



## Police Union Negotiation Meeting Minutes

<b>Meeting Date &amp; Time:</b>		May 7, 2021; 9:00 a.m. – 9:26 a.m.
<b>Attendee</b>	<b>Position</b>	<b>Company/Department</b>
Val Wadsworth	President, FOP 13	Police
Akilah Lacey	Vice-President, FOP 13	Police
Corey Christ	Treasurer, FOP 13	Police
Stephanie Harris	Vice-Pres. for Civilians, FOP 13	Police
Heather Buchanan	HR Director	HR
Jim Krueger	Chief Financial Officer	Finance
<b>Meeting Notes</b>		
<b>City of Pocatello and FOP #13 Union Negotiation</b>		<p><b>Meeting opened at 9:02 a.m.</b></p> <ul style="list-style-type: none"> <li>▪ H. Buchanan opened the negotiations at 9:02 a.m.</li> <li>▪ H. Buchanan reviewed Union proposals from April 29, 2021.</li> <li>▪ City will TA on the On-Call pay increment proposal.</li> <li>▪ On the Sick Leave pay-out, everyone in the Union was calculated out. The City will provide written explanations on how they got to the final number. It increases the cost by \$143,892.16. The City will not TA on this issue. They will revisit it later. Currently, the average payout is \$2,700; under this proposal the average payout would be \$3,900.</li> <li>▪ The City will TA on the third Union proposal was the Field Training Officer pay increases. Proposed cost increase of \$1,766. HR will recommend an increase of \$5,000 to their budget line due to the number of new officers that will be going through training.</li> <li>▪ H. Buchanan had questions about the requested proposed pay scale before she can cost it out. She asked if it continues past the yellow line. It includes only one step for a master sergeant. She had questions regarding the master corporal and corporal having matching steps. She is unsure where to start master corporal.</li> <li>▪ Union adjourned to a requested Caucus at 9:10 a.m.</li> <li>▪ Negotiations reconvened at 9:14 a.m.</li> <li>▪ A. Lacey explained that the yellow line on the proposed pay scale indicated the initial increases when they increase a step every year. After that is a longevity-type thing. The reason the master corporal &amp; master sergeant are the way they are is to differentiate between the competitive and non-competitive. If it is just a rank advancement, those that were in that position due to competitive would be a master and those in the rank advancement would not be. They use both systems.</li> <li>▪ H. Buchanan stated that she will write it up.</li> <li>▪ A. Lacey indicated a couple of things to consider. Their pay range is a 10% across the ranges. The City in general has a range of 3.25% a year</li> </ul>

for over 5 years up to 16%. They are trying to represent everybody. The concern is how spread out the steps are for civilian employees and it takes a long time for them to get to a higher pay. There is concern regarding the comparisons that was done. Boise's and Meridian's cost of living is approximately 5% higher than Pocatello. Their patrol officers start at 8% higher than Pocatello and after 5 years they are 24% higher. Their scale puts them 36% higher after 10 years. In October, they will receive a 4.5% increase. During COVID, most of the officers across Idaho received an increase in pay either via an increase in steps or across the board pay increases.

- A. Lacey explained the other item was to extend the pay scale so people can stay in positions and still receive an increase in pay instead of being penalized for not promoting. Help them retain quality employees. The incentive to promote make it difficult because of the gaps between more responsibility and more pay. The employees are deeply rooted to the community and don't want to leave but would like to be compensated so they don't have to think about leaving.
- H. Buchanan stated they will return with a cost of the proposal the Union brought.
- J. Krueger asked for clarification of the rates in the Boise area.
- A. Lacey spoke about the difference in the cost of living in the Boise area vs. Pocatello. The cost of living is 5% higher there than here. The officers start at 8% higher than here; 24% higher after 5 years; 36% higher at 10 years.
- H. Buchanan asked if they would like to set another date. May 18<sup>th</sup> at 9:00 a.m.
- **Meeting adjourned at 9:26 a.m.**

By: Terri Neu  
Terri Neu, Human Resources Assistant

Approved as to Substance and Form:

By: Heather Buchanan  
Heather Buchanan, Human Resources Director

By: Val Wadsworth  
Val Wadsworth, President FOP 13

JP 5/2/2021  
AW 5/9/21

Article # [7] – [COMPENSATION]

Section [18]

1 **Section 18. On Call Pay**

2 In accordance with Pocatello Police Department Manual Section C, Item  
3 X, the scheduled Detective to be "on call" for weekend duties shall be paid for  
4 ~~two~~ one hours at their then current rate for each ~~24-hour~~ 12-hour period for which  
5 they are on call. This amount shall be paid regardless of whether or not they are  
6 called out during that ~~24-hour~~ 12-hour period. If a Detective is called out to work,  
7 he/she will receive the appropriate call out pay for that ~~24-hour~~ 12-hour period  
8 instead of the on call pay. During the period when they are deemed "on call" the  
9 Detective shall at all times be within 30 minutes of Pocatello, based upon normal  
10 transportation time frames, unless otherwise approved by the Chief of Police.  
11 Each on call detective shall insure that they can be contacted by phone at all  
12 times during each of their scheduled on call period.

13

14 Depending on scheduling, a detective may be on call for 12 hours and is not  
15 receiving on call pay. This will allow for those detectives that are scheduled to be  
16 on call to be compensated.

*AB* 5/7/2021  
*AW* 5/7/21

1 **Section 1. Field Training Officer/Communication Training Officer –**  
2 **Additional Pay**

3 Field Training Officers and Communication Training Officers will be paid ~~thirty-five~~  
4 ~~dollars (\$35.00)~~ forty dollars (\$40.00) per day while engaged in training a member in the  
5 FTO program.

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7 Notes: We need to compensate and provide incentive for our skilled officers/dispatchers  
8 to train new members of the police department. The high turnover and constant training  
9 mode is creating burnout with our officers and dispatchers.

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