

Police Union Negotiation Meeting Minutes

Meeting Date & Time:	Thursday, March 20, 2025; 9:00 a.m.	
Attendee	Position	Company/Department
Heather Buchanan	Human Resources Director	Human Resources
Jared Johnson	City Attorney	Legal
Sean Peterson	President, FOP #13	Police Union
Dane Eborn	Vice President, FOP #13	Police Union
KaLauni Teeter	Civilian Vice President, FOP #13	Police Union
Ryen Smith	Secretary, FOP #13	Police Union
Matt Shutes	Member, FOP #13	Police Union
Meeting Notes		
<u>City of Pocatello and FOP #13 Union Negotiations</u>	Meeting opened at 9:00 a.m.	
	▪ Heather Buchanan opens the meeting and introduction of participants was made. ▪ H. Buchanan introduces C-1 which incorporates all MOUs entered into since the last agreed CBA by amending Articles 7, 10 11, and 13 of the CBA. ▪ H. Buchanan introduces C-2 which amends Article 7 of the CBA regarding K-9 officers and FLSA/DOL language. ▪ H. Buchanan introduces C-3 which amends Article 4 and 7 of the CBA addressing payroll deductions for union dues and FOP legal defense. ▪ Sean Peterson, Dane Eborn, and Ryen Smith ask clarifying questions regarding C-3. ▪ H. Buchanan introduces C-4 which amends Article 5 of the CBA regarding annual union leadership list. ▪ H. Buchanan introduces C-5 which amends Article 8 of the CBA addressing blended overtime rates and all bargaining members being non-exempt. ▪ S. Peterson and K. Teeter ask clarifying questions regarding C-5. ▪ H. Buchanan introduces C-6 which amends Article 1 of the CBA addressing controlling documents order. ▪ H. Buchanan introduces C-7 which amends Article 15 of the CBA removing the enhanced employee assistance program (EAP). ▪ D. Eborn asks clarifying question regarding C-7.	

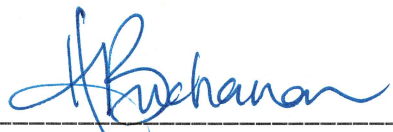
- H. Buchanan introduces **C-8** which amends Article 19 of the CBA addressing social security replacement as a mandatory enrollment.
- S. Peterson and D. Eborn ask clarifying questions.
- Ryen Smith excuses himself for an appointment.
- H. Buchanan introduces **C-9** which amends Article 15 of the CBA addressing length of probationary/introductory periods.
- H. Buchanan concludes her proposals for today.
- S. Peterson introduces **U-1** which amends Article 7 of the CBA addressing officer compensation, noncompetitive corporal position, and officer classes.
- S. Peterson introduces **U-2** which amends Article 7 of the CBA addressing FTO compensation amount and payment method.
- H. Buchanan asks clarifying questions.
- S. Peterson introduces **U-3** which amends Article 7 of the CBA addressing detective sergeants and on call compensation.
- S. Peterson introduces **U-4** which amends Article 10 of the CBA addressing clothing allowance for street crimes, narcotics, and civilian victim witness coordinator
- S. Peterson introduces **U-5** which amends Article 7 of the CBA addressing shift differential compensation increasing by \$0.10 per shift type.
- S. Peterson introduces **U-6** which amends Article 7 of the CBA addressing step movements during probationary period compensation.
- S. Peterson introduces **U-7** which amends Article 7 of the CBA addressing step-up pay.
- S. Peterson introduces **U-8** which amends Article 12 of the CBA addressing an increase in vacation accruals.
- S. Peterson introduces **U-9** which amends Article 7 of the CBA addressing TAC and ATAC compensation for 2 dispatch positions.
- **Caucus 9:52 a.m. – 10:40 a.m.**
- H. Buchanan introduces **CC-1** to U-3, Article 7, Section 18 – On Call Pay, which clarifies and adds consistent verbiage.
- Tentative agreement was reached on CC-1, Article 7 – Compensation, **TA-1**.
- H. Buchanan introduces **CC-2** to U-9, Article 7, New Section – Civilian Special Assignment, adjusting proposal into a table and modifies payment structure.
- S. Peterson asks clarifying question on C-3
- Tentative agreements were reached on the following: CC-2, Article 7 – Compensation, **TA-2**; C-1, Articles 7 – Compensation, 10 – Clothing Allowance, 11 – Holidays, and 13 – Sick Leave, **TA-3**; C-2, Article 7 – Compensation, **TA-4**; C-3, Article 4 – Union Uniform Monthly Service Charge, **TA-5**; C-4, Article 5 – Union Business, **TA-6**; C-5, Article 8 –

Work Period and Overtime Pay, **TA-7**; and C-6, Article 1 – Purpose and Warranty of Authority, **TA-8**.

- D. Eborn asks clarifying question on C-7.
- H. Buchanan provides informational handout for EAP reporting.
- H. Buchanan excuses herself to get information to clarify EAP visits.
- S. Peterson asks to table C-7.
- S. Peterson and M. Shutes ask clarifying questions on C-8.
- S. Peterson asks to table C-8 and C-9.
- H. Buchanan addresses pending union proposals.
- Discuss upcoming dates.
- **Adjourn 10:56 a.m.**

By: 
Mareesa Wimbish, Legal Department

Approved as to Substance and Form:

By: 
Heather Buchanan, Human Resources Director

By:  4/17/25
Sean Peterson, President FOP #13

Adopt MOU dated April 7, 2022

- Article 7, Section 15
- Article 10, Section 2
- Article 11, Section 1
- Article 13, Section 1

ARTICLE 7 – COMPENSATION: Section 15. Sworn Step Increases and Probationary Periods

Effective 2022 sworn officers who have successfully completed the required introductory/probationary period of employment are entitled to receive any associated step increase in compensation effective on the first day of the new fiscal year.

- a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long. Management has the right to extend Probationary/Introductory Periods for six (6) additional months.
- b. Sworn officers entitled to automatic rank advancement and any corresponding automatic rank/pay grade advancement shall be made on the anniversary date of the automatic rank promotion.
- c. Any sworn officer promoted in October of 2020 who had a 1- year probationary period will be eligible for a step in FY2022 at the conclusion of their probationary period.

Sworn officers who have not completed the required introductory/probationary period for promotions will only receive a step on fiscal year. There are no midyear steps granted.

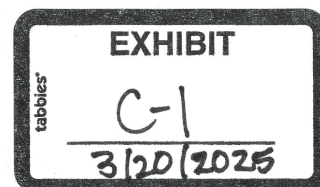
ARTICLE 10 – CLOTHING ALLOWANCE: Section 2. Clothing Allowance

In addition to the above clothing allowance payments, each Sworn Officer, Evidence Technician, Code Ordinance Enforcement Officer, Ordinance Enforcement Supervisor, Parking Enforcement, Training & Community Services Coordinator, and Licensing Technician will be paid a boot/footwear allowance in the amount of \$200.00 per year. Such allowance will be paid in the first pay period of April of each year. Uniformed civilian half-time personnel will receive one-half (1/2) of the amount uniformed personnel receive for uniform and equipment maintenance excluding the boot/footwear allowance.

ARTICLE 11 – HOLIDAYS: Section 1. Recognized Holidays

The following is a list of the annual recognized holidays for members of the Bargaining Unit.

New Year's Day	President's Day
Martin Luther King's Birthday	Memorial Day
July 4 th	Labor Day
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day
Juneteenth	Floating Holiday



CITY OF



PROPOSAL #1

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

Adopt MOU dated April 7, 2022

- Article 7, Section 15
- Article 10, Section 2
- Article 11, Section 1
- Article 13, Section 1

ARTICLE 13 – SICK LEAVE: Section 1. Sick Leave Accrual

Sick Leave is provided as an insurance and income protection against a member's inability to work because of non-job-related illness/injury, pregnancy/maternity. Sick leave may not be used for any absences occurring during the final week of employment unless a doctor's statement is presented prior to the time that member's final check is disbursed. No cash payment shall be made for unused sick leave upon resignation, layoff or discharge. Sick leave is accrued during each pay period as follows:

- Full-time - 3.70 hours
- Half-time – 1.86 ~~1.85~~ hours

Sick leave shall not accrue for any member on leave of absence without pay, suspension without pay, or when working overtime.

Added Language

~~Removed Language~~

AMENDMENT

- Article 7 Compensation, Section 2. K9 Officers

ARTICLE 7: COMPENSATION

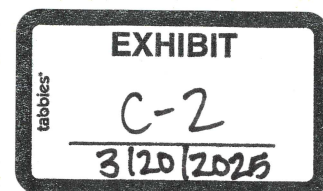
Section 2. **Canine** (K-9) Officers

The City maintains the discretion to assign a Sworn Officer a K9. With the assignment, the Officer agrees to the responsibility to care for the canine daily. The established daily pay shall compensate for any ordinary off-duty "care" to include bathing, brushing, exercising, feeding, grooming, related cleaning of the dog's kennel or transport vehicle, and similar activities performed by the canine officer at home on workdays as well as on days off duty or during vacation periods. Care also includes time spent in administering drugs or medicine for illness and/or transporting the dog to and from an animal hospital or veterinarian. Likewise, time spent training the dog at home is considered care. All the foregoing activities are, of course, illustrative but not all inclusive. It is agreed that commuting to work with the dog does not constitute "hours of work" solely because the dog is in the vehicle.

K-9 officers will be paid for thirty (30) minutes each day at the rate of one and one-half (1½) times their regular rate of pay for care and maintenance of the police dog.

Added Language

~~Removed Language~~



PROPOSAL #3

AMENDMENT

- Article 4 Union Uniform Monthly Service Charge
- Article 7 Compensation, Section 11 FOP Legal Defense Fund

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 4 – UNION UNIFORM MONTHLY SERVICE CHARGE

~~Upon authorization of the employee, the CITY agrees to deduct uniform monthly service charges in the amount specified by the authorized officer of the UNION from the wages of each authorizing Bargaining Unit member, until the member's authorization is revoked in writing. The CITY further agrees to remit the specified amount monthly to the Secretary-Treasurer of the UNION by the fifteenth (15th) day of the following month for each authorizing member.~~

ARTICLE 7 – COMPENSATION**Section 11. Fraternal Order of Police Legal Defense Fund**

~~The CITY will pay 25% of the insurance premiums due for those members of the Bargaining Unit who elect to participate in the Fraternal Order of Police Legal Defense Fund.~~

ARTICLE 4: UNION DUES AND FEES**Section A. Union Written Authorization for Dues**

The Union shall request present and future bargaining unit members to pay to the union a uniform monthly service charge. For Union members that service charge will constitute that member's Union dues, fees, and assessments. The Union shall request each bargaining unit employee to sign and submit to the City a written authorization authorizing the deduction and remittance of this uniform monthly service charge from their wages/salary. Any such authorization shall remain in effect until and unless revoked by the employee by giving written notice of such revocation to the City. Dues will be pulled from paychecks the first pay period of each month.

Section B. Dues Remittance to Union

The City agrees to deduct the amount legally deductible for uniform monthly service charges, in amounts specified by the authorized officer of the Union, from the pay of bargaining unit employees upon written authorization from the employee. The City further agrees to remit those amounts monthly to the Secretary/Treasurer of the Union by the 15th of the following month.

Section C. Fraternal Order of Police Legal Defense Fund

The CITY will pay 25% of the insurance premiums due for those members of the Bargaining Unit who elect to participate in the Fraternal Order of Police Legal Defense Fund. Members may elect opt into the FOP Legal Defense fund during their first 30 day of employment, during the insurance benefit annual enrollment, or with a qualifying life event. Elections shall be effective until and unless revoked by the employee by giving written notice of such revocation to the City. The FOP Legal Defense Fund employee portion will be pulled from paychecks the first pay period of each month.

Added Language ~~Removed Language~~

EXHIBIT

C-3

3/20/2025

tabbles

CITY OF

POCATELLO

PROPOSAL #4

AMENDMENT

- Article 5, Section 2. Shop Steward Notification

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

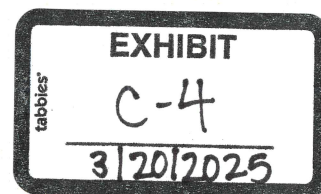
ARTICLE 5: UNION BUSINESS

Section 2. Shop Steward Notification

It is the responsibility of the UNION to at all times provide the CITY with a current list of shop stewards. **An annual list must be provided to Human Resources by January 15 of each year.**

Added Language

~~Removed Language~~



PROPOSAL #5

AMENDMENT

- Article 8 FLSA Work Period and Overtime Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 8 – WORK PERIOD AND OVERTIME PAY

Section 1. Work Period**Item A. Sworn Personnel**

The FLSA 207(k) work period, defined as fourteen (14) days for the purpose of computing overtime, shall be utilized by the City in computing overtime compensation for all non-exempt sworn personnel.

Item B. Civilian Personnel

Non-exempt **Civilian** ~~Non-Sworn~~ personnel work period is defined as seven (7) days for the purpose of computing overtime.

Section 2. Work Schedule for Sworn and **Civilian ~~Non-Sworn~~ Personnel**

Work shifts may be modified when necessary to provide for adequate police staffing and coverage as a result of, but not limited to, staffing losses and emergencies. Refer to Pocatello Police Department Mobilization Plan policy.

Section 3. Overtime Pay**Item A. Non- Exempt Positions**

All members of the Bargaining Unit are classified as non-exempt employees and are eligible for overtime. Overtime pay shall be paid at time and one-half of the straight-time hourly rates for all overtime hours worked by such category of employee.

Item B. Sworn Personnel

This provision applies to all non-exempt sworn members of the Bargaining Unit. Overtime shall be paid for hours actually worked over 80 in a fourteen (14) day work period.

- Sick leave **and bereavement time** is not considered time worked for the purpose of determining overtime hours.
- Management shall not mandate directed time off for the purpose of avoiding use of overtime that is the result of unplanned and unexpected work duty.

Item C. **Civilian ~~Non-Sworn~~ Personnel**

This provision applies to all non-exempt non-sworn members of the Bargaining Unit. Overtime shall be paid after working forty (40) hours in one seven-day workweek.

- Sick leave **and bereavement time** is not considered time worked for the purpose of computing overtime.
- Management shall not mandate directed time off for the purpose of avoiding use of overtime that is the result of unplanned and unexpected work duty.

Item D. Blended Rates

The blended overtime rate, as defined by the Department of Labor (DOL) and the Fair Labor Standards Act (FLSA), is a method for calculating overtime pay when an employee works at multiple pay rates

CITY OF



PROPOSAL #5

AMENDMENT

- Article 8 FLSA Work Period and Overtime Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

within a single workweek. It ensures that employees are compensated fairly for overtime hours based on a weighted average of all their regular rates of pay. Method of calculation:

- Add up the total earnings from all the different pay rates for the workweek (excluding overtime premiums).
- Divide this total by the total number of hours worked during the workweek to get the average hourly rate.

Added Language

~~Removed Language~~

AMENDMENT

- Article 1 Purpose and Warranty of Authority

ARTICLE 1 – PURPOSE AND WARRANTY OF AUTHORITY

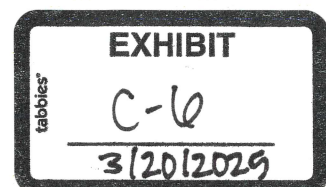
The purpose of this Agreement is to promote and improve relations among the CITY and the UNION; to establish a formal understanding relative to all negotiated conditions of employment as provided for in this Agreement; and to provide the means of amicable and equitable adjustment of any and all differences or grievances which may arise, all of which the parties hereto believe and affirm will be to the welfare of the citizens of Pocatello, Idaho.

The parties signing this Agreement on behalf of the CITY and the UNION respectively declare they are executing this Agreement by the authority granted them from their respective bodies, and are acting in good faith with the intent to bind the respective parties and fully perform the Agreement.

