

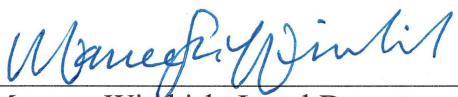


Fire Union Negotiation Meeting Minutes

Meeting Date & Time:		Friday, May 10, 2024; 8:30 a.m.
Attendee	Position	Company/Department
Heather Buchanan	Human Resources Director	Human Resources
Jared Johnson	City Attorney	Legal
Jordan VanEvery	President, IAFF #187	Fire
Adam Davis	Vice President, IAFF #187	Fire
Scott Lockhart	Secretary, IAFF #187	Fire
Eric Anderson	Treasurer, IAFF #187	Fire
Marcus Andrews	E-Board	Fire
Sam Morris	Member IAFF #187	Fire
Austin White	Member IAFF #187	Fire
Meeting Notes		
City of Pocatello and IAFF #187 Union Negotiations		
Meeting opened at 8:30 a.m.		
	▪ Heather Buchanan opened the meeting and introduction of participants was made. ▪ H. Buchanan states there have been five dates set for negotiations thus far; 5/10, 5/16, 5/24, 5/28, and 5/31. ▪ H. Buchanan introduced C-1 which will incorporate all MOUs entered into since the last agreed CBA (2021) into the new CBA. ▪ H. Buchanan introduced C-2 to provide application of the City of Pocatello Personnel Policy Handbook within Article 1 of the CBA. ▪ H. Buchanan introduced C-3 which incorporates the City's Personnel Policy Handbook into the CBA, aside from the 3 sections outlined in C-2. ▪ H. Buchanan introduced C-4 which modifies Social Security Replacement policy to have one enrollment match amount of 6% within Article 32 of the CBA. ▪ H. Buchanan introduced C-5 which clarifies direct deposit processes and employee pay stub access within Article 9 of the CBA. ▪ H. Buchanan introduced C-6 which addresses EAP benefits and participation by incorporating City Personnel Policy Handbook language within Article 28 of the CBA.	

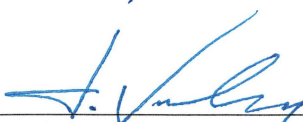
- H. Buchanan introduced **C-7** which eliminates Qualified Educational Assistance Reimbursement Program, within Article 19, and rolls the \$1,500 amount into the Fire Service Joint Labor Management Wellness Fitness Initiative amount to increase it from \$20,000 to \$22,000 within Article 28 of the CBA.
- H. Buchanan introduced **C-8** which incorporates City Policy for Bilingual Incentive Program within Article 10 of the CBA.
- H. Buchanan introduced **C-9** which extends probationary periods for job promotions and incorporates HR applicant tracking system within Article 22 of the CBA.
- H. Buchanan introduced **C-10** which incorporates the current City policy for Harassment, Bullying, Workplace Violence, ADA, & Idaho Whistleblower protections within Article 6 of the CBA.
- J. VanEvery introduced **U-1** which adjusts holiday pay to include Juneteenth for line personnel by increasing pay from 5% to 5.5%.
- J. VanEvery introduced **U-2** which allows for combining comp time and overtime in the same pay period while also not allowing comp time to be taken while assigned to third-party contract work within Article 12 of the CBA.
- H. Buchanan introduces **C-11** which reflects similar changes to U-2.
- **Caucus held from 9:07 a.m. – 11:29 a.m.**
- H. Buchanan emailed all City proposals to J. VanEvery during the break.
- J. VanEvery states they are going to take more time to review C-1.
- J. VanEvery states they are going to take more time to review C-2.
- J. VanEvery states they are going to take more time to review C-3.
- Tentative agreements were reached on the following: C-4, Article 32 – Social Security Replacement, **TA-1**. C-5, Article 9 – Base Pay, Section C, Direct Deposit and Access to Pay Stubs, **TA-2**.
- J. VanEvery introduced counter proposal **CU-1** to C-6, Article 28, Section H, Employee Assistance Program (EAP), which includes the incorporated EAP language in C-6 with some reference changes from 'City' to 'Department' in to reflect language in other areas of CBA. Tentative agreement was reached on CU-1, Article 28 Article 28, Section H, Employee Assistance Program (EAP), **TA-3**.
- J. VanEvery states they are going to take more time to review C-7.
- J. VanEvery introduced counter proposal **CU-2** to C-8, New Article, Bilingual Incentive Program, adjusting language in Sections B and D and striking Section C.
- J. VanEvery states they are going to take more time to review C-9.
- J. VanEvery states they are going to take more time to review C-10. Mentioned that C-10 refers to a lot of State code and Union is seeking clarification if that can be pared down to help limit the length of the CBA. J. Johnson states it is meant to be a resource for employees seeking information but he and H. Buchanan will look into ways those references may be briefer.
- J. VanEvery states they have a counter proposal to C-11 but, before they counter, H. Buchanan wanted to clarify that she verified with Finance during the break that both comp time and overtime cannot be accrued in same pay period with the current and new software. J. VanEvery states they will wait on their counter proposal.

- J. VanEvery introduced **U-3** which addresses increasing the MERP contribution from \$75 to \$250 per employee, per month within Article 31 of the CBA. H. Buchanan asks follow up of how long Union has had MERP. Adam Davis states about 18 years (Later clarified, October 2005 is when it began).
- J. VanEvery introduced **U-4** which addresses the annual HRA contribution increasing from \$1,000 to \$2,500 within Article 18 of the CBA.
- H. Buchanan introduced **C-12** which addresses reasonable suspicion standards within Article 33 of the CBA.
- H. Buchanan introduced **C-13** which addresses sick leave and FMLA policy within Article 17 of the CBA.
- H. Buchanan introduced **C-14** which addresses subpoena and jury duty policies within Article 12 of the CBA.
- H. Buchanan introduced **C-15** as a multi-part proposal. Clarifies holiday day length, floating holidays, eliminates Kelly days as standalone hours and moves the amount into the vacation accrual per pay period, adjust days to hours, and payout eligibility within Article 16 of the CBA.
- H. Buchanan introduced **C-16** which addresses prescription medicine in relation to job duties. New section and no article proposed for incorporating.
- H. Buchanan introduced **C-17** which address light duty work and outlines hours based on FMLA standards within Article 23 of the CBA.
- H. Buchanan introduced **C-18** which addresses HRA contributions being moved to either the calendar year, not FY, or per pay period and prorating the contribution dependent on start dates within Article 18 of the CBA.
- H. Buchanan introduced **C-19** which offers a medical coverage program with the City by proposing a four-year contract.
- H. Buchanan has concluded with proposals. Asks if we are able to start future negotiations earlier in the year since it falls so close to budget season. J. VanEvery states they are open to looking at it and will let us know.
- **Meeting adjourned 12:10 p.m.**

By: 
Mareesa Wimbish, Legal Department

Approved as to Substance and Form:

By: 
Heather Buchanan, Human Resources Director

By: 
Jordan VanEvery, President IAFF #187