



CITY OF FLINT
DEPARTMENT OF HUMAN RESOURCES
AND LABOR RELATIONS

Sheldon Neeley
Mayor, City of Flint

Eddie Smith
Human Resource Director

Michael Zlotek

7/28/2022

Dear Michael,

This letter is a summary of your Loudermill Hearing on July 2 /25, /2022 pertaining to the fatal house fire that occurred at West Pulaski Street on May 28, 2022.

As you are aware, you had the constitutional right to be represented by an attorney as well as your union. You attended the hearing accompanied with two union representatives. During the Loudermill Hearing, you presented a hand-drawn diagram of what you believed to be the second floor of the subject home and offered your version of the sequence of events that transpired on the day in question. Those statements have been taken into consideration.

Given the outcome of this fatal house fire, the City of Flint Fire Department initiated an internal investigation to review the written and verbal accounts that took place during this fire run, in particular search and rescue actions. As a result, the Flint Fire Department has reached the following conclusions:

- 1) Although you stated that you performed the required check of one of the bedrooms on the second floor, pictures of the subject room show an undisturbed bed. Therefore, you did not follow proper department procedures as you stated in your written report.
- 2) Our findings also show that you falsely stated that you had conducted a thorough sweep of the entire second floor. You then relayed that misinformation to the other firefighters on the scene. Moreover, that statement was included in your written report.

These findings have been reviewed by the Flint Police Department to ensure the integrity of this investigatory process. As such, the Flint Fire Department has determined that your actions as described herein violated department protocols and standard operating procedures related to search and rescue. Therefore, disciplinary action is warranted.

As such, the Fire Department along with Human Resources, agree that you will be suspended for two weeks without pay. This suspension is effective July 25, 2022, through August 7, 2022. Your expected date to return to your duties is August 8, 2022. In addition, you will be required to successfully complete an intensive 8-hour search and rescue training refresher. This training will be scheduled by the Fire Chief or his designee. and must be completed within the first week after returning to active status.



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Further violations of department policies and/or standard operating procedures will result in the next step in the corrective action process up to and including termination of employment. This suspension letter will become a part of your permanent personnel file.

Sincerely,

Eddie L. Smith
Director Human Resources and Labor Relations