting techniques and technologies: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[9.1] Observed behaviors supporting this score on staying up-to-date:
Professionalism:
Scoring:

1 - Needs Improvement
3 - Meets Standard
5 - Exceeds Standard

Any score above or below a 3 requires supporting comments in the text box provided beneath each evaluated criterion.

[10] Following departmental policies and procedures: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[10.1] Observed behaviors supporting this score on following departmental policies and procedures:
[11] Respect for superiors and colleagues: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[11.1] Observed behaviors supporting this score on respect:
[12] Professionalism on and off the job; dedication to the department's or organization's objectives and aims: *
Needs Improvement
1
2
3
4
5
Exceeds Standard

[12.1] Observed behaviors supporting this score on professionalism:
[13] Specific Areas for Improvement: *
[14] Suggested Training or Education Opportunities to Address these Areas: *
[15] Action Plan for Improvement: *
[16] Strengths and Accomplishments: *

Needs Improvement
1
2
3
4
5
Exceeds Standard

[1.1] Observed behaviors supporting this score on responding to emergency situations:
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Bloomington, Indiana 47404

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Meeting Notes–UNAPPROVED–

Meeting: Fire Merit Commission's Special Session

Date: MARCH 10, 2026

Attendees: Commission Members: Eric Powell (Chair), Jeff Chiparo, Kirk White, Nicole Browne. City Attorney Chris Wheeler. Fire Chief Roger Kerr, Assistant Fire Chief (Admin) Tania Daffron.

Notes

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Firefighter Evaluation Form

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Scoring:
1 - Needs Improvement
3 - Meets Standard
5 - Exceeds Standard

Name of Firefighter Receiving Evaluation: *
City Email of Firefighter Receiving Evaluation: *
Rank of Firefighter Receiving Evaluation: *
Command Appointment(s) of Firefighter Receiving Evaluation:
- Engineer
- Rescue Technican
- Sergeant
- Shift Logistics Technican
- Shift Training Instructor
- Station Captain

Shift of Firefighter Receiving Evaluation: *
- Gold
- Black
- Red
- Administration

Station of Firefighter Receiving Evaluation: *
- Station 1
- Station 2
- Station 3
- Station 4
- Station 5
- Headquarters
- Operations Center

Date of Evaluation: *
Date
Name of Officer Completing Evaluation: *
City Email of Officer Completing Evaluation: *
Firefighter Performance:
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Exceeds Standard

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[9.1] Observed behaviors supporting this score on staying up-to-date:
Professionalism:
Scoring:

1 - Needs Improvement
3 - Meets Standard
5 - Exceeds Standard

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1
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Exceeds Standard

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[14] Suggested Training or Education Opportunities to Address these Areas: *
[15] Action Plan for Improvement: *
[16] Strengths and Accomplishments: *