It is also agreed that where there are clear differences in the wording and the text of the following documents, said documents shall be enforceable in the following order and priority: 1) Collective Bargaining Agreement, the 2) City of Pocatello Personnel Policy Handbook, 3) Police Department Personnel Administration Rules, and 4) Pocatello Police Department Policy Manual. ~~and the, Collective Bargaining Agreement shall supersede and control. The~~

~~However, All parties at the time of the contracting should make every effort to point out differences so that the documents are not in conflict. Collective Bargaining Agreement, Pocatello Police Department Policy Manual, the City of Pocatello Personnel Policy Handbook and the Police Department Personnel Administration Rules, are not in conflict.~~

Added Language
Removed Language



CITY OF

POCATELLO

PROPOSAL #7

REMOVE

- Article 15 Employee Assistance Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 15 --EMPLOYEE ASSISTANCE PROGRAM

~~All Sworn Officers, Dispatchers, and Evidence Technicians are provided an enhanced Employee Assistance Program (EAP) which includes one (1) mandatory visit per fiscal year and up to 20 voluntary visits per incident. The one mandatory visit will be scheduled on shift or paid one (1) hour overtime. Any subsequent visits will be on the employees own time or by utilization of sick leave per CITY policy. In the event that a person has a medical diagnosis related to a condition for which EAP is being utilized, they can no longer continue with the EAP program for that condition and will need to utilize health benefits for treatment.~~

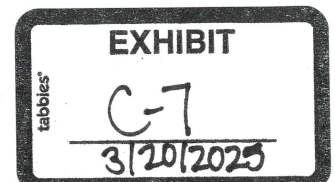
~~All other Civilian personnel will be participants in the standard EAP program offered by the CITY. All Sworn Officers, Dispatchers, and Evidence Technicians and their dependents will have access to EAP~~

Added Language

~~Removed Language~~

NOTE:

Due to low utilization and the fact that the criteria defined in the contract has not been met for over three years the City is proposing to return all members of the bargaining unit to the EAP program as defined by City Council each year. No language regarding EAP will be included in the CBA.





PROPOSAL #8

AMENDMENT

- Article 19 – Social Security Replacement

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

Article 19 – Social Security Replacement

For bargaining unit members who are not covered under the Social Security system, the following provisions will be in place:

The City of Pocatello shall, in lieu of paying Social Security employer contributions, pay 6.2% of wages that would have been subject to Social Security taxes into the following account: PERSI choice 401k plan. The employee will pay a 6.0% match. Employees are eligible to contribute additional money to their PERSI Choice account but cannot drop below a 6% enrollment for the match. Those individual elections can be changed at any time and do not require a qualifying event.

The Parties believe that placement of the refund and matching amounts in the PERSI Choice 401(k) Plan allows such amounts to be treated as benefits and, therefore are not subject to Medicare tax, PERSI Base Plan payments, workers' compensation, or other taxes and payments.

~~Since sworn Bargaining Unit members are not covered under the Social Security System, the following provisions will be in place:~~

~~Section 1. Designated Match~~

~~The CITY of Pocatello shall, in lieu of paying Social Security employer contributions, pay up to 6.2% of wages that would have been subject to social security taxes into the following account: PERSI choice 401k plan. Provided the member provides a match according to the schedule below, the member will designate their desired match, expressed as a percentage of wages in whole percentage points up to 6%. The designated match is set at the rate indicated by sworn members during City insurance open enrollment in calendar year 2018. Sworn members may elect to change their percentage during the insurance benefit annual enrollment and it shall be effective for the following fiscal year.~~

~~The Parties agree that changes to PERSI Choice 401K contribution/election can only be made for qualified life-changing events within thirty (30) days which include: change in marital status, a change in the number of eligible children, change in benefits eligibility, or a change in a family member's benefits eligibility because of a change in his or her eligibility or coverage under another employer's plan. For those members who participate in the replacement program the CITY shall provide an additional 0.2% of wages that would have been subject to social security taxes for said employee to be placed into the employees PERSI choice 401K plan for the first 1% contribution; the schedule is as follows;~~

Member Contribution	City Match
0%	0%
1%	1.2%
2%	2.2%
3%	3.2%
4%	4.2%
5%	5.2%
6%	6.2%

Added Language

Removed Language

Average Enrollment Level:	5.32%	5.30%	5.35%
6%	80	79	70
5%	3	3	3
4%	4	4	4
3%	3	3	2
2%	3	2	1
1%	1	1	1
0%	5	6	5
Not Employed in FY	0	1	13

EXHIBIT

tabbles

C-8
3/20/2025



**PROPOSAL #9
AMENDMENT**

- Article 15 – Probationary/Introductory Periods

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

In this proposal we are only addressing the definition of probationary periods. Any step movement language will be in a separate section.

Section 15. Sworn Step Increases and Probationary/Introductory Periods

Effective 2022 sworn officers who have successfully completed the required introductory/probationary period of employment are entitled to receive any associated step increase in compensation effective on the first day of the new fiscal year.

- ~~a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long. Management has the right to extend Probationary/Introductory Periods for six (6) additional months.~~

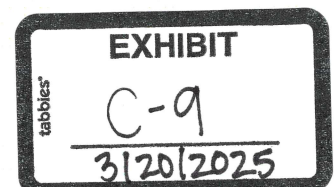
A probationary period is defined as a "period of evaluation of on-the-job performance to ascertain ability and fitness for continued employment". There will be no additional compensation for the completion of the probationary/introductory period.

	New Hire	New Hire Extension at Mgt discretion	Promotions	Promotion Extension at Mgt discretion
Sworn officers	12 months	6 additional months	12 months	6 additional months
Emergency Communications Officers	12 months	6 additional months	12 months	6 additional months
Ordinance Enforcement Officers	12 months	6 additional months	12 months	6 additional months
All Civilian Lead and Supervisor positions	12 months	6 additional months	12 months	6 additional months
All other Civilian Positions	6 months	6 additional months	6 months	6 additional months

Extension of Introductory Period

At the discretion of the Chief of Police, this probationary period may be extended as defined in the chart above, with the approval of Human Resources. Human Resources will review and approve a written statement from the Chief of Police, or their designee for the member's personnel file regarding the reason for the extension.

Members who are in a probationary period and are unable to complete the functions of their positions due to a worker's comp claim, light duty accommodation, FMLA*, ADA, an unpaid leave of absence*, or vacation/comp* time (*if more than 80 cumulative hours) may have their probationary time extended by the length of the member's leave. The time will be calculated at the end of the member's absence and added to the probationary/introductory period.



PROPOSAL #9

AMENDMENT

- Article 15 – Probationary/Introductory Periods

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

Termination of Employment While in Probationary/Introductory Period

During the probationary period, employees serve at-will. This means the employment relationship may be terminated by either party at any time, with or without notice, cause or due process. **If either the conduct or performance of duty, or both, of any probationer shall be found unsatisfactory, or if it is determined that retention would diminish efficiency and public service within the department, the Chief of Police will cause to be delivered to the probationer a written statement setting forth concerning the inadequacy of performance or conduct and the effective date of dismissal. The member may submit a written statement to be included in their personnel file.**

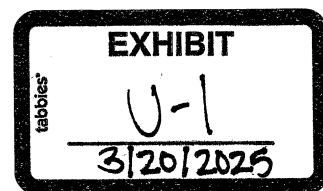
Terminations during or at the conclusion of an employee's probationary period require Human Resources and ICRMP approval prior to action being taken. A City benefits transition letter will be sent to the member explaining the transition of City benefits.

Added Language

Move to another section-~~Removed Language~~**Moved from the PAR**

Proposal 1

Adopt the pay chart, go to the noncompetitive corporal, get rid of third and second class officers and start everyone as first class.



This is a proposal to restructure and increase officer pay to ensure our department remains competitive with surrounding agencies, enhances recruitment, and significantly improves retention. Our department has faced ongoing challenges in both hiring and retaining officers, primarily due to wage disparities compared to other agencies in the region. Addressing these issues is critical to maintaining a highly trained, experienced, and motivated police force.

Elimination of Second and Third-Class Officers

We propose the elimination of second and third-class officer designations, allowing all newly hired officers to start as First-Class Patrolmen. This restructuring will:

- **Increase Starting Pay:** Officers will begin at a more competitive salary, making our department more attractive to new recruits and closing the pay gap that currently exists between us and neighboring agencies.
- **Streamline Career Progression:** Officers will no longer experience unnecessary delays in pay increases due to outdated classifications. This will improve morale, increase financial stability for officers, and reduce unnecessary turnover at early career stages.
- **Enhance Lateral Recruitment:** The first-class pay structure steps (1-12) will be dedicated to recruiting and retaining entry-level candidates and lateral transfers, ensuring our department can attract experienced officers from other agencies.

Lateral Officer Recruitment – Matching Years of Service

To enhance our ability to attract experienced lateral officers, we propose implementing a policy that recognizes prior years of service at other agencies. Under this plan:

- Lateral officers would be placed on our pay scale as First-Class Patrolmen at the corresponding step based on their years of service (e.g., an officer with four years of experience would start at Step 4 on the First-Class Patrolman pay scale). With a cap of 10 years.
- The calculation for years of service is based solely on full-time, paid service and does not include partial or seasonal years of service.
- All lateral transfer appointments shall be probationary and seniority-based, with seniority determined by the hire date with the Pocatello Police Department.
- This approach matches trends occurring in neighboring cities, making our department more competitive in attracting seasoned officers. Other agencies are already offering competitive lateral entry programs, and we must follow suit to remain an attractive option for qualified Officers.
- Offering lateral officers, a direct pathway with competitive pay ensures that we are not continually investing in training new recruits who later leave for better-paying opportunities elsewhere. Recruiting experienced officers from other agencies strengthens our workforce, bringing in individuals with valuable expertise and reducing overall training costs.

Non-Competitive Corporal Position

We propose establishing a non-competitive Corporal position to address retention concerns that frequently arise between years five and six of service. This structured step in career progression will help mitigate the drop-off in retention during this critical period. The Corporal position will be:

- Based on Years of Service: Officers must have a total of five years of experience, with at least three years served in our department to ensure departmental familiarity and investment.
- Merit-Based Progression: Officers must pass a written test with a minimum passing score of 70% and accumulate at least 70 points on their career path packet.
- Professional Development Requirement: Officers must hold an Intermediate Certificate from the Idaho Peace Officer Standards and Training (POST) to qualify for this advancement.

This proposal would:

- Provide an increase in pay at a crucial retention period, reducing turnover at the five to six-year mark, which is when many officers seek opportunities elsewhere due to a lack of career growth.
- Offer officers an incentive to remain with our department, enhancing morale and stability while providing a tangible career progression path.
- Allow officers to seek additional career paths such as Detectives, Narcotics, Forensics, Internet Crimes Against Children (ICAC), or Street Crimes, increasing job satisfaction and preventing burnout by offering alternative assignments that provide new challenges and experiences.
- Expand the pool of candidates for Sergeant promotions, ensuring the department selects the most qualified individuals for leadership positions.

Retention, Recruitment, and Long-Term Cost Savings

It is well-known that we often lose officers between the five to six-year mark. A structured pay and promotion plan are critical to stopping this trend. These changes will:

- Reduce training costs by retaining experienced officers rather than continuously hiring and training new recruits.
- Improve recruitment by making our department more attractive to both entry-level and lateral applicants.
- Address generational workforce expectations, as today's officers prioritize career progression, work-life balance, and job satisfaction. Opportunities for specialization, promotions, and increased responsibilities align with modern policing trends.

Final Justification

By requiring officers to achieve set training, educational, and professional milestones, we ensure that officers continue to grow in their careers while remaining invested in the department.

A well-trained, experienced officer is a significant asset to our community. The adjustments outlined in this proposal will help ensure that the officers responding to calls for service are seasoned professionals rather than inexperienced officers. Retaining knowledgeable officers benefits the department, the city, and most importantly the community.

By implementing these proposed changes, we will enhance recruitment, improve retention, and ensure that our department remains a desirable and stable place of employment. Investing in our officers means investing in the safety and well-being of our community.

We look forward to working with the city to discuss this proposal further and ensure our department continues to provide the highest level of service to our residents.

required restrictions and accommodations recommended, if any, by the physician. The member's supervisor and department head will determine if temporary light duty work is available based on the restrictions and accommodations determined by the physician on the treatment report. Temporary reassignment to a department may be given, with preference to the Police Department, and may include a change in the employee's regular duties. Refusal to accept available light duty work may be cause to discontinue worker's compensation benefits and could subject the member to disciplinary action by the CITY.

Section 134. Bilingual Pay Incentive Program

The UNION agrees to the application of all aspects of the CITY of Pocatello's bilingual pay incentive program, including but not limited to the eligibility requirements, responsibilities of participation in the program, selection of program participants, benefits amounts, method of payment and program administration. Those Bargaining Unit members eligible to participate will receive \$300.00 in their first payroll check issued in April for each year they meet the eligibility requirements of the program.

Section 145. Pay Grade Charts

Sworn members in each paygrade at maximum step will receive no pay increase, officers below the max step will receive 1 step.

~~Master levels used in FY2021 and prior were consolidated into base rank effective~~

~~261 263 FY2022.~~

- One (1) step will be added in years FY2022, FY2023, FY2024 and FY2025 of 1.5% to 1st Class/Corp/Sgt ranks until 120 steps are on the adopted scales.

~~a. FY2022 Pay Chart (2.50% increase from FY2021)~~

PGO	3rd Class	\$23.25						
P61	2nd Class	\$24.41						
P62	1st Class	\$25.63	\$26.27	\$26.93	\$27.33	\$27.74	\$28.16	\$28.58
P63	Corporal	\$29.57	\$30.30	\$31.06	\$31.53	\$32.00	\$32.48	\$32.97
P64	Sergeant	\$34.10	\$34.96	\$35.83	\$36.37	\$36.91	\$37.47	\$38.03

269 b. FY2023 Pay Chart (3.00% increase from FY2022)

PG0	3rd-Class	\$23.94							
PG1	2nd-Class	\$25.14							
P62	1st-Class	\$26.40	\$27.06	\$27.74	\$28.15	\$28.57	\$29.00	\$29.44	\$29.88
P63	Corporal	\$30.45	\$31.21	\$31.99	\$32.47	\$32.96	\$33.46	\$33.96	\$34.47
P64	Sergeant	\$35.13	\$36.01	\$36.91	\$37.46	\$38.02	\$38.59	\$39.17	\$39.76

270

271 c. FY2024 Pay Chart (3.50% increase from FY2023)

P60	3rd-Class	\$24.78							
P61	2nd-Class	\$26.02							
P62	1st-Class	\$27.32	\$28.01	\$28.71	\$29.14	\$29.57	\$30.02	\$30.47	\$30.92
P63	Corporal	\$31.52	\$32.31	\$33.11	\$33.61	\$34.11	\$34.63	\$35.15	\$35.67
P64	Sergeant	\$36.36	\$37.27	\$38.20	\$38.77	\$39.35	\$39.94	\$40.54	\$41.15

272

273 d. FY2025 Pay Chart (3.50% increase from FY2023)

P60	3rd-Class	\$25.65							
P61	2nd-Class	\$26.93							
P62	1st-Class	\$28.28	\$28.99	\$29.71	\$30.16	\$30.61	\$31.07	\$31.53	\$32.01
P63	Corporal	\$32.62	\$33.44	\$34.27	\$34.79	\$35.31	\$35.84	\$36.38	\$36.92
P64	Sergeant	\$37.63	\$38.57	\$39.53	\$40.13	\$40.73	\$41.34	\$41.96	\$42.59

274

275 Section 165. Sworn Step Increases and Probationary Periods

276 Effective 20226 sworn officers, regardless of probationary status, who have successfully completed the require

277276 introductory/probationary period of employment are entitled to receive any associated

278277 step increase in compensation effective on the first day of the new fiscal year.

279278 a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6)

280279 months long. Management has the right to extend Probationary/Introductory

281280 Periods for six (6) additional months.

282 b. Sworn officers entitled to automatic rank advancement and any corresponding

283 automatic rank/pay grade advancement shall be made on the anniversary date

284 of the automatic rank promotion.

