Minutes of the La Porte City Fire Department

Merit Commission

January 7, 2026

The Merit Commission met in person at Fire Station 1. Present were Commission members Alison Zoll, Dr. James Edwards, Ian Eldridge, Josh Huelat and Miles Fettinger. Chief Andy Snyder and Assistant Chief Zach Kanney were also in attendance, as were several firefighters and a few members of the public.

The meeting was called to order at 6:34 PM.

The minutes from December 3, 2025 were read and a motion to accept them as presented was made by Miles Fettinger and seconded by Ian Eldridge. The motion passed unanimously.

Chief Snyder informed the Commission that Dawn Prater was no longer working with the fire department and therefore would no longer be preparing the minutes for their meetings. He indicated that he and the HR department had interviewed a replacement and offered her the position. If this person accepts the job, she will be available to assume the Merit Commission responsibilities by the regular February monthly meeting.

Being that it is the first meeting of the year elections were held for Merit Commission Officers. A motion was made by Dr. Edwards for Alison Zoll to serve as President and seconded by Josh Huelat. The motion passed unanimously. A motion was made by Miles Fettinger for Josh Huelat to serve as Vice President and seconded by Ian Eldrige. The motion passed unanimously. A motion was made by Josh Huelat for Miles Fettinger to serve as Secretary and seconded by Dr. Edwards. The motion passed unanimously.

Old Business

- Chief Snyder announced that Zach Kanney had been appointed by Mayor Tom Dermody to serve as new Assistant Chief.
- Chief Snyder informed the Commission that Miles Fettinger had been elected to a 4-year term by the members of the fire department. The election was held on December 18, 2025.

New Business

- President Zoll presented a list to the Commission with the results and the order of all firefighters that had completed the promotional exam process. She read the final standing for each position. A motion to certify the 2026 Promotional List was made by Josh Huelat and seconded by Miles Fettinger. The motion passed unanimously and will be in effect from February 1, 2026 through January 31, 2028.
- Chief Snyder informed the Commission since Zach Kanney had been promoted to Assistant Chief that there was now a vacancy in the rank of Captain. He informed the Commission that the Board of Public Works & Safety had approved the Commission to fill this vacancy in rank at their earliest convenience. He submitted a letter to the Commission stating this request. President Zoll presented the Chief with a list of the top three candidates from the Captain's promotional list. Chief Snyder indicated that he had spoken with Randy Sheldon,

the top name on the list, and he indicated he was not interested in the position. Therefore, Chief Snyder then recommended Elijah Poulos, the next person on the list. Elijah was in attendance and accepted the position when asked by President Zoll. Josh Huelat made a motion to appoint Elijah Poulos to the rank of captain beginning January 8, 2026. Ian Eldrige seconded the motion, and it passed unanimously.

- Captain Bill Lott had asked prior to the meeting to read a statement he had prepared regarding an incident in which he was involved, and the pending disciplinary charges that were filed against him. President Zoll indicated she had agreed with his request, but it would have to be during the public meeting since there was not enough time given for public notification of an Executive Session. Captain Lott read the statement (attached to these minutes).
- Captain Scott Wilson expressed concern over the disciplinary charges against Captain Lott. The Commission informed Captain Wilson that Captain Lott was aware of his right to a hearing and he could follow the process outlined in the Merit Commission Rules & Procedures.

Dr. James Edwards made a motion to adjourn, Miles Fettinger seconded at 6:48 PM.

Recorded by Andy Snyder & Ian Eldridge

Miles Fettinger Merit Commission Secretary