

June 3, 2021

The City of Pocatello and the Pocatello Fire Union held a fourth negotiation session on Wednesday, June 2, 2021 in the City Council Chambers at 9:00am.

Present for the Union were President Andy Moldenhauer, Vice President Adam Davis, Treasurer Eric Anderson, Secretary Scott Lockhart, Marcus Andrews, Mick Coward, and Curtis Smith

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

Tentative Agreements were reached on:

- 1) **Union Proposal #3:** Change Battalion Chief hiring process, which would align testing and interview with other promotional testing and establish a hiring list.
- 2) **City Proposal #3:** Change Birthday Holiday to Floating Holiday and defined holidays within the CBA
 - a) Counter proposals were exchanged before TA was reached
- 3) **City Proposal #8:** complete rewrite of Equal Employment Opportunity (EEO), Americans with Disabilities Act (ADA), and Discriminatory Harassment and addition of Abusive Conduct and Bullying section. (Refers all sections to the City of Pocatello Personnel Policy Handbook)
- 4) **City Proposal #9:** Settlement of Dispute and Discipline: calendar days to business days (defined as Monday through Friday and excluding City observed holidays).
- 5) **City Proposal #10:** Intent to Negotiate: calendar days to business days (defined as Monday through Friday and excluding City observed holidays).
- 6) **City Proposal #11:** Layoff and Recall: calendar days to business days (defined as Monday through Friday and excluding City observed holidays).
- 7) **City Proposal #12:** Health and Safety: calendar days to business days (defined as Monday through Friday and excluding City observed holidays).
- 8) **City Proposal #13:** Correction of SOP to SOG to comply with adopted SOG 5009
- 9) **City Proposal #14:** Correction of inaccurately listed MOU to correct SOG
- 10) **City Proposal #19:** Enhanced Employee Assistance Program extending EAP benefits to 20 visits per incident and 1 mandatory visit per year (paid at regular time). The program is for Firefighters, Drivers/Operators, Captains, Battalion Chiefs and Paramedics. There is no cost to the employee in premiums. Other employees in the department will remain on current EAP program. Coverage remains for employee dependents.
 - a) Counter proposals were exchanged before TA was reached
- 11) **City Proposal #21:** Start date of promotions: to the first day of the pay period in which the promotion occurs
 - a) Counter proposals were exchanged before TA was reached
- 12) **City Proposal #22:** start date of WOOC: to the first day of the pay period in which the add pay is achieved
 - a) Counter proposals were exchanged before TA was reached
- 13) **City Proposal #23:** Sick leave moved to 2 decimal accrual and eliminated language requiring full hour sick leave increments
- 14) **City Proposal #26:** City Proposal #26: Tuition Reimbursement Program rewrite

- a) Counter proposals were exchanged before TA was reached

Open Offers, Counter Proposals, Discussions and Handouts:

- 1) The City submitted a revised **City Proposal #2**: CBA Formatting Overhaul (inclusive language, clarification of abbreviations, etc.) which returned references to the International Association of Firefighters Pocatello Firefighters Local #187 from “Local #187” back to “Union”
 - a) this item remains on the table, the Union indicated they would like to further review
- 2) **City Proposal #4**: Document and Acknowledgement practice of prorating new employees, or new medical plan enrollees, \$1,000 annual HRA prorated lump sum.
 - a) This item remains on the table
- 3) The Union presented a rewritten Union Counter Proposal #4 in response to **City Proposal #5** from 5/14 (Dental Coverage)
 - a) Union adjusted plan titles and added language detailing the conditions of the plan design they consider equivalent
 - i) This item remains on the table
- 4) **City Proposal #6**: Complete rewrite of the Reasonable Suspicion of Drug and Alcohol section.
 - a) This item remains on the table
- 5) The City provided a copy of SOG 5001 referencing only smoking as a supporting document to **City Proposal #7** regarding a tobacco free workplace.
 - a) This item remains on the table
- 6) Counter offers were offered by the Union and the City to the original **City Proposal #15** Combat Challenge
 - a) This item remains on the table
- 7) **City Proposal #17**: Change to deadline for new issues in negotiations to be moved from the 3rd meeting to the 5th meeting
 - a) This item remains on the table and there was no new discussion
- 8) **City Proposal #24**: Change to the current Arbitration Process, move from AAA to a 3-party panel
 - a) Discussion took place, no counter offers submitted
- 9) Counter offers were offered by the Union and the City to the original **City Proposal #25** Union Business
 - a) Discussion took place and this item remains on the table
- 10) There was process discussion on **City Proposal #27**: Layoff of the EVT position from the bargaining unit
 - a) The Union handed out a copy of Idaho Statue 74-206A Negotiations in Open Session
- 11) There was no specific discussion on **City Proposal #28** to consolidate longevity into step table, however compensation was briefly discussed.
- 12) The Union presented a PowerPoint presentation detailing their calculations of savings they have generated for the City over the past several years and resubmitted their original **Union Proposal #2**, an 8% per year increase to be covered by the City for the Union selected medical plan. This was a resubmission of an original proposal and a counter to City Counter proposal from 5/24/2021.
- 13) The City indicated they feel **Union Proposal #4** regarding a 48/96 schedule and change to FLSA cycle, **Union Proposal #6** regarding a paramedic compensation committee, and **Union Proposal #10** regarding a new pay scale table were all tied together.
 - a) Discussion took place and these items remain on the table

- 14) The Union and City both presented counter proposals on the original **Union Proposal #5** from 5/14 (Vacation Bidding Spots):
- a) Union Counter
 - i) Increased vacation bidding spots from 3 to 4.
 - ii) Eliminated Kelly Day hours as a stand alone leave code, and roll the hours into vacation accrual rates.
 - iii) Moved Vacation Accruals from 3 places after the decimal to 2 places, employees were kept whole and all numbers above 0 were rounded up.
 - b) City Counter
 - i) Increased vacation bidding spots from 3 to 4.
 - ii) Eliminated Kelly Day hours as a standalone leave code, and roll the hours into vacation accrual rates.
 - iii) Moved Vacation Accruals from 3 places after the decimal to 2 places, employees were kept whole and all numbers above 0 were rounded up.
 - iv) Added Language to Management Rights which expanded the definition of item 2: Direct the Workforce in an effort to control overtime costs from adding the 4th slot of vacation.
 - v) Increase MERP payments from \$75 per employee per month, to \$100 per employee per month (Union Proposal #8)
 - vi) Lowers vacation yearly carry over thresholds to 300 hours for 40 hour a week staff (down from 400 hours) and 450 hours for shift personnel (down from 600 hours). Employees would need to take their vacation hours during the year and not carry high accrual banks. There is no decrease to the per pay period accrual rates and the vacation accrual benefit remains intact.
 - vii) Capped vacation payouts to 300 hours for 40 hours a week staff and 450 hours for shift personnel of accrued leave. Any hours over those thresholds will be forfeited by the employee upon leaving employment with the City. Employees would need to take their vacation hours as leave, and not as a cash payout upon leaving City employment. There is no decrease to the per pay period accrual rates and the vacation accrual benefit remains intact. This was a new section, as there are currently no caps on payouts.
 - (1) This item remains on the table
- 15) Discussion between the parties occurred on **Union Proposal #7**: \$2.00 an hour premium pay for all bargaining unit members from 10/01/2021-9/30/2022 for performing essential work during the COVID-19 pandemic. The utilization of federal COVID-19 funds was discussed based on individual interpretations of federal guidance issued with the American Rescue Plan Act of 2021
- a) This item remains on the table
- 16) The City presented costs of the **Union Proposal #8**: An increase of MERP from \$75 per employee per month to \$150 will increase the cost to the City from \$78,300 a year to \$156,000 a year.
- a) The City offered a counter offer on this item as part of a multipart offer to Union Proposal #5 detailed above