FY 2026 Pay Chart

	1	2	3	4	5	6	7	8	9	10	11	12
P62 Patrol Officer	\$28.70	\$29.42	\$30.16	\$30.61	\$31.07	\$32.62	\$33.11	\$33.61	\$34.11	\$34.62	35.14	35.67
P63 Corporal/Detective	\$36.36	\$37.26	\$38.20	\$38.77	\$39.35	\$41.32	\$41.94	\$42.57	\$43.21	\$43.85		
P64 Sergeant	\$43.38	\$44.47	\$45.68	\$46.26	\$46.96	\$49.31	\$50.06	\$50.80	\$51.56	\$52.33		

FY 2027 Pay Chart

	1	2	3	4	5	6	7	8	9	10	11	12
P62 Patrol Officer	\$29.13	\$29.86	\$30.61	\$31.06	\$31.53	\$33.11	\$33.60	\$34.11	\$34.62	\$35.14	35.67	36.21
P63 Corporal/Detective	\$36.90	\$37.82	\$38.76	\$39.34	\$39.93	\$41.93	\$42.56	\$43.20	\$43.85	\$44.50		
P64 Sergeant	\$44.03	\$45.13	\$46.26	\$46.95	\$47.66	\$50.04	\$50.79	\$51.55	\$52.32	\$53.11		

FY 2028 Pay Chart

		1	2	3	4	5	6	7	8	9	10	11	12
P62	Patrol Officer	\$29.57	\$30.31	\$31.06	\$31.53	\$32.00	\$33.60	\$34.11	\$34.62	\$35.14	\$35.66	36.19	36.73
P63	Corporal/Detective	\$37.45	\$38.38	\$39.34	\$39.93	\$40.53	\$42.56	\$43.20	\$43.85	\$44.50	\$45.17		
P64	Sergeant	\$44.69	\$45.80	\$46.95	\$47.65	\$48.37	\$50.79	\$51.55	\$52.32	\$53.11	\$53.90		

FY 2029 Pay Chart

	1	2	3	4	5	6	7	8	9	10	11	12
P62 Patrol Officer	\$30.01	\$30.76	\$31.53	\$32.01	\$32.49	\$34.11	\$34.62	\$35.14	\$35.67	\$36.20	36.74	37.29
P63 Corporal/Detective	\$38.01	\$38.96	\$39.94	\$40.54	\$41.15	\$43.20	\$43.85	\$44.51	\$45.18	\$45.85		
P64 Sergeant	\$45.36	\$46.30	\$47.66	\$48.37	\$49.10	\$51.53	\$52.33	\$53.11	\$53.91	\$54.72		

Officer	FY 25 Pay (Current Step	Current Pa	FY 26 Pay (FY26 Step	FY 26 Pay f	Difference	Total Cost
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Sergeants

Justin Buck	P64	10	\$43.88	P64	11	\$53.12	\$9.24	\$19,219.20
Matt Shutes	P64	4	\$40.13	P64	5	\$46.96	\$6.83	\$14,206.40
Jeff Eldridge	P64	3	\$39.53	P64	4	\$46.26	\$6.73	\$13,998.40
Rich Sampson	P64	5	\$40.73	P64	6	\$49.31	\$8.58	\$17,846.40
Matt Harris	P64	5	\$40.73	P64	6	\$49.31	\$8.58	\$17,846.40
Jake Pokorny	P64	3	\$39.53	P64	4	\$46.26	\$6.73	\$13,998.40
Russ Olsen	P64	3	\$39.53	P64	4	\$46.26	\$6.73	\$13,998.40
Alan Jackson	P64	4	\$40.13	P64	5	\$46.96	\$6.83	\$14,206.40
Sean Peterson	P64	1	\$37.63	P64	2	\$44.47	\$6.84	\$14,227.20
Justin Vae'Ena	P64	1	\$37.63	P64	2	\$44.47	\$6.84	\$14,227.20
Dane Eborn	P64	1	\$37.63	P64	2	\$44.47	\$6.84	\$14,227.20
FY26 Total \$168,001.60								

Corporals

Baird Morrell	P63	10	\$38.04	P63	11	\$44.51	\$6.47	\$13,457.60
Tracy Marshall	P63	10	\$38.04	P63	11	\$44.51	\$6.47	\$13,457.60
Russ Gunter	P63	10	\$38.04	P63	11	\$44.51	\$6.47	\$13,457.60
Mike Ballard	P63	8	\$36.92	P63	9	\$43.21	\$6.29	\$13,083.20
Eric Miller	P63	6	\$35.84	P63	7	\$41.94	\$6.10	\$12,688.00
Joel Weinheimer	P63	6	\$35.84	P63	7	\$41.94	\$6.10	\$12,688.00
Shannon Bloxham	P63	5	\$35.31	P63	6	\$41.32	\$6.01	\$12,500.80
Eric Stapleton	P63	5	\$35.31	P63	6	\$41.32	\$6.01	\$12,500.80
Jordan Johnson	P63	4	\$34.79	P63	5	\$39.35	\$4.56	\$9,484.80
Syd Seamons	P63	4	\$34.79	P63	5	\$39.35	\$4.56	\$9,484.80
Irina Leach	P63	5	\$35.31	P63	6	\$41.32	\$6.01	\$12,500.80
Shane Jones	P63	5	\$35.31	P63	6	\$41.32	\$6.01	\$12,500.80
James Stone	P63	5	\$35.31	P63	6	\$41.32	\$6.01	\$12,500.80
Liz Garner	P63	5	\$35.31	P63	6	\$41.32	\$6.01	\$12,500.80
Tyler Higbee	P63	4	\$34.79	P63	5	\$39.35	\$4.56	\$9,484.80

Jake Johnson	P63	3	\$34.27 P63	4	\$38.77	\$4.50	\$9,360.00
Lance Cartwright	P63	5	\$35.31 P63	6	\$41.32	\$6.01	\$12,500.80
Eric Bills	P63	3	\$34.27 P63	4	\$38.77	\$4.50	\$9,360.00
Ryen Smith	P63	3	\$34.27 P63	4	\$38.77	\$4.50	\$9,360.00
Scott Card	P63	3	\$34.27 P63	4	\$38.77	\$4.50	\$9,360.00
Ryan Malone	P63	3	\$34.27 P63	4	\$38.77	\$4.50	\$9,360.00
D. Amos	P63	2	\$33.44 P63	3	\$38.20	\$4.76	\$9,900.80
Tyler Anderson	P63	1	\$32.62 P63	2	\$37.26	\$4.64	\$9,651.20
Bridget McArthur	P63	1	\$32.62 P63	2	\$37.26	\$4.64	\$9,651.20
Lauren Herrick	P63	3	\$34.27 P63	4	\$38.77	\$4.50	\$9,360.00
Cheyenne Clayter	P63	4	\$34.79 P63	5	\$39.35	\$4.56	\$9,484.80
Travis Namohala	P63	2	\$33.44 P63	3	\$38.20	\$4.76	\$9,900.80
Aaron Bergmans	P63	2	\$33.44 P63	3	\$38.20	\$4.76	\$9,900.80
Morgan Hansen	P63	1	\$32.62 P63	2	\$37.26	\$4.64	\$9,651.20
Josh Summers	P63	1	\$32.62 P63	2	\$37.26	\$4.64	\$9,651.20
Jared Bowman	P63	4	\$34.79 P63	5	\$39.35	\$4.56	\$9,484.80
FY26 Total \$338,228.80							

Patrol Officers

Orlando Cardenas	P62	10	\$32.97 P63	1	\$36.36	\$3.39	\$7,051.20
Kevin Nielsen	P62	10	\$32.97 P63	1	\$36.36	\$3.39	\$7,051.20
Jason Weinheimer	P62	10	\$32.97 P63	1	\$36.36	\$3.39	\$7,051.20
Ryan Kendall	P62	10	\$32.97 P63	1	\$36.36	\$3.39	\$7,051.20
Jake Martin	P62	7	\$31.53 P63	1	\$36.36	\$4.83	\$10,046.40
Porter Johnson	P62	4	\$30.16 P63	1	\$36.36	\$6.20	\$12,896.00
Marisa Saldana	P62	4	\$30.16 P63	1	\$36.36	\$6.20	\$12,896.00
Fransico Torres	P62	7	\$31.53 P63	1	\$36.36	\$4.83	\$10,046.40
Jon Bigelow	P62	3	\$29.71 P63	1	\$36.36	\$6.65	\$13,832.00
Allannah Alvarado	P62	3	\$29.71 P63	1	\$36.36	\$6.65	\$13,832.00
Denver Newton	P62	3	\$29.71 P63	1	\$36.36	\$6.65	\$13,832.00
Calle Collins	P62	3	\$29.71 P63	1	\$36.36	\$6.65	\$13,832.00
Luke Barela	P62	3	\$29.71 P63	1	\$36.36	\$6.65	\$13,832.00
Ryker Rudd	P62	3	\$29.71 P62	4	\$30.61	\$0.90	\$1,872.00
Jacob Mumford	P62	3	\$29.71 P62	4	\$30.61	\$0.90	\$1,872.00

Kenyon Adamson	P62	4	\$30.16	P63	1	\$36.36	\$6.20	\$12,896.00
Brendan Howard	P62	5	\$30.61	P63	1	\$36.36	\$5.75	\$11,960.00
Bradon Hawkins	P62	3	\$29.71	P63	1	\$36.36	\$6.65	\$13,832.00
Reed Vandell	P62	2	\$28.99	P62	3	\$30.16	\$1.17	\$2,433.60
Russell Comstock	P62	2	\$28.99	P62	3	\$30.16	\$1.17	\$2,433.60
Breyvon Johnson	P62	2	\$28.99	P62	3	\$30.16	\$1.17	\$2,433.60
Chris Ehardt	P62	5	\$30.61	P63	1	\$36.36	\$5.75	\$11,960.00
Brook Ferro	P62	2	\$28.99	P62	3	\$30.16	\$1.17	\$2,433.60
John Forburger	P62	2	\$28.99	P62	3	\$30.16	\$1.17	\$2,433.60
Brock Kirkham	P62	2	\$28.99	P62	3	\$30.16	\$1.17	\$2,433.60
Tanner Mackay	P62	3	\$29.71	P62	4	\$30.91	\$1.20	\$2,496.00
Stacy Ralph	P62	4	\$30.16	P63	1	\$36.36	\$6.20	\$12,896.00
Tyler Clemmons	P61	1	\$26.93	P62	2	\$29.42	\$2.49	\$5,179.20
Chris Young	P61	1	\$26.93	P62	2	\$29.42	\$2.49	\$5,179.20
Brendan Daniels	P61	1	\$26.93	P62	2	\$29.42	\$2.49	\$5,179.20
Kenny McClure	P62	8	\$32.01	P63	2	\$36.36	\$4.35	\$9,048.00
Arturo Martinez	P62	1	\$26.93	P62	3	\$30.16	\$3.23	\$6,718.40
Wyatt Eichner	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Adam Barney	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Cameron Pead	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Alex Rodrigues	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Josh Thaller	P62	3	\$29.71	P62	4	\$30.61	\$0.90	\$1,872.00
Austin Ferguson	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Morgan Lyells	P61	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Jeremiah Linderman	P62	3	\$29.71	P62	4	\$30.61	\$0.90	\$1,872.00
Matt Olsen	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Conner Pittson	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Caden McCurdy	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
Matt Hancock	P60	1	\$26.93	P62	1	\$28.70	\$1.77	\$3,681.60
						FY26 Total		\$299,499.20

match	total
\$805,729.60	\$855,684.84
49955.24	

Officer	FY 26 Pay (FY 26 Step	FY 26 Pay	FY 27 Pay (FY27 Step	FY 27 Pay Rat Difference	Total Cost
Sergeants					
Justin Buck	P64	11	\$53.12 P64	12	\$54.71 \$1.59 \$3,307.20
Matt Shutes	P64	5	\$46.96 P64	6	\$50.04 \$3.08 \$6,406.40
Jeff Eldridge	P64	4	\$46.26 P64	5	\$47.66 \$1.40 \$2,912.00
Rich Sampson	P64	6	\$49.31 P64	7	\$50.79 \$1.48 \$3,078.40
Matt Harris	P64	6	\$49.31 P64	7	\$50.79 \$1.48 \$3,078.40
Jake Pokorny	P64	4	\$46.26 P64	5	\$47.66 \$1.40 \$2,912.00
Russ Olsen	P64	4	\$46.26 P64	5	\$47.66 \$1.40 \$2,912.00
Alan Jackson	P64	5	\$46.96 P64	6	\$50.04 \$3.08 \$6,406.40
Sean Peterson	P64	2	\$44.47 P64	3	\$46.26 \$1.79 \$3,723.20
Justin Vae'Ena	P64	2	\$44.47 P64	3	\$46.26 \$1.79 \$3,723.20
Dane Eborn	P64	2	\$44.47 P64	3	\$46.26 \$1.79 \$3,723.20

FY27 Total \$42,182.40

Corporals

Baird Morrell	P63	11	\$44.51 P63	12	\$45.85 \$1.34 \$2,787.20
Tracy Marshall	P63	11	\$44.51 P63	12	\$45.85 \$1.34 \$2,787.20
Russ Gunter	P63	11	\$44.51 P63	12	\$45.85 \$1.34 \$2,787.20
Mike Ballard	P63	9	\$43.21 P63	10	\$44.50 \$1.29 \$2,683.20
Eric Miller	P63	7	\$41.94 P63	8	\$43.20 \$1.26 \$2,620.80
Joel Weinheimer	P63	7	\$41.94 P63	8	\$43.20 \$1.26 \$2,620.80
Shannon Bloxhar	P63	6	\$41.32 P63	7	\$42.56 \$1.24 \$2,579.20
Eric Stapleton	P63	6	\$41.32 P63	7	\$42.56 \$1.24 \$2,579.20
Jordan Johnson	P63	5	\$39.35 P63	6	\$41.93 \$2.58 \$5,366.40
Syd Seamons	P63	5	\$39.35 P63	6	\$41.93 \$2.58 \$5,366.40
Irina Leach	P63	6	\$41.32 P63	7	\$42.56 \$1.24 \$2,579.20
Shane Jones	P63	6	\$41.32 P63	7	\$42.56 \$1.24 \$2,579.20
James Stone	P63	6	\$41.32 P63	7	\$42.56 \$1.24 \$2,579.20
Liz Garner	P63	6	\$41.32 P63	7	\$42.56 \$1.24 \$2,579.20
Tyler Higbee	P63	5	\$39.35 P63	6	\$41.93 \$2.58 \$5,366.40
Jake Johnson	P63	4	\$38.77 P63	5	\$39.93 \$1.16 \$2,412.80
Lance Cartwright	P63	6	\$41.32 P63	7	\$42.56 \$1.24 \$2,579.20

Eric Bills	P63	4	\$38.77 P63	5	\$39.93	\$1.16	\$2,412.80
Ryen Smith	P63	4	\$38.77 P63	5	\$39.93	\$1.16	\$2,412.80
Scott Card	P63	4	\$38.77 P63	5	\$39.93	\$1.16	\$2,412.80
Ryan Malone	P63	4	\$38.77 P63	5	\$39.93	\$1.16	\$2,412.80
D. Amos	P63	3	\$38.20 P63	4	\$39.34	\$1.14	\$2,371.20
Tyler Anderson	P63	2	\$37.26 P63	3	\$38.76	\$1.50	\$3,120.00
Bridget McArthur	P63	2	\$37.26 P63	3	\$38.76	\$1.50	\$3,120.00
Lauren Herrick	P63	4	\$38.77 P63	5	\$39.93	\$1.16	\$2,412.80
Cheyenne Clayter	P63	5	\$39.35 P63	6	\$41.93	\$2.58	\$5,366.40
Travis Namohala	P63	3	\$38.20 P63	4	\$39.34	\$1.14	\$2,371.20
Aaron Bergmans	P63	3	\$38.20 P63	4	\$39.34	\$1.14	\$2,371.20
Morgan Hansen	P63	2	\$37.26 P63	3	\$38.76	\$1.50	\$3,120.00
Josh Summers	P63	2	\$37.26 P63	3	\$38.76	\$1.50	\$3,120.00
Jared Bowman	P63	5	\$39.35 P63	6	\$41.93	\$2.58	\$5,366.40
Orlando Cardena	P63	3	\$36.36 P63	4	\$39.34	\$2.98	\$6,198.40
Kevin Nielsen	P63	3	\$36.36 P63	4	\$39.34	\$2.98	\$6,198.40
Jason Weinheime	P63	3	\$36.36 P63	4	\$39.34	\$2.98	\$6,198.40
Ryan Kendall	P63	3	\$36.36 P63	4	\$39.34	\$2.98	\$6,198.40
Jake Martin	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Porter Johnson	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Marisa Saldana	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Fransico Torres	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Jon Bigelow	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Allannah Alvarado	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Denver Newton	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Callie Collins	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Luke Barela	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Kenyon Adamson	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Brendan Howard	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Bradon Hawkins	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Chris Ehardt	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Stacy Ralph	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80
Kenny McClure	P63	1	\$36.36 P63	2	\$37.82	\$1.46	\$3,036.80

