



Fire Union Negotiation Meeting Minutes

Meeting Date & Time:		Thursday, May 16, 2024; 8:32 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	Fire
Austin White	Member	Fire
Curtis Smith	Negotiator	Fire
Meeting Notes		
<u>City of Pocatello and IAFF #187 Union Negotiations</u>	Meeting opened at 8:32 a.m.	
	▪ Heather Buchanan opened. ▪ H. Buchanan retracts C-3 and replaces it with Revised C-3 which provides a definition for at-fault accidents. ▪ H. Buchanan retracts C-17 and replaces it with Revised C-17 which clarifies light duty parameters. ▪ H. Buchanan retracts C-19 and replaces it with Revised C-19 which adds compliance language for I.C.18-8901 with the City's medical plan. ▪ H. Buchanan introduced counter proposal CC-1 to CU-2, which is a counter to C-8, New Article, Bilingual Incentive Program, adding language to Sections C and D. ▪ Jordan VanEvery states they have no counters or proposals at this time. ▪ H. Buchanan states her concern regarding the outstanding proposals before discussing pay. ▪ J. VanEvery states they still need time to address the proposals but are working on them. ▪ H. Buchanan introduces C-20 which is a presentation regarding pay scale restructure. ▪ Curtis Smith discusses historical aspects of Fire Marshall position.	

- Discussion regarding Engineer position with Paramedic and Firefighter 1st Class positions.
- Discussion regarding job functions, temporary placements, and promotional process.
- **Caucus 9:25 a.m. – 11:35 a.m.**
- Tentative agreement was reached on C-14, Article 12 – Extra Duty, **TA-4**.
- J. VanEvery introduced counter proposal **CU-3** to C-15, Article 16 – Holidays, Vacation, Kelly Days which eliminates Section G that outlines the history of Kelly Days.
- J. VanEvery asks what would happen to Kelly Days for those who have current accruals.
- H. Buchanan states they would have until December to use them. Otherwise, they would be converted to vacation, as stated in the current CBA.
- H. Buchanan provides a cost analysis for U-1 and C-15.
- J. VanEvery clarifies paychecks will fluctuate moving to hourly pay scale. H. Buchanan confirms.
- J. VanEvery states there are concerns with Fire Marshall position, Captain promotional changes, Lieutenant position, language addressing Paramedic stipend, and position grades.
- H. Buchanan addresses those concerns and discusses management aspirations of employees, lateral position change, vacancy/temporary assignment, licensing for Paramedics, and grade progression.
- H. Buchanan provides a cost analysis for U-3 and U-4.
- J. VanEvery asks if a copy of the pay scale could be shared so they can present to their membership.
- H. Buchanan will break it down per employee during the caucus and share that when we reconvene.
- H. Buchanan shares an example of a Firefighter conversion.
- **Caucus 11:56 a.m. – 2:23 p.m.**
- J. VanEvery asks if there are any counters. H. Buchanan has none.
- J. VanEvery introduces counter proposal **CU-4** to C-19, Article 18 – Medical Coverage Program which is a multi-part proposal. Adds language to Section A and C, adjusts contribution percentages and amounts, acceptance of C-7, retraction of U-4, and amends U-3 therein.
- H. Buchanan provides individual employee breakdown documents for J. VanEvery to present to Union members.
- H. Buchanan introduces **C-20(a)** which summarizes the 17 items proposed in the pay scale presentation, C-20.
- H. Buchanan readdresses C-11.
- J. VanEvery introduces **CU-5** to C-11, Article 12 – Extra Duty which adds language to include backfill assignments.
- Tentative agreements were reached on the following: CU-5, Article 12 – Extra Duty which is a counter proposal to C-11, **TA-5**. CU-3, Article 16 – Holidays, Vacation, Kelly Days which is a counter proposal to C-15, **TA-6**.
- H. Buchanan went through several outstanding proposals.
- J. VanEvery states they are still working through them.
- **Meeting adjourned at 2:39 p.m.**

By: Mareesa Wimbish
Mareesa Wimbish, Legal Department

Approved as to Substance and Form:

By: H. Buchanan
Heather Buchanan, Human Resources Director

By: J. VanEvery
Jordan VanEvery, President IAFF #187