

April 30, 2021

The City of Pocatello and the Pocatello Police Union held their first negotiation session on Thursday, April 29, 2021 in the City Council Chambers at 3:00pm.

Present for the Union were President Val Wadsworth, Vice President Akilah Lacey, and Treasurer Cory Christ.

Present for the City were Human Resources Director Heather Buchanan, Chief Financial Officer James Krueger and City Attorney Jared Johnson.

The City offered one proposal at the meeting:

1. City Proposal #1
 - a. Update Physical Fitness test standards to adopt the August 6, 2020 MOU between the City and the Union.
 - b. Update Physical Training and Recreation language to adopt the August 6, 2020 MOU between the City and the Union.
 - c. Change of the word "manpower" to "staffing levels and workloads"
 - d. Update EAP Language to adopt the August 6, 2020 MOU between the City and the Union

*This proposal reached tentative agreement between the parties. TA was possible as the details had already been defined when the MOU was signed in August of 2020

The Union offered 3 written proposals, had two presentation/handout items, and 1 verbal offer with excel chart:

1. Union Proposal #1
 - a. Update language for On Call Pay. Moving from 2 hours pay for 24 hour on-call period, to 1 hour pay per 12 hour on-call period. This was to address on-call situations in the investigation division.
 - Policy referenced in the section needs to be checked before an agreement can be considered
2. Union Proposal #2
 - a. Increase Sick Leave payout amounts for retiring employee
 - i. 20% Increase to each of the 3 payout percentages (20% to 40%, 30% to 50% and 40% to 60%)
 - Cost calculations must be run to establish anticipated costs for this item, those calculations will be presented at a future negotiation meeting for discussion and consideration
3. Union Proposal #3
 - a. Increase Field Training Officer/Communication Officer add pay from \$35 a day, to \$40 a day.
 - Cost calculations must be run to establish anticipated costs for this item, those calculations will be presented at a future negotiation meeting for discussion and consideration

4. Presentation #1: PowerPoint Presentation
5. Presentation #2: Compensation Study completed in May of 2020 by an outside consultant who is a Union members spouse
6. Verbal Offer with excel chart: Two-year contract with a Sworn Officer Pay Chart increase or new Sworn Officer Pay Table
 - a. Option 1: Sworn Table Increase
 - i. FY2022 6%
 - ii. FY2023 6% or 3% + CPI from October 2021
 - b. Option 2: Sworn New Pay Table
 - i. Extends steps
- Cost calculations must be run to establish anticipated costs for this item, those calculations will be presented at a future negotiation meeting for discussion and consideration