FY 27 Totals \$165,588.80

Patrolman

Ryker Rudd	P62	3	\$30.16 P63	1	\$36.90	\$6.74	\$14,019.20
Jacob Mumford	P62	3	\$30.16 P63	1	\$36.90	\$6.74	\$14,019.20
Reed Yandell	P62	2	\$29.42 P62	3	\$30.61	\$1.19	\$2,475.20
Russell Comstock	P62	2	\$29.42 P62	3	\$30.61	\$1.19	\$2,475.20
Breyvon Johnson	P62	2	\$29.42 P63	1	\$36.90	\$7.48	\$15,558.40
Brook Ferro	P62	2	\$29.42 P62	3	\$30.61	\$1.19	\$2,475.20
John Forburger	P62	2	\$29.42 P62	3	\$30.61	\$1.19	\$2,475.20
Brock Kirkham	P62	2	\$29.42 P62	3	\$30.61	\$1.19	\$2,475.20
Tanner Mackay	P62	3	\$30.16 P63	1	\$36.90	\$6.74	\$14,019.20
Tyler Clemons	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Chris Young	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Brendan Daniels	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Arturo Martinez	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Wyatt Eichner	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Adam Barney	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Cameron Pead	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Alex Rodrigues	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Josh Thaller	P62	3	\$30.16 P63	1	\$36.90	\$6.74	\$14,019.20
Austin Ferguson	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Morgan Lyells	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Jeremiah Lindern	P62	3	\$29.71 P63	1	\$36.90	\$7.19	\$14,955.20
Matt Olsen	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Conner Pittson	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Caden McCurdy	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
Matt Hancock	P62	1	\$28.70 P62	2	\$29.86	\$1.16	\$2,412.80
				FY27 Total		\$132,745.60	

FY TOTAL COST	match	total
\$340,516.80	21112.04	\$361,628.84

Officer	FY 27 Pay (	FY 27 Step	FY 27 Pay	FY 28 Pay (	FY28 Step	FY 28 Pay f	Difference	Total Cost
Sergeants								
Justin Buck	P64	12	\$54.71	P64	12	\$55.53	\$0.82	\$1,705.60
Matt Shutes	P64	6	\$50.04	P64	7	\$51.55	\$1.51	\$3,140.80
Jeff Eldridge	P64	5	\$47.66	P64	6	\$50.79	\$3.13	\$6,510.40
Rich Sampson	P64	7	\$50.79	P64	8	\$52.32	\$1.53	\$3,182.40
Matt Harris	P64	7	\$50.79	P64	8	\$52.32	\$1.53	\$3,182.40
Jake Pokorny	P64	5	\$47.66	P64	6	\$50.79	\$3.13	\$6,510.40
Russ Olsen	P64	5	\$47.66	P64	6	\$50.79	\$3.13	\$6,510.40
Alan Jackson	P64	6	\$50.04	P64	7	\$51.55	\$1.51	\$3,140.80
Sean Peterson	P64	3	\$46.26	P64	4	\$47.65	\$1.39	\$2,891.20
Justin Vae'Ena	P64	3	\$46.26	P64	4	\$47.65	\$1.39	\$2,891.20
Dane Eborn	P64	3	\$46.26	P64	4	\$47.65	\$1.39	\$2,891.20

FY28 Total \$42,556.80

Eric Bills	P63	5	\$39.93	P63	6	\$42.56	\$2.63	\$5,470.40
Ryen Smith	P63	5	\$39.93	P63	6	\$42.56	\$2.63	\$5,470.40
Scott Card	P63	5	\$39.93	P63	6	\$42.56	\$2.63	\$5,470.40
Ryan Malone	P63	5	\$39.93	P63	6	\$42.56	\$2.63	\$5,470.40
D. Amos	P63	4	\$39.34	P63	5	\$42.56	\$3.22	\$6,697.60
Tyler Anderson	P63	3	\$38.76	P63	4	\$39.34	\$0.58	\$1,206.40
Bridget McArthur	P63	3	\$38.76	P63	4	\$39.34	\$0.58	\$1,206.40
Lauren Herrick	P63	5	\$39.93	P63	6	\$42.56	\$2.63	\$5,470.40
Cheyenne Clayter	P63	6	\$41.93	P63	7	\$43.20	\$1.27	\$2,641.60
Travis Namohala	P63	4	\$39.34	P63	5	\$40.53	\$1.19	\$2,475.20
Aaron Bergmans	P63	4	\$39.34	P63	5	\$40.53	\$1.19	\$2,475.20
Morgan Hansen	P63	3	\$38.76	P63	4	\$39.93	\$1.17	\$2,433.60
Josh Summers	P63	3	\$38.76	P63	4	\$39.93	\$1.17	\$2,433.60
Jared Bowman	P63	6	\$41.93	P63	7	\$43.20	\$1.27	\$2,641.60
Orlando Cardenas	P63	4	\$39.34	P63	5	\$40.53	\$1.19	\$2,475.20
Kevin Nielsen	P63	4	\$39.34	P63	5	\$40.53	\$1.19	\$2,475.20
Jason Weinheimer	P63	4	\$39.34	P63	5	\$40.53	\$1.19	\$2,475.20
Ryan Kendall	P63	4	\$39.34	P63	5	\$40.53	\$1.19	\$2,475.20
Lake Martin	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Porter Johnson	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Marisa Saldana	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Fransico Torres	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Jon Bigelow	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Allannah Alvarado	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Denver Newton	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Callie Collins	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Luke Barela	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Kenyon Adamson	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Brendan Howard	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Bradon Hawkins	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Chris Ehardt	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Stacy Ralph	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Kenny McClure	P63	2	\$37.82	P63	3	\$39.34	\$1.52	\$3,161.60
Ryker Rudd	P63	1	\$36.90	P63	2	\$38.38	\$1.48	\$3,078.40

Jacob Mumford	P63	1	\$36.90	P63	2	\$38.38	\$1.48	\$3,078.40
Breyvon Johnson	P63	1	\$36.90	P63	2	\$38.38	\$1.48	\$3,078.40
Tanner Mackay	P63	1	\$36.90	P63	2	\$38.38	\$1.48	\$3,078.40
Josh Thaller	P63	1	\$36.90	P63	2	\$38.38	\$1.48	\$3,078.40
Jeremiah Linderman	P63	1	\$36.90	P63	2	\$38.38	\$1.48	\$3,078.40
					FY28 TOTA \$172,057.60			

Patrolman

Reed Vandell	P62	3	\$30.61	P63	1	\$37.45	\$6.84	\$14,227.20
Russell Comstock	P62	3	\$30.61	P63	1	\$37.45	\$6.84	\$14,227.20
Brook Ferro	P62	3	\$30.61	P63	1	\$37.45	\$6.84	\$14,227.20
John Forburger	P62	3	\$30.61	P63	1	\$37.45	\$6.84	\$14,227.20
Brock Kirkham	P62	3	\$30.61	P62	4	\$31.53	\$0.92	\$1,913.60
Tyler Clemons	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Chris Young	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Brendan Daniels	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Arturo Martinez	P62	2	\$29.86	P63	1	\$37.45	\$7.59	\$15,787.20
Wyatt Eichner	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Adam Barney	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Cameron Pead	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Alex Rodrigues	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Austin Ferguson	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Morgan Lyells	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Matt Olsen	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Conner Pittson	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Caden McCurdy	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
Matt Hancock	P62	2	\$29.86	P62	3	\$31.06	\$1.20	\$2,496.00
					FY27 Total \$107,057.60			

FY 28 Total Cost	match	total
\$321,672.00	19943.66	\$341,615.66

Officer FY 28 Pay (FY 28 Step FY 28 Pay FY 29 Pay Grad FY29 Step FY 29 Pay Ra Difference Total Cost

Sergeants

Justin Buck P64	12	\$55.53 P64	12	\$56.37	\$0.84	\$1,747.20
Matt Shute P64	7	\$51.55 P64	8	\$53.11	\$1.56	\$3,244.80
Jeff Eldridg P64	6	\$50.79 P64	7	\$52.33	\$1.54	\$3,203.20
Rich Samps P64	8	\$52.32 P64	9	\$53.91	\$1.59	\$3,307.20
Matt Harri: P64	8	\$52.32 P64	9	\$53.91	\$1.59	\$3,307.20
Jake Pokor P64	6	\$50.79 P64	7	\$52.33	\$1.54	\$3,203.20
Russ Olsen P64	6	\$50.79 P64	7	\$52.33	\$1.54	\$3,203.20
Alan Jacksc P64	7	\$51.55 P64	8	\$53.11	\$1.56	\$3,244.80
Sean Peter P64	4	\$47.65 P64	5	\$49.10	\$1.45	\$3,016.00
Justin Vae'l P64	4	\$47.65 P64	5	\$49.10	\$1.45	\$3,016.00
Dane Eborr P64	4	\$47.65 P64	5	\$49.10	\$1.45	\$3,016.00
		FY29 Total		\$33,508.80		

Corporals

Baird Morr P63	12	\$46.54 P63	12	\$47.24	\$0.70	\$1,456.00
Tracy Mars P63	12	\$46.54 P63	12	\$47.24	\$0.70	\$1,456.00
Russ Gunte P63	12	\$46.54 P63	12	\$47.24	\$0.70	\$1,456.00
Mike Ballar P63	11	\$45.85 P63	12	\$47.24	\$1.39	\$2,891.20
Eric Miller P63	9	\$44.50 P63	10	\$45.85	\$1.35	\$2,808.00
Joel Weinh P63	9	\$44.50 P63	10	\$45.85	\$1.35	\$2,808.00
Shannon Bl P63	8	\$43.85 P63	9	\$45.18	\$1.33	\$2,766.40
Eric Staplet P63	8	\$43.85 P63	9	\$45.18	\$1.33	\$2,766.40
Jordan Johi P63	7	\$43.20 P63	8	\$44.51	\$1.31	\$2,724.80
Syd Seamo P63	7	\$43.20 P63	8	\$44.51	\$1.31	\$2,724.80
Irina Leach P63	8	\$43.85 P63	9	\$45.18	\$1.33	\$2,766.40
Shane Jone P63	8	\$43.85 P63	9	\$45.18	\$1.33	\$2,766.40
James Ston P63	8	\$43.85 P63	9	\$45.18	\$1.33	\$2,766.40
Liz Garner P63	8	\$43.85 P63	9	\$45.18	\$1.33	\$2,766.40
Tyler Higbe P63	7	\$43.20 P63	8	\$44.51	\$1.31	\$2,724.80
Jake Johns P63	6	\$42.56 P63	7	\$43.85	\$1.29	\$2,683.20
Lance Carth P63	8	\$43.85 P63	9	\$45.18	\$1.33	\$2,766.40

Eric Bills P63	6	\$42.56 P63	7	\$43.85	\$1.29	\$2,683.20
Ryen Smith P63	6	\$42.56 P63	7	\$43.85	\$1.29	\$2,683.20
Scott Card P63	6	\$42.56 P63	7	\$43.85	\$1.29	\$2,683.20
Ryan Maloi P63	6	\$42.56 P63	7	\$43.85	\$1.29	\$2,683.20
D. Amos P63	5	\$42.56 P63	6	\$43.20	\$0.64	\$1,331.20
Tyler Ande P63	4	\$39.34 P63	5	\$41.15	\$1.81	\$3,764.80
Bridget Mc P63	4	\$39.34 P63	5	\$41.15	\$1.81	\$3,764.80
Lauren Her P63	6	\$42.56 P63	7	\$43.85	\$1.29	\$2,683.20
Cheyenne (P63	7	\$43.20 P63	8	\$44.51	\$1.31	\$2,724.80
Travis Nam P63	5	\$40.53 P63	6	\$43.20	\$2.67	\$5,553.60
Aaron Berg P63	5	\$40.53 P63	6	\$43.20	\$2.67	\$5,553.60
Morgan Ha P63	4	\$39.93 P63	5	\$41.15	\$1.22	\$2,537.60
Josh Summ P63	4	\$39.93 P63	5	\$41.15	\$1.22	\$2,537.60
Jared Bowr P63	7	\$43.20 P63	8	\$44.51	\$1.31	\$2,724.80
Orlando Ca P63	5	\$40.53 P63	6	\$43.20	\$2.67	\$5,553.60
Kevin Niels P63	5	\$40.53 P63	6	\$43.20	\$2.67	\$5,553.60
Jason Weir P63	5	\$40.53 P63	6	\$43.20	\$2.67	\$5,553.60
Ryan Kendi P63	5	\$40.53 P63	6	\$43.20	\$2.67	\$5,553.60
Jake Martir P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Porter Johr P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Marisa Salc P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Fransico Tc P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Jon Bigelov P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Allanah Alv P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Denver Nei P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Callie Collir P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Luke Barelt P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Kenyon Adi P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Brendan Hi P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Bradon Ha P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Chris Ehard P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Stacy Ralpt P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Kenny Mcc P63	3	\$39.34 P63	4	\$40.54	\$1.20	\$2,496.00
Ryker Rudc P63	2	\$38.38 P63	3	\$39.94	\$1.56	\$3,244.80

Jacob Muir P63	2	\$38.38 P63	3	\$39.94	\$1.56	\$3,244.80
Breyvon Jo P63	2	\$38.38 P63	3	\$39.94	\$1.56	\$3,244.80
Tanner Ma P63	2	\$38.38 P63	3	\$39.94	\$1.56	\$3,244.80
Josh Thalle P63	2	\$38.38 P63	3	\$39.94	\$1.56	\$3,244.80
Jeremiah Li P63	2	\$38.38 P63	3	\$39.94	\$1.56	\$3,244.80
Reed Yandi P63	1	\$37.45 P63	2	\$38.96	\$1.51	\$3,140.80
Russell Cor P63	1	\$37.45 P63	2	\$38.96	\$1.51	\$3,140.80
Brook Ferris P63	1	\$37.45 P63	2	\$38.96	\$1.51	\$3,140.80
John Forbu P63	1	\$37.45 P63	2	\$38.96	\$1.51	\$3,140.80
Arturo Mar P63	1	\$37.45 P63	2	\$38.96	\$1.51	\$3,140.80
FY29 Total				\$178,692.80		

Patrolman

Brock Kirk P62	4	\$31.53 P63	1	\$38.01	\$6.48	\$13,478.40
Tyler Clem P62	3	\$31.06 P63	1	\$38.01	\$6.95	\$14,456.00
Chris Young P62	3	\$31.06 P63	1	\$38.01	\$6.95	\$14,456.00
Brendan D P62	3	\$31.06 P63	1	\$38.01	\$6.95	\$14,456.00
Wyatt Eich P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Adam Barn P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Cameron P P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Alex Rodrig P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Austin Ferg P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Morgan Ly P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Matt Olsen P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Conner Pitt P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Caden Mcc P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
Matt Hanc P62	3	\$31.06 P62	4	\$32.01	\$0.95	\$1,976.00
FY 29 Total				\$76,606.40		

FY 29 Total Cost	match	total
\$288,808.00	17906.096	\$306,714.10

4 Year cost \$1,888,181.01

Proposal 1 Estimated Cost

\$1,888,181.01 over the course of 4 years

2026 - \$855,684.84

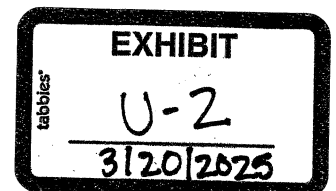
2027 - \$361,628.84

2028 - \$341,615.66

2029 - \$306,714.10

Proposal 2

Change FTO compensation to an hourly rate instead of a daily rate and increase the amount to \$9 per hour.



I am writing to propose a critical adjustment to the compensation structure for our Field Training Officers (FTOs). We recommend changing the pay from the current rate of \$40 per day to \$9 per hour. This proposed adjustment is not only a matter of fair compensation but also aligns with our commitment to maintaining a high standard of training while supporting the well-being of our officers.

Detailed Justification for the Proposed Change:

1. **Equitable Compensation for Different Shifts:** The current compensation structure does not adequately reflect the diverse shift patterns our officers work. Officers on 12-hour shifts often find themselves training recruits without appropriate compensation relative to their workload. Transitioning to an hourly wage of \$9 ensures that FTOs on 12-hour shifts receive equitable pay compared to those on 10-hour shifts. This adjustment promotes fairness and acknowledges the additional responsibilities faced by officers in varying schedules.
2. **Analysis of Training Hours and Costs:** A review of our training hours and associated costs demonstrates the need for this change. In 2023, we recorded 7,460 training hours, costing the department \$29,840. In 2024, this increased significantly to 11,770 hours at a cost of \$47,080. For the current year, through May, we project 3,820 hours, costing approximately \$15,280. Under the proposed hourly pay structure, the costs would rise to \$67,140 in 2023, \$105,930 in 2024, and \$34,380 for this year. This is a difference of \$115,000 over the course of three years. While this represents an increase in expenditure, it is crucial to consider the long-term benefits of having a well-compensated and motivated group of FTOs who can deliver high-quality training.
3. **Quality Over Quantity in Training:** Our objective is to maintain a smaller, highly skilled group of FTOs rather than expanding the number of trainers indiscriminately. A more selective group fosters a cohesive training environment, allowing new recruits to benefit from consistent mentorship. By incentivizing experienced officers to take on FTO roles, we can ensure that our training programs remain effective and beneficial for all parties involved.
4. **Creating a Competitive Pool of FTOs:** The responsibilities of FTOs are demanding, often leading to increased stress and burnout. Training requires significant emotional and physical investment, and many officers find it challenging to balance these duties with their regular responsibilities. By offering a competitive hourly wage, we can make the FTO role more attractive, thereby creating a larger and more competitive pool of qualified officers to choose from when selecting FTOs. This change will not only enhance the quality of training by ensuring that we have the best candidates in these critical roles but also foster a sense of pride and professionalism in the training process itself. As a result, we can better support the growth and development of our new recruits while maintaining the well-being of our officers.

5. Retention of Skilled FTOs: A more appealing compensation structure is essential for retaining our most skilled and experienced trainers. When officers view the FTO role as both rewarding and manageable, they are more likely to engage in training and mentoring the next generation of officers. Retaining experienced personnel is crucial for maintaining institutional knowledge and ensuring a high standard of service within our department.
6. Long-term Financial Benefits: Investing in our FTOs will lead to long-term benefits for the department, including increased officer retention. A better training program ultimately results in lower turnover rates, which reduces the need for ongoing recruitment and training. Fewer training cycles each year will lower costs for the city, as we will spend less on continual onboarding and training for new recruits. This creates a more stable workforce and enhances overall departmental efficiency.

In conclusion, revising the compensation for FTOs to \$9 per hour is a necessary step toward creating a more equitable, sustainable, and desirable training environment. This change not only protects our officers but also strengthens the quality of our training programs, ensuring we meet the high standards expected of our department while also being cost-effective for the city.

We look forward to discussing this proposal further and collaborating on this important initiative. Thank you for your attention to this matter.

Human Resources in regards to any and all matters of investigation or review. Human Resources will lead the investigation into any complaint subject to any of the listed categories. Additionally, HR will have full access to all data and records associated with the investigation and findings, even those housed within any police department computer system. All original investigation records that are a result of EEO, ADA or Discriminatory Harassment will be housed in Human Resources files. All discipline proceedings will be attended by the HR employee involved in the investigation. In addition, all policies, or procedures, that address discrimination must be reviewed and approved by Human Resources and the Legal department, with adoption by the City Council.

ARTICLE 7 - COMPENSATION

Section 1. Field Training Officer/Communication Training Officer - Additional Pay

Field Training Officers and Communication Training Officers will be paid ~~forty dollars~~ nine dollars (\$~~409.00~~) per day/hour while engaged in training-FTO duties as assigned by a supervisor, a member in the FT program.

Section 2. K-9 Officers

K-9 officers will be paid for thirty (30) minutes each day at the rate of one and one-half (1½) times their regular rate of pay for care and maintenance of the police dog.

Section 3. Dispatch TAC and ATAC Communications Officers

Any Dispatcher who is assigned to the responsibilities and duties of the TAC position by the dispatch supervisor will be paid \$70 per month.

Any Dispatcher who is assigned the responsibilities and duties of the ATAC position by the dispatch supervisor will be paid \$30 per month.

Section 43. Step-Up Pay

Any Sergeant who is assigned the responsibilities and duties of a Lieutenant for one ~~two~~ or more shifts worked during their scheduled work week pay period shall receive step up pay equivalent to the rank of Lieutenant on the first step of the pay scale.

Any Corporal who is assigned the responsibilities and duties of a Sergeant for two ~~one~~ or more shifts worked during their scheduled work week pay period shall receive step up pay equivalent to the rank of Sergeant on the first step of the pay scale.

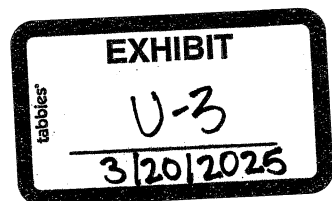
Step up pay under this section is paid only for the shift the member was actually assigned the responsibilities and duties of the step-up grade.

Proposal 2 Estimated Cost

An additional \$5 per hour during training. This will fluctuate based on how often we are having to hire and train new people. The increased cost over the last three years would be approximately \$115,000 or an average of \$ 38,333 per year.

Proposal 3

Add Sergeants to the on call detective compensation.



Justification for Compensating Sergeants in Investigations for On-Call Duty

1. Equity with Detectives

- Detectives receive on-call compensation because they are expected to be available outside regular hours, often responding to critical incidents with little notice.
- Sergeants in Investigations also share this responsibility, supervising and coordinating investigative efforts, yet they do not receive the same compensation.
- Ensuring equity between detectives and sergeants recognizes the equal burden of availability and responsibility.

2. Increased Supervisory Responsibility

- Sergeants are expected to manage investigations, provide guidance, and make critical decisions even when off duty.
- Unlike detectives, who focus on casework, sergeants handle resource allocation, case prioritization, and overall investigative strategy, requiring immediate availability.
- This additional responsibility justifies compensation for their on-call status.

3. Work-Life Balance & Morale

- Being on-call limits a sergeant's personal time, requiring them to remain available for urgent cases.
- Without proper compensation, the added stress and lack of downtime can lead to burnout, lower morale, and reduced retention of experienced investigative supervisors.
- Recognizing and compensating this burden fairly acknowledges the demands placed on these leaders.

4. Industry Standards & Fairness

- Many law enforcement agencies compensate investigative supervisors for on-call duty, recognizing that their leadership role extends beyond normal work hours.
- Providing fair compensation ensures that the department remains competitive in attracting and retaining high-quality investigative supervisors.

Conclusion

Sergeants in Investigations should receive on-call compensation equal to detectives, as they share the same expectation of availability while carrying additional leadership responsibilities. This change promotes fairness, enhances morale, and ensures the department continues to operate efficiently during off-hours.

~~285 Sworn officers who have not completed the required introductory/probationary period for~~
~~286 promotions will only receive a step on fiscal year. There are no midyear steps granted.~~

287281 Section 176. Non-sworn/Civilian Step Advancements

288282 All civilian positions will receive the adopted hybrid scale increase and step
289283 movement, as determined by City Council. Employees at the scale maximum will receive no
290284 increase. Civilian employees who are still in their introductory/probationary period are not
291285 eligible for step increase, there are no midyear steps granted.

292286 Section 187. Add Pay

293287 With the removal of the Bargaining Unit member's longevity and retention bonus,
294288 the CITY will institute an "add pay line" to those employees whose annual pay will be less
295289 than their FY2016 annual compensation.
296290 ADD PAY will be computed by taking the FY2016 annual salary, FY2016 annual
297291 longevity, FY2016 retention bonus values and subtracting from that the agreed upon annual
298292 pay and dividing the difference into the 26 pay periods in the following year.
299293 This add pay line will continue to be implemented until the employee separates
300294 from the CITY, receives pay raises or promotions that brings the employee to a zero sum.

301295 Section 198. On Call Pay

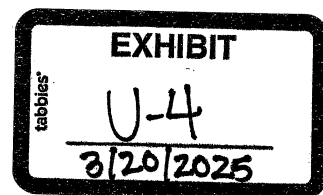
302296 In accordance with Pocatello Police Department Policy Manual Section C, Item X, the
303297 scheduled Detective and Sergeant to be "on call" for weekend duties shall be paid for one hour at the
304298 then current normal rate for each 12-hour period for which they are on call. This amount
305299 shall be paid regardless of whether or not they are called out during that 12-hour period. If
306300 a Detective is called out to work, he/she will receive the appropriate call out pay for that 12-
307301 hour period instead of the on call pay. During the period when they are deemed "on call"
308302 the Detective shall at all times be within 30 minutes of Pocatello, based upon normal
309303 transportation time frames, unless otherwise approved by the Chief of Police. Each on call
310304 detective shall insure that they can be contacted by phone at all times during each of their
311305 scheduled-on call period.

Proposal 3 Estimated Cost

This will vary by the step each Sergeant is on but would be an estimated \$14,808 per year.

Proposal 4

Add Narcotics detectives, Street Crimes Unit, and the victim witness coordinator to the detective clothing allowance.



Justification for Raising Clothing Allowance for the Victim Witness Coordinator, Narcotic Detectives, and Street Crime Units

Introduction the Victim Witness Coordinator, Narcotic Detectives, and Street Crime Units play crucial roles within the department, requiring professional and specialized attire to perform their duties effectively. This justification seeks to align their clothing allowance with that of Detectives, ensuring they have the necessary resources to maintain a professional appearance and meet operational demands.

Justification

1. Victim Witness Coordinator
 - o Regularly attends court proceedings and interacts with victims, attorneys, and judges.
 - o A professional appearance is essential for credibility and representation of the Pocatello Police Department and the City of Pocatello.
 - o Aligning their clothing allowance with Detectives ensures they can maintain appropriate business attire for court and public engagements.
2. Narcotic and Street Crime Detectives
 - o Frequently engage in undercover operations that require them to wear clothing that differs from their regular personal fashion.
 - o Their attire must be adaptable to different environments, blending into various settings for operational effectiveness.
 - o Unlike standard uniforms, their clothing experiences significant wear and tear due to the nature of their assignments.

Proposed Adjustment

- Increase the clothing allowance for the Victim Witness Coordinator, Narcotic Detectives, and Street Crime Units to match that of Detectives.
- Ensure the adjustment reflects the unique clothing needs of each role, accounting for courtroom appearances and undercover operations.

Total Cost

- The total estimated cost to the city for implementing this adjustment for eleven employees is \$5,368.

Conclusion

By raising the clothing allowance for these key personnel, the City and the Police department acknowledges the importance of their roles and the necessity of appropriate attire in performing their duties effectively. This adjustment promotes professionalism, operational success, and fairness across units with similar needs. We urge leadership to approve this change to support the personnel who uphold the department's mission in diverse and demanding capacities.

425 **ARTICLE 10 - CLOTHING ALLOWANCE**

426 **Section 1. Uniform Standards**

427 Uniform standards are established by management. The CITY agrees to provide
428 Bargaining Unit members with uniforms and safety equipment pursuant to the Police
429 Department Operations Policy.

430 **Section 2. Clothing Allowance**

431 In addition to the provided equipment, the CITY agrees to pay uniformed civilian and
432 sworn personnel, including narcotics detectives, \$565.00 in a lump sum payment on the
433 first paycheck of April for uniform and equipment maintenance. The CITY agrees to pay
434 plainclothes sworn officers and the victim witness coordinator within the Detective division
including~~excluding~~ the

~~434~~ —Narcotics ~~detectives~~ Unit and Street Crimes Unit

~~435~~ —\$1,053.00 in a lump sum payment on the first paycheck of April for

~~435~~ —uniform and equipment

~~436~~ —maintenance.

~~436~~~~437~~ —In addition to the above clothing allowance payments, each sworn officer,

~~437~~~~438~~ —evidence technician, code enforcement officer, parking enforcement, and licensing

~~438~~~~439~~ —technician will be paid a boot/footwear allowance in the amount of \$200.00 per year. Such

~~439~~~~440~~ —allowance will be paid in the first pay period of April of each year. Uniformed civilian half-

~~440~~~~441~~ —time personnel will receive one-half (1/2) of the amount uniformed personnel receive for

~~441~~~~442~~ —uniform and equipment maintenance excluding the boot/footwear allowance.

~~442~~~~443~~ —**Section 3. Safety Equipment**

~~443~~~~444~~ —The CITY will provide safety equipment at no cost to the member. If a member opts

~~444~~~~445~~ —to upgrade the equipment, said member will pay the difference. All equipment will be

~~445~~~~446~~ —inspected and must meet department and federal standards. Weapons modification is not

~~446~~~~447~~ —included in this Contract.

~~447~~~~448~~ —**Section 4. Issued Equipment and Uniforms.**

~~448~~~~449~~ —1. Sworn Members

~~449~~~~450~~ —A. Class A Uniform

~~450~~~~451~~ —1. Department Badge- Silver for Officers and Corporals, gold and silver

~~451~~~~452~~ —for Sergeants and all gold for Lieutenants and above.

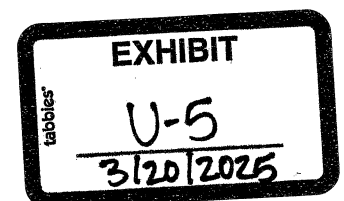
~~452~~~~453~~ —2. Serving Since Pin- Silver with blue print for Corporals and Officers,

Proposal 4 Estimated Cost

This would cost an estimated \$5,368 annually to add 11 people to the increased detective clothing allowance.

Proposal 5

Increase shift differential by \$.10 per shift.



Justification for Increasing Shift Differential Pay

1. Health & Well-Being Considerations

Research from The Impact of Shift Length in Policing on Performance, Health, Quality of Life, Sleep, Fatigue, and Extra-Duty Employment highlights that officers working extended or non-traditional shifts experience:

- Increased fatigue and sleep deprivation, leading to potential long-term health risks such as cardiovascular disease and metabolic disorders.
- Greater disruptions to circadian rhythms, which can negatively affect mood, cognitive performance, and overall well-being.
- Higher stress levels due to reduced work-life balance, impacting mental health and job satisfaction.

Increasing shift differentials fairly compensates employees for these challenges and acknowledges the added strain of working mid-day, afternoon, and midnight shifts.

2. Impact on Performance & Safety

The study indicates that fatigue-related issues associated with shift work can lead to:

- Slower reaction times and decreased cognitive function, increasing the risk of errors in high-pressure situations.
- Reduced job performance due to chronic exhaustion, which could compromise efficiency and productivity.
- Higher risk of accidents and injuries, not just for employees but for those they interact with, emphasizing the importance of ensuring adequate rest and compensation.

By increasing shift differentials, the organization incentivizes employees to prioritize proper rest and acknowledges the added effort required to maintain performance levels in non-traditional shifts.

3. Extra-Duty Employment & Compensation Fairness

The study also highlights that many employees working irregular shifts seek extra-duty employment to supplement their income. However, this further exacerbates fatigue and impacts performance. A modest increase in shift differentials helps:

- Reduce reliance on additional jobs, allowing employees to focus on primary responsibilities.
- Improve work-life balance, which contributes to overall job satisfaction and retention.

4. Competitive Compensation & Retention

- To remain competitive, organizations must acknowledge the physical and mental toll of shift work.
- Providing fair compensation through differential pay increases retention and reduces turnover-related costs.

Cost Considerations & Impact

- The approximate total cost of this increase is \$7,288 annually, affecting 35 employees across the impacted shifts.
- This investment is relatively low compared to the potential costs associated with turnover, recruitment, training, and decreased productivity due to fatigue-related issues.

Proposed Adjusted Shift Differentials

- Mid-Day Cover Shift: Increase from \$0.18 to \$0.28
- Swing/Afternoon Shift: Increase from \$0.46 to \$0.56
- Midnight Shift: Increase from \$0.80 to \$0.90

This adjustment not only aligns with research-backed findings on shift work challenges but also demonstrates the organization's commitment to employee well-being, performance, and fairness while maintaining a reasonable cost impact.

115117 1. Mid-Day Cover Shift: ~~eighteen twenty eight~~ cents (\$0.~~128~~) per hour shift differential.

116118 2. Swing or Afternoon Shift: ~~forty six fifty - six~~ cents (\$0.~~456~~) per hour shift differential.

117119 3. Midnight Shift: ~~eighty ninety cents~~ (\$0.~~890~~) per hour shift differential.

118120 Shift differential payments do not apply to holdovers from a previous shift or overtime

119121 consecutive to a shift.

120122 **Section 65. Court Time Pay**

121123 This provision applies to all members of the Bargaining Unit. The CITY will pay off-
122124 duty members one and a half (1.5) hours for preparation time at their normal rate of pay for
123125 any scheduled morning court appearance and one and a half hours (1.5) for preparation
124126 time at their normal rate of pay for any scheduled afternoon court appearance. The officer
125127 will also be paid a minimum of two (2) hours at their normal rate of pay for each court
126128 appearance at which an officer is called to testify that is not canceled by 1800 hours the day
127129 prior. In the event that the appearance lasts for longer than 2 hours the officer shall be paid
128130 for the total time spent at the court that is related to the appearance. Off-duty members
129131 not notified by 1800 hours the day prior to a scheduled court appearance, but notified of
130132 cancellation prior to reporting to court, will be paid two (2) hours prep time at their normal
131133 rate of pay instead of the preparation time pay set out above.

132134 No additional compensation shall be paid to on-duty members for preparation or
133135 court appearances. No employee shall be allowed to apply for or receive court-paid
134136 witness fees for Bannock County court appearances.

135137 **Section 76. Certification Incentives - Dispatch**

136138 This provision applies to all members of the Bargaining Unit who hold a dispatch
137139 certificate and are able to assist and work in dispatch as the need arises, this requires a
138140 current EMD card and any other required certifications being current. The incentive
139141 amount is paid annually in a lump sum on the first payroll in November in the fiscal year
140142 following attainment of that level for the duration of this contract.

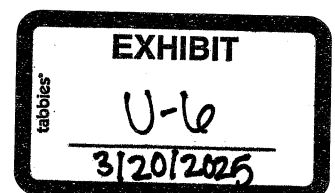
141	Intermediate	\$300.00
142	Advanced	\$450.00

Proposal 5 Estimated Cost

This effects approximately 35 people and would cost the city \$7,288 annually.

Proposal 6

Eliminate language that states officers are not eligible for their step if they are still on probation after being promoted.



Justification for Eliminating Probationary Period Language Regarding Step Pay Increases

We are proposing the elimination of the contractual language that stipulates officers do not receive a step pay increase during their six-month probationary period. We believe that this provision does not reflect the realities of our officers' roles and responsibilities and undermines the value they bring to the police department from day one.

First and foremost, it is essential to recognize that officers in their probationary period are fully engaged in their duties and responsibilities. They are expected to perform the same tasks as their tenured counterparts. The probationary period is an opportunity for both the officer and the department to assess fit and performance. Given that officers can be demoted if they do not meet job requirements, their performance and commitment to their duties remain paramount, regardless of their probationary status.

Moreover, it is important to note that some officers may remain at the same pay rate for up to 18 months if they are promoted within six months of the new fiscal year. This delay in receiving a step increase can create financial strain and dissatisfaction among officers who have proven their capabilities but are still navigating the probationary period. The proposed change would ensure that all officers, regardless of their probationary status, are recognized for their contributions to the department.

By eliminating this restriction, the city would not only promote fairness and equity among officers but also enhance morale and retention within the department. Investing in our officers through fair compensation reflects the city's commitment to supporting those who protect and serve our community.

We urge you to consider this proposal and look forward to discussing it further. Thank you for your attention to this important matter.

269 b. FY2023 Pay Chart (3.00% increase from FY2022)

PGO	3rd-Class	\$23.94							
PGI	2nd-Class	\$25.14							
P62	1st-Class	\$26.40	\$27.06	\$27.74	\$28.15	\$28.57	\$29.00	\$29.44	\$29.88
P63	Corporal	\$30.45	\$31.21	\$31.99	\$32.47	\$32.96	\$33.46	\$33.96	\$34.47
P64	Sergeant	\$35.13	\$36.01	\$36.91	\$37.46	\$38.02	\$38.59	\$39.17	\$39.76

270

271 c. FY2024 Pay Chart (3.50% increase from FY2023)

P60	3rd-Class	\$24.78							
P61	2nd-Class	\$26.02							
P62	1st-Class	\$27.32	\$28.01	\$28.71	\$29.14	\$29.57	\$30.02	\$30.47	\$30.92
P63	Corporal	\$31.52	\$32.31	\$33.11	\$33.61	\$34.11	\$34.63	\$35.15	\$35.67
P64	Sergeant	\$36.36	\$37.27	\$38.20	\$38.77	\$39.35	\$39.94	\$40.54	\$41.15

272

273 d. FY2025 Pay Chart (3.50% increase from FY2023)

P60	3rd-Class	\$25.65							
P61	2nd-Class	\$26.93							
P62	1st-Class	\$28.28	\$28.99	\$29.71	\$30.16	\$30.61	\$31.07	\$31.53	\$32.01
P63	Corporal	\$32.62	\$33.44	\$34.27	\$34.79	\$35.31	\$35.84	\$36.38	\$36.92
P64	Sergeant	\$37.63	\$38.57	\$39.53	\$40.13	\$40.73	\$41.34	\$41.96	\$42.59

274

275 Section 165. Sworn Step Increases and Probationary Periods

276 Effective 2022 sworn officers, regardless of probationary status, who have successfully completed the require

277276 introductory/probationary period of employment are entitled to receive any associated

278277 step increase in compensation effective on the first day of the new fiscal year.

279278 a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6)

280279 months long. Management has the right to extend Probationary/Introductory

281280 Periods for six (6) additional months.

282 b. Sworn officers entitled to automatic rank advancement and any corresponding

283 automatic rank/pay grade advancement shall be made on the anniversary date

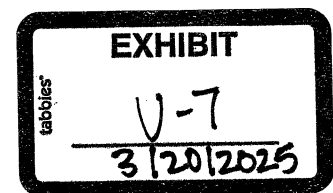
284 of the automatic rank promotion.

Proposal 6 Estimated Cost

There is no way to estimate this cost as we do not know when people will get promoted and have no way of knowing if they would have missed the step increase or not.

Proposal 7

Change step up pay from only being eligible if you work two days in a pay week, to being eligible each day that you step up.



I am writing to propose a reevaluation of our current policy regarding step-up pay for officers who temporarily assume the responsibilities of a higher rank. As it stands, officers are only eligible for step-up pay after fulfilling these duties for two days within a pay week. This policy does not adequately recognize the additional responsibilities and challenges our officers face when stepping up, nor does it account for the unique scheduling circumstances that affect our weekend shift officers.

Recognition of Responsibilities

Daily step-up pay serves as a vital acknowledgment of the substantial responsibilities that officers undertake when they step into a higher rank. When an officer fills in for a sergeant, lieutenant, or other higher-ranking official, they are not merely filling a vacancy; they are taking on critical tasks that often include decision-making, crisis management, and leadership over their peers. For example, a patrol corporal assuming sergeant duties must manage not only the operational aspects of their shift but also help supervise junior officers, make tactical decisions, and respond to incidents with authority. Recognizing this effort through daily step-up pay can significantly boost morale and job satisfaction, as officers feel valued and appreciated for their contributions to the department.

Encouragement of Professional Development

Implementing daily step-up pay fosters a learning environment where officers can gain hands-on experience in higher-level roles. This exposure enhances their skills and prepares them for future promotions. By allowing officers to receive step-up pay daily, we ensure fair compensation for any instance of stepping into a higher role, which increases flexibility and encourages more officers to take on additional responsibilities as needed. For instance, an officer who steps up to fill a leadership role on a regular basis develops critical skills that are essential for their career advancement, such as conflict resolution, resource management, and effective communication.

Addressing Weekend Shift Disparity

A particularly pressing concern is the current policy that disadvantages officers working weekend shifts. Officers who work on Fridays and Saturdays often miss out on step-up pay because these shifts fall into different pay weeks. This situation creates a gap in fair compensation, as officers stepping up during these critical times are not recognized for their responsibilities. For example, if a sergeant works a Friday and Saturday shift and steps up to take on lieutenant duties on Friday and Saturday, they are not compensated for the added responsibilities due to the pay week cutoff. This discrepancy undermines the incentive for officers to step up during weekends, which are often high-demand times for law enforcement, especially in our area where nightlife and community events may require increased supervision and leadership.

Promoting Team Cohesion and Communication

By allowing daily step-up pay, we foster an environment that promotes teamwork and collaboration within our ranks. When officers are encouraged to learn and perform duties across

different ranks, they become more familiar with the responsibilities and challenges the rank above them face. This mutual respect leads to improved communication and support within the department, ultimately enhancing our operational capabilities. For instance, when an officer understands the challenges faced by a sergeant, they are better equipped to support their leadership during high-stress situations, leading to more effective incident management.

Improving Staffing Response

Daily step-up pay can also help address staffing shortages more effectively. When officers know they will be compensated fairly for stepping in during absences or emergencies, they may be more willing to do so. This willingness ensures that our department maintains its operational effectiveness and can respond promptly to the needs of our community. For example, during major events or emergencies, having officers who are trained and prepared to step into leadership roles can make a significant difference in our response times and overall effectiveness.

Cultivating Leadership and Succession Planning

Encouraging officers to step into leadership roles cultivates a culture of mentorship and shared leadership within the department. By incentivizing this behavior, we prepare future leaders and aid in succession planning, ensuring that we have a pool of qualified personnel ready to take on greater responsibilities. This practice not only benefits individual officers but also strengthens the department as a whole, creating a more resilient and capable workforce.

Enhancing Retention Rates

Moreover, when officers see clear opportunities for growth and recognition, they are more likely to remain with the department. Retention of experienced and capable personnel is crucial for maintaining the quality of service we provide to our community. Daily step-up pay can be a key factor in retaining talented officers, reducing turnover, and the associated costs of recruiting and training new officers. The investment in our current workforce leads to a more experienced department that can effectively serve and protect our community.

Accountability and Performance

Daily step-up pay also instills a greater sense of accountability in officers. When officers are compensated for their additional responsibilities, they may feel more committed to performing at a higher level, which can enhance overall performance and decision-making within the department. This accountability is essential, particularly in high-pressure situations where leadership and quick thinking are paramount.

Developing Versatile Skill Sets

Officers who regularly step up develop a broader range of skills, making them more versatile and capable of handling various situations. This adaptability is crucial in law enforcement, where challenges can vary greatly from day to day. A more skilled and cohesive police force leads to

better service and engagement with the community, fostering trust and improving public relations.

Conclusion

In conclusion, we urge you to consider the implementation of daily step-up pay for officers taking on the responsibilities of a higher rank. By doing so, we not only acknowledge the hard work and dedication of our officers but also invest in the professional development of our workforce, which is essential for the success of our department.

Thank you for considering this important issue. We look forward to discussing this proposal further and working together to create a more supportive and effective environment for our officers.

Human Resources in regards to any and all matters of investigation or review. Human Resources will lead the investigation into any complaint subject to any of the listed categories. Additionally, HR will have full access to all data and records associated with the investigation and findings, even those housed within any police department computer system. All original investigation records that are a result of EEO, ADA or Discriminatory Harassment will be housed in Human Resources files. All discipline proceedings will be attended by the HR employee involved in the investigation. In addition, all policies, or procedures, that address discrimination must be reviewed and approved by Human Resources and the Legal department, with adoption by the City Council.

ARTICLE 7 - COMPENSATION

Section 1. Field Training Officer/Communication Training Officer - Additional Pay

Field Training Officers and Communication Training Officers will be paid ~~forty dollars~~nine dollars (\$~~409.00~~) per ~~day~~hour while engaged in ~~training~~FTO duties as assigned by a supervisor.~~a member in the FT program.~~

Section 2. K-9 Officers

K-9 officers will be paid for thirty (30) minutes each day at the rate of one and one-half (1½) times their regular rate of pay for care and maintenance of the police dog.

Section 3. Dispatch TAC and ATAC Communications Officers

Any Dispatcher who is assigned to the responsibilities and duties of the TAC position by the dispatch supervisor will be paid \$70 per month.

Any Dispatcher who is assigned the responsibilities and duties of the ATAC position by the dispatch supervisor will be paid \$30 per month.

Section 43. Step-Up Pay

Any Sergeant who is assigned the responsibilities and duties of a Lieutenant for ~~one~~two or more shifts worked during their ~~scheduled work week~~pay period shall receive step up pay equivalent to the rank of Lieutenant on the first step of the pay scale.

Any Corporal who is assigned the responsibilities and duties of a Sergeant for ~~two~~one or more shifts worked during their ~~scheduled work week~~pay period shall receive step up pay equivalent to the rank of Sergeant on the first step of the pay scale.

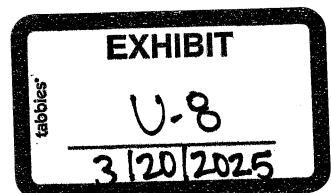
Step up pay under this section is paid only for the shift the member was actually assigned the responsibilities and duties of the step-up grade.

Proposal 7 Estimated Cost

There is no way to reasonably calculate this as it will be constantly fluctuating based on vacations, trainings, and sickness.

Proposal 8

Match vacation accrual schedule to the 40 hour a week fire department employees.



Justification for Increased Vacation Accrual for Police Employees

The Pocatello Police employees play a critical role in maintaining public safety, often working long hours under high-stress conditions. Time off is essential for their mental and physical well-being. This justification seeks to align police employee vacation accrual with that of the 40-hour-a-week fire department employees, ensuring parity in benefits and promoting mental health among law enforcement personnel.

Justification

1. Mental Health and Well-Being
 - Policing is a high-stress profession that exposes officers to traumatic incidents regularly.
 - Increased time off allows officers to decompress, reducing the risk of burnout, PTSD, and other mental health challenges.
 - Providing equitable vacation accrual will enhance morale and job satisfaction, leading to improved performance and community relations.
2. Parity with the Fire Department
 - Fire department employees currently accrue more vacation time than police employees, despite both professions requiring significant personal sacrifices.
 - Aligning vacation accrual policies demonstrates fairness and equal appreciation for the dedication of all public safety personnel.
3. Retention and Recruitment
 - Competitive benefits, including vacation time, are critical in attracting and retaining qualified police officers.
 - Many agencies nationwide are enhancing leave policies to address recruitment and retention challenges.
 - Improved work-life balance can decrease turnover rates, ultimately saving the department money on hiring and training new officers.

Proposed Adjustment

- Adjust police employee vacation accrual rates to match those of the 40-hour-a-week fire department employees.
- Implement a tiered structure based on years of service, ensuring long-term employees receive appropriate recognition.

Conclusion

By increasing vacation accrual for police employees to match fire department levels, we invest in the mental health, job satisfaction, and overall effectiveness of our officers. This policy change fosters fairness, enhances well-being, and strengthens the department's ability to serve the community efficiently. We urge leadership to consider this adjustment as a proactive measure to support those who dedicate their lives to public safety.

540 regularly-scheduled day off for the member who is required to work that shift, the member
541 will take a day off at a later date at a time scheduled by the Department.

542 **Section 3. Holiday Call Out Pay**

543 When a member is called into work on a holiday listed in Section 1, the member
544 shall receive pay at double (2x) rate of normal pay.

545 **ARTICLE 12 - VACATION**

546 **Section 1. Eligibility**

547 Vacation benefits are only available to members who are employed to work more
548 than 20 hours per week. Vacation benefits shall not accrue for those members with respect
549 to leave of absence without pay, suspension without pay, layoff, or when working overtime.

550 **Section 2. Vacation Accrual**

551 Vacation is accrued each pay period. Changes in vacation accruals begin in January

~~552 — of the fiscal year in which a member's years of service reach the new threshold. Members~~

~~553 — currently employed, or hired, on or before December 7, 2008, will accrue vacation pursuant~~

~~554 — to VACATION SCHEDULE "A."~~

~~555~~552

VACATION SCHEDULE "A"

Years of Service	Full Time Hours Per Pay Period (40 hours+)	Half Time Hours Per Pay Period (Greater than 20 hours)
1 through 5	4.6200	2.00
6 through 10	6.474.93	2.47
11 through 15	7.705.85	2.93
16 through 20	8.937.08	3.54
21 through 25	10.168.00	4.00
26 or more	11.399.24	4.62

~~556 — For all members hired, or who commence working, after December 8, 2008, vacation will~~

~~557 — accrue pursuant to VACATION SCHEDULE "B."~~

~~558 —~~

VACATION SCHEDULE "B"

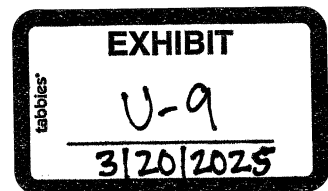
Years of Service	Full Time Hours Per Pay Period (40 Hours+)	Half Time Hours Per Pay Period (Greater than 20 hours)
1 through 5	4.00	2.00
6 through 10	4.93	2.47
11 through 15	5.85	2.93
16 through 20	7.08	3.54
21 or more	7.70	3.85

Proposal 8 Estimated Cost

This does not cost the city anything. Officers would still only be able to retire with 400 hours and only carry over 400 hours from year to year. The impact is on manpower instead of cost and would be on the supervisors to work with officers to use the additional time off.

Proposal 9

Add compensation for TAC and ATAC communications officers at the rate of \$70 per month for TAC and \$30 per month for ATAC.



Incentive for TAC and ATAC

The ILETS system allows the Pocatello Police Department to communicate with State and Federal Databases. An ILETS Terminal Agency Coordinator (TAC) is the central point of contact. An Assistant Terminal Agency Coordinator (ATAC) is needed to accomplish these requirements. The TAC and ATAC are responsible for ensuring that all system users are trained, knowledgeable, and certified on ILETS/NCIC policy, procedures, rules, and regulations.

Specific functions for TAC

1. All new hires must become ILETS certified within 90 days. The TAC completes a REQUEST FOR ILETS ACCESS FORM once the fingerprints come back from the State of Idaho. New hires are trained in the ILETS system by the TAC in an 8-hour training and must pass a test. Different jobs require different certificates and some jobs require multiple certificates.
2. All employees must retest every 24 months. If certification lapse, the employee is kicked out of the system. The TAC sends out reminder emails and ensures each employee can get into the NEXTTEST system and complete the test.
3. Any person entering the Pocatello Police Department unescorted must be CJIS certified. This includes custodians, vendors, IT personnel, volunteers, civilian ride-along etc. The TAC is responsible for keeping the list and certifications up to date.
4. The TAC is responsible for Indirect and Direct Access agreements. These agreements indicate permission on what information can be passed from one agency to another. For example, an indirect access agreement allows information to be shared with the City of Pocatello Legal Department.
5. The TAC is responsible for keeping track of employees obtaining Criminal Histories. The TAC keeps records of who a criminal history was ran on, why the criminal history was ran, and whom it was released to. The records are reviewed during state and FBI audits.
6. ILETS performs an audit of each agency nearly every other year. The TAC is responsible for ensuring that the agency is correctly entering, modifying, clearing and/or canceling paperwork to the ILETS system. This includes Missing People, Warrants, Protection Orders, Stolen Vehicles, Stolen Articles and Firearms. After the ILETS audit, an FBI audit is performed to ensure the ILETS audit was through.
7. Each month, the TAC is expected to validate paperwork that has been entered into the system and ensure the paperwork is still accurate. On average, the TAC is performing 26 validations each month.

The TAC assignment holds a lot of responsibility. All these tasks are performed while the TAC is working the floor. It is an assignment that many try to avoid as it takes away any downtime that could be utilized for other assignments, such as mandatory training for state and IAED requirements. I am proposing that each once a month the TAC can add \$70.00 to their paycheck and the ATAC can add \$30.00. This incentive would help to recognize the hard work that is required of them to keep the department able to communicate with the ILETS and NCIC database.

Human Resources in regards to any and all matters of investigation or review. Human Resources will lead the investigation into any complaint subject to any of the listed categories. Additionally, HR will have full access to all data and records associated with the investigation and findings, even those housed within any police department computer system. All original investigation records that are a result of EEO, ADA or Discriminatory Harassment will be housed in Human Resources files. All discipline proceedings will be attended by the HR employee involved in the investigation. In addition, all policies, or procedures, that address discrimination must be reviewed and approved by Human Resources and the Legal department, with adoption by the City Council.

ARTICLE 7 - COMPENSATION

Section 1. Field Training Officer/Communication Training Officer - Additional Pay

Field Training Officers and Communication Training Officers will be paid ~~forty dollars~~ nine dollars (\$~~409.00~~) per dayhour while engaged in training-FTO duties as assigned by a supervisor. ~~a member in the FT program.~~

Section 2. K-9 Officers

K-9 officers will be paid for thirty (30) minutes each day at the rate of one and one-half (1½) times their regular rate of pay for care and maintenance of the police dog.

Section 3. Dispatch TAC and ATAC Communications Officers

Any Dispatcher who is assigned to the responsibilities and duties of the TAC position by the dispatch supervisor will be paid \$70 per month.

Any Dispatcher who is assigned the responsibilities and duties of the ATAC position by the dispatch supervisor will be paid \$30 per month.

Section 4. Step-Up Pay

Any Sergeant who is assigned the responsibilities and duties of a Lieutenant for onetwo or more shifts worked during their scheduled work week pay period shall receive step up pay equivalent to the rank of Lieutenant on the first step of the pay scale.

Any Corporal who is assigned the responsibilities and duties of a Sergeant for twoone or more shifts worked during their scheduled work week pay period shall receive step up pay equivalent to the rank of Sergeant on the first step of the pay scale.

Step up pay under this section is paid only for the shift the member was actually assigned the responsibilities and duties of the step-up grade.

Proposal 9 Estimated Cost

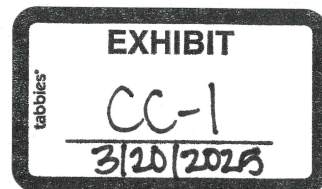
The cost to have \$70 per month for the TAC and \$30 for the ATAC would cost the city \$1200 per year.

1 Section 18. On-Call Pay

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

Added Language~~Move to another section~~**Removed Language**

Moved from the PAR





CITY COUNTER to UNION #9

3/20/2025

NEW SECTION

- Article 7

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

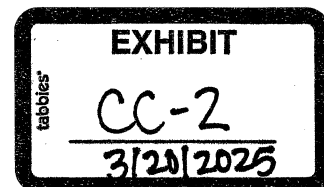
Union Rep: _____

Sean Peterson

Civilian Special Assignment

Emergency Communications Officers will have 2 special assignments. Each assignment can only be held by one member at a time and the assignment details will be included in the PAR.

Assignment	Per Paycheck	Full Year (26 pay periods)
ILETS Terminal Agency Coordinator (TAC)	\$40	\$1,040
ILETS Assistant Terminal Agency Coordinator (ATAC)	\$20	\$520





CITY COUNTER to UNION #3

3/20/2025

Section 18 – On Call

TA Date: 3/20/25
TA Number: 1
City Rep: [Signature]
Heather Buchanan
Union Rep: [Signature]
Sean Peterson

1 Section 18. On-Call Pay

2 In accordance with Pocatello Police Department Policy Manual ~~Section C, Item X, the~~ **one** scheduled Detective,

3 and **one Detective Sergeant** to be “on call” for weekend duties shall be paid for one hour at their then current

4 normal rate for each 12-hour period for which they are on call. This amount shall be paid regardless of whether

5 or not they are called out during that 12-hour period. If a Detective/**Det. Sergeant** is called out to work, ~~he/she~~

6 **they** will receive the appropriate call out pay for that 12-hour period instead of the on-call pay. During the period

7 when they are deemed “on call” the Detective/**Det. Sergeant** shall at all times be within 30 minutes of Pocatello,

8 based upon normal transportation time frames, unless otherwise approved by the Chief of Police. Each on-call

9 ~~detective member~~ shall ~~insure~~ **ensure** that they can be contacted by phone at all times during each of their

10 scheduled-on call period.

Added Language

~~Move to another section~~

~~Removed Language~~

Moved from the PAR

CITY OF



CITY COUNTER to UNION #9

3/20/2025

NEW SECTION

- Article 7

TA Date: 3/20/25
TA Number: 2

City Rep: HB
Heather Buchanan

Union Rep: SP
Sean Peterson

Civilian Special Assignment

Emergency Communications Officers will have 2 special assignments. Each assignment can only be held by one member at a time and the assignment details will be included in the PAR.

Assignment	Per Paycheck	Full Year (26 pay periods)
ILETS Terminal Agency Coordinator (TAC)	\$40	\$1,040
ILETS Assistant Terminal Agency Coordinator (ATAC)	\$20	\$520

Adopt MOU dated April 7, 2022

- Article 7, Section 15
- Article 10, Section 2
- Article 11, Section 1
- Article 13, Section 1

ARTICLE 7 – COMPENSATION: Section 15. Sworn Step Increases and Probationary Periods

Effective 2022 sworn officers who have successfully completed the required introductory/probationary period of employment are entitled to receive any associated step increase in compensation effective on the first day of the new fiscal year.

- a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long. Management has the right to extend Probationary/Introductory Periods for six (6) additional months.
- b. Sworn officers entitled to automatic rank advancement and any corresponding automatic rank/pay grade advancement shall be made on the anniversary date of the automatic rank promotion.
- c. Any sworn officer promoted in October of 2020 who had a 1- year probationary period will be eligible for a step in FY2022 at the conclusion of their probationary period.

Sworn officers who have not completed the required introductory/probationary period for promotions will only receive a step on fiscal year. There are no midyear steps granted.

ARTICLE 10 – CLOTHING ALLOWANCE: Section 2. Clothing Allowance

In addition to the above clothing allowance payments, each Sworn Officer, Evidence Technician, **Code Ordinance** Enforcement Officer, **Ordinance Enforcement Supervisor**, **Parking Enforcement**, Training & Community Services Coordinator, and Licensing Technician will be paid a boot/footwear allowance in the amount of \$200.00 per year. Such allowance will be paid in the first pay period of April of each year. Uniformed civilian half-time personnel will receive one-half (1/2) of the amount uniformed personnel receive for uniform and equipment maintenance excluding the boot/footwear allowance.

ARTICLE 11 – HOLIDAYS: Section 1. Recognized Holidays

The following is a list of the annual recognized holidays for members of the Bargaining Unit.

New Year's Day	President's Day
Martin Luther King's Birthday	Memorial Day
July 4 th	Labor Day
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day
Juneteenth	Floating Holiday

Adopt MOU dated April 7, 2022

- Article 7, Section 15
- Article 10, Section 2
- Article 11, Section 1
- Article 13, Section 1

ARTICLE 13 – SICK LEAVE: Section 1. Sick Leave Accrual

Sick Leave is provided as an insurance and income protection against a member's inability to work because of non-job-related illness/injury, pregnancy/maternity. Sick leave may not be used for any absences occurring during the final week of employment unless a doctor's statement is presented prior to the time that member's final check is disbursed. No cash payment shall be made for unused sick leave upon resignation, layoff or discharge. Sick leave is accrued during each pay period as follows:

- Full-time - 3.70 hours
- Half-time – 1.86 ~~1.85~~ hours

Sick leave shall not accrue for any member on leave of absence without pay, suspension without pay, or when working overtime.

Added Language

Removed Language

AMENDMENT

- Article 7 Compensation, Section 2. K9 Officers

ARTICLE 7: COMPENSATIONSection 2. **Canine** (K-9) Officers

The City maintains the discretion to assign a Sworn Officer a K9. With the assignment, the Officer agrees to the responsibility to care for the canine daily. The established daily pay shall compensate for any ordinary off-duty "care" to include bathing, brushing, exercising, feeding, grooming, related cleaning of the dog's kennel or transport vehicle, and similar activities performed by the canine officer at home on workdays as well as on days off duty or during vacation periods. Care also includes time spent in administering drugs or medicine for illness and/or transporting the dog to and from an animal hospital or veterinarian. Likewise, time spent training the dog at home is considered care. All the foregoing activities are, of course, illustrative but not all inclusive. It is agreed that commuting to work with the dog does not constitute "hours of work" solely because the dog is in the vehicle.

K-9 officers will be paid for thirty (30) minutes each day at the rate of one and one-half (1½) times their regular rate of pay for care and maintenance of the police dog.

Added Language~~Removed Language~~



PROPOSAL #3

AMENDMENT

- Article 4 Union Uniform Monthly Service Charge
- Article 7 Compensation, Section 11 FOP Legal Defense Fund

TA Date: 3/20/25

TA Number: 5

City Rep: HB

Heather Buchanan

Union Rep: SP

Sean Peterson

ARTICLE 4 – UNION UNIFORM MONTHLY SERVICE CHARGE

~~Upon authorization of the employee, the CITY agrees to deduct uniform monthly service charges in the amount specified by the authorized officer of the UNION from the wages of each authorizing Bargaining Unit member, until the member's authorization is revoked in writing. The CITY further agrees to remit the specified amount monthly to the Secretary-Treasurer of the UNION by the fifteenth (15th) day of the following month for each authorizing member.~~

ARTICLE 7 – COMPENSATION**Section 11. Fraternal Order of Police Legal Defense Fund**

~~The CITY will pay 25% of the insurance premiums due for those members of the Bargaining Unit who elect to participate in the Fraternal Order of Police Legal Defense Fund.~~

ARTICLE 4: UNION DUES AND FEES**Section A. Union Written Authorization for Dues**

The Union shall request present and future bargaining unit members to pay to the union a uniform monthly service charge. For Union members that service charge will constitute that member's Union dues, fees, and assessments. The Union shall request each bargaining unit employee to sign and submit to the City a written authorization authorizing the deduction and remittance of this uniform monthly service charge from their wages/salary. Any such authorization shall remain in effect until and unless revoked by the employee by giving written notice of such revocation to the City. Dues will be pulled from paychecks the first pay period of each month.

Section B. Dues Remittance to Union

The City agrees to deduct the amount legally deductible for uniform monthly service charges, in amounts specified by the authorized officer of the Union, from the pay of bargaining unit employees upon written authorization from the employee. The City further agrees to remit those amounts monthly to the Secretary/Treasurer of the Union by the 15th of the following month.

Section C. Fraternal Order of Police Legal Defense Fund

The CITY will pay 25% of the insurance premiums due for those members of the Bargaining Unit who elect to participate in the Fraternal Order of Police Legal Defense Fund. Members may elect opt into the FOP Legal Defense fund during their first 30 day of employment, during the insurance benefit annual enrollment, or with a qualifying life event. Elections shall be effective until and unless revoked by the employee by giving written notice of such revocation to the City. The FOP Legal Defense Fund employee portion will be pulled from paychecks the first pay period of each month.

Added Language ~~Removed Language~~

CITY OF



PROPOSAL #4

AMENDMENT

- Article 5, Section 2. Shop Steward Notification

TA Date: 3/20/25

TA Number: 6

City Rep: HB

Heather Buchanan

Union Rep: [Signature]

Sean Peterson

ARTICLE 5: UNION BUSINESS

Section 2. Shop Steward Notification

It is the responsibility of the UNION to at all times provide the CITY with a current list of shop stewards. **An annual list must be provided to Human Resources by January 15 of each year.**

Added Language

Removed Language



PROPOSAL #5

AMENDMENT

- Article 8 FLSA Work Period and Overtime Pay

TA Date: 3/20/25TA Number: 7City Rep: HB

Heather Buchanan

Union Rep: SP

Sean Peterson

ARTICLE 8 – WORK PERIOD AND OVERTIME PAY

Section 1. Work Period

Item A. Sworn Personnel

The FLSA 207(k) work period, defined as fourteen (14) days for the purpose of computing overtime, shall be utilized by the City in computing overtime compensation for all non-exempt sworn personnel.

Item B. Civilian Personnel

Non-exempt **Civilian** ~~Non-Sworn~~ personnel work period is defined as seven (7) days for the purpose of computing overtime.

Section 2. Work Schedule for Sworn and **Civilian** ~~Non-Sworn~~ Personnel

Work shifts may be modified when necessary to provide for adequate police staffing and coverage as a result of, but not limited to, staffing losses and emergencies. Refer to Pocatello Police Department Mobilization Plan policy.

Section 3. Overtime Pay

Item A. Non- Exempt Positions

All members of the Bargaining Unit are classified as non-exempt employees and are eligible for overtime. Overtime pay shall be paid at time and one-half of the straight-time hourly rates for all overtime hours worked by such category of employee.

Item B. Sworn Personnel

This provision applies to all non-exempt sworn members of the Bargaining Unit. Overtime shall be paid for hours actually worked over 80 in a fourteen (14) day work period.

- Sick leave **and bereavement time** is not considered time worked for the purpose of determining overtime hours.
- Management shall not mandate directed time off for the purpose of avoiding use of overtime that is the result of unplanned and unexpected work duty.

Item C. Civilian ~~Non-Sworn~~ Personnel

This provision applies to all non-exempt non-sworn members of the Bargaining Unit. Overtime shall be paid after working forty (40) hours in one seven-day workweek.

- Sick leave **and bereavement time** is not considered time worked for the purpose of computing overtime.
- Management shall not mandate directed time off for the purpose of avoiding use of overtime that is the result of unplanned and unexpected work duty.

Item D. Blended Rates

The blended overtime rate, as defined by the Department of Labor (DOL) and the Fair Labor Standards Act (FLSA), is a method for calculating overtime pay when an employee works at multiple pay rates

CITY OF



PROPOSAL #5

AMENDMENT

- Article 8 FLSA Work Period and Overtime Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

within a single workweek. It ensures that employees are compensated fairly for overtime hours based on a weighted average of all their regular rates of pay. Method of calculation:

- Add up the total earnings from all the different pay rates for the workweek (excluding overtime premiums).
- Divide this total by the total number of hours worked during the workweek to get the average hourly rate.

Added Language

~~Removed Language~~

CITY OF
POCATELLO
PROPOSAL #6

TA Date: 3/20/25
TA Number: 8
City Rep: HB
Heather Buchanan
Union Rep: SP
Sean Peterson

AMENDMENT

- Article 1 Purpose and Warranty of Authority

ARTICLE 1 – PURPOSE AND WARRANTY OF AUTHORITY

The purpose of this Agreement is to promote and improve relations among the CITY and the UNION; to establish a formal understanding relative to all negotiated conditions of employment as provided for in this Agreement; and to provide the means of amicable and equitable adjustment of any and all differences or grievances which may arise, all of which the parties hereto believe and affirm will be to the welfare of the citizens of Pocatello, Idaho.

The parties signing this Agreement on behalf of the CITY and the UNION respectively declare they are executing this Agreement by the authority granted them from their respective bodies, and are acting in good faith with the intent to bind the respective parties and fully perform the Agreement.

It is also agreed that where there are clear differences in the wording and the text of the following documents, said documents shall be enforceable in the following order and priority: 1) Collective Bargaining Agreement, the 2) City of Pocatello Personnel Policy Handbook, 3) Police Department Personnel Administration Rules, and 4) Pocatello Police Department Policy Manual. ~~and the, Collective Bargaining Agreement shall supersede and control. The~~

~~However, All parties at the time of the contracting should make every effort to point out differences so that the documents are not in conflict. Collective Bargaining Agreement, Pocatello Police Department Policy Manual, the City of Pocatello Personnel Policy Handbook and the Police Department Personnel Administration Rules, are not in conflict.~~

Added Language
~~Removed Language~~

Utilization Summary

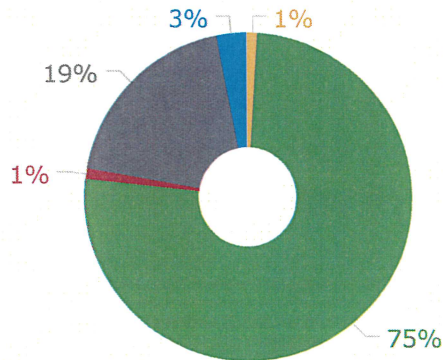
BH Business Consultant: Natalie Jenson,
LCSW, SAP
Email: natalie.j@blomquisthale.com
Phone: 8018088391

Report Date: 03/18/2025

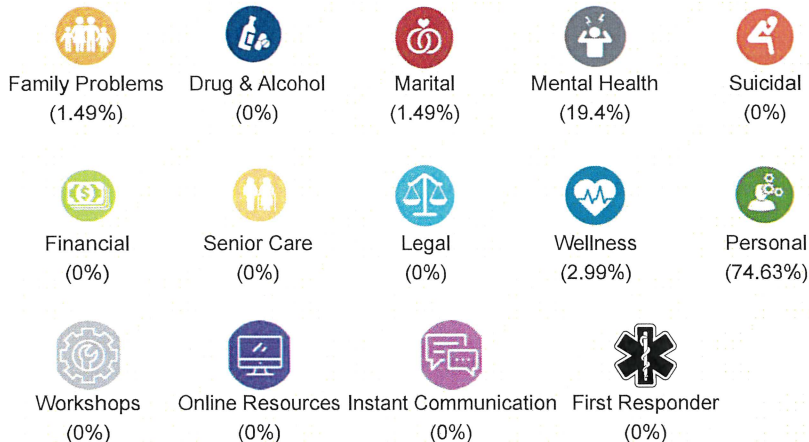
Date Range: 01/01/2022 - 12/31/2022

Annualized Population
Count: -

Helping Your Organization With:

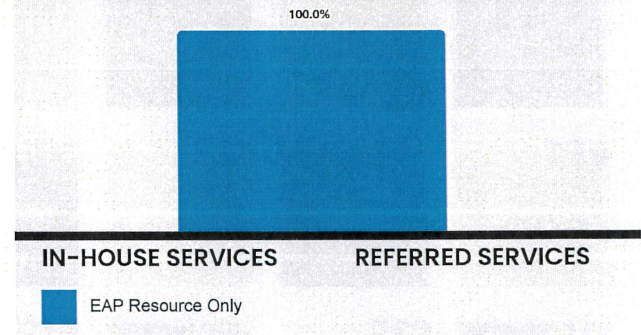


	Annualized Utilization	Date Range	Total 2021	Total 2020
EMPLOYEES	64	64	0	1
DEPENDENTS	0	0	0	0
TOTALS	64	64	0	1
CASES	64	64	0	1
UTILIZATION	0%	0%	0%	0%



Services Provided

Selected Date Range



Case Type

60

Self Referral

4

Supervisor Referral

Utilization Summary

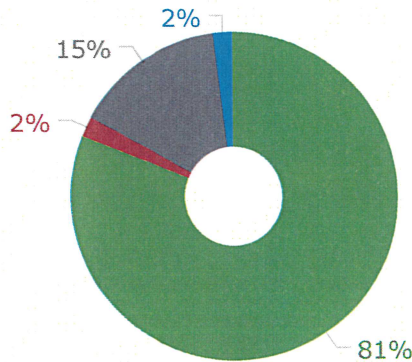
BH Business Consultant: Natalie Jensen,
LCSW, SAP
Email: natalie.j@blomquisthale.com
Phone: 8018088391

Report Date: 03/18/2025

Date Range: 01/01/2023 - 12/31/2023

Annualized Population Count: -

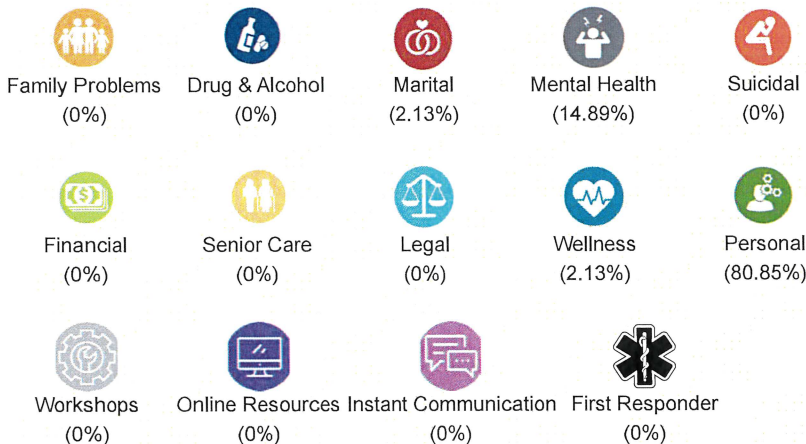
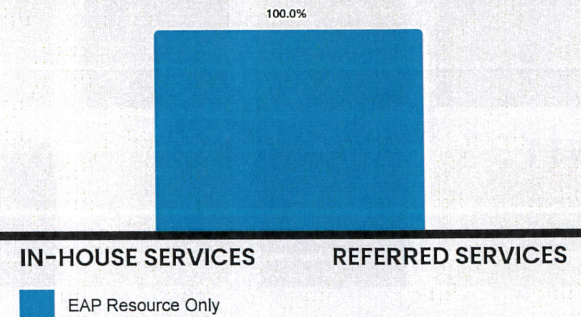
Helping Your Organization With:



	Annualized Utilization	Date Range	Total 2022	Total 2021
EMPLOYEES	47	47	64	0
DEPENDENTS	0	0	0	0
TOTALS	47	47	64	0
CASES	47	47	64	0
UTILIZATION	0%	0%	0%	0%

Services Provided

Selected Date Range



Case Type

45

Self Referral

2

Supervisor Referral

Utilization Summary

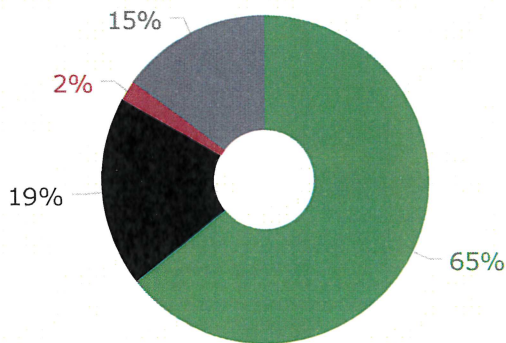
BH Business Consultant: Natalie Jenson,
LCSW, SAP
Email: natalie.j@blomquisthale.com
Phone: 8018088391

Report Date: 03/18/2025

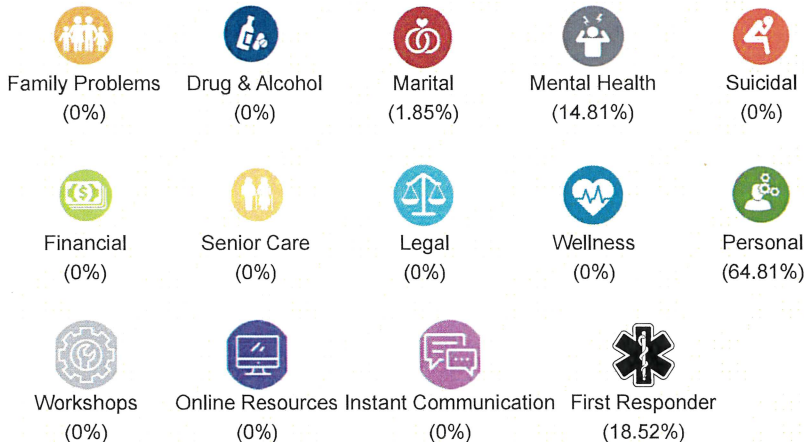
Date Range: 01/01/2024 - 12/31/2024

Annualized Population Count: -

Helping Your Organization With:

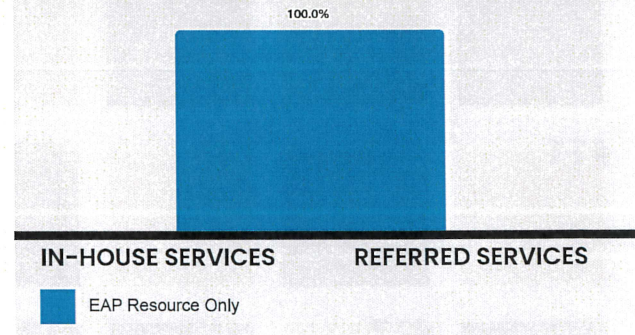


	Annualized Utilization	Date Range	Total 2023	Total 2022
EMPLOYEES	43	43	47	64
DEPENDENTS	1	1	0	0
TOTALS	44	44	47	64
CASES	44	44	47	64
UTILIZATION	0%	0%	0%	0%



Services Provided

Selected Date Range



Case Type

42

Self Referral

1

Supervisor Referral

Utilization Summary

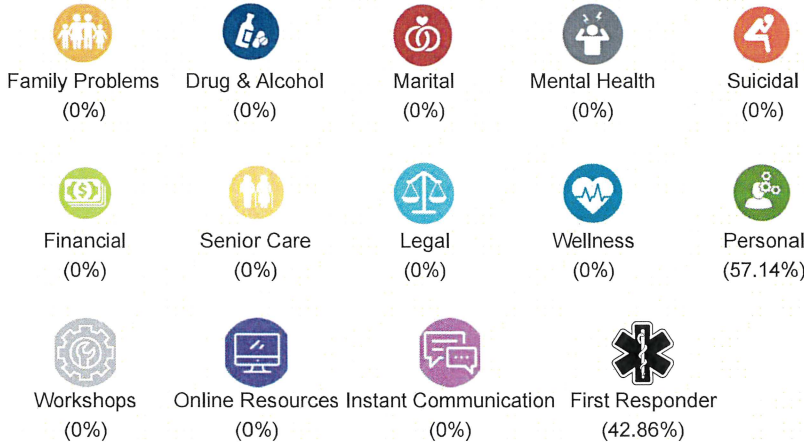
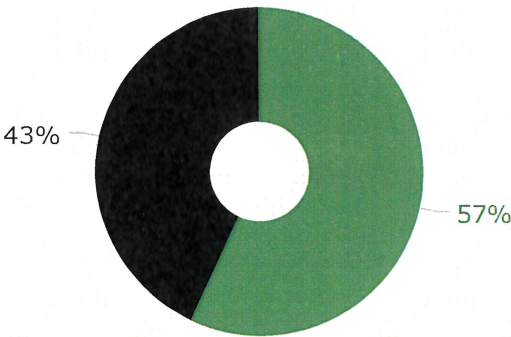
BH Business Consultant: Natalie Jensen,
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Report Date: 03/18/2025

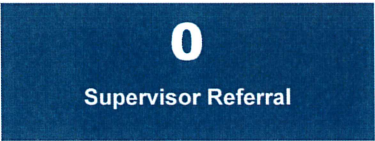
Date Range: 01/01/2025 - 12/31/2025

Annualized Population
Count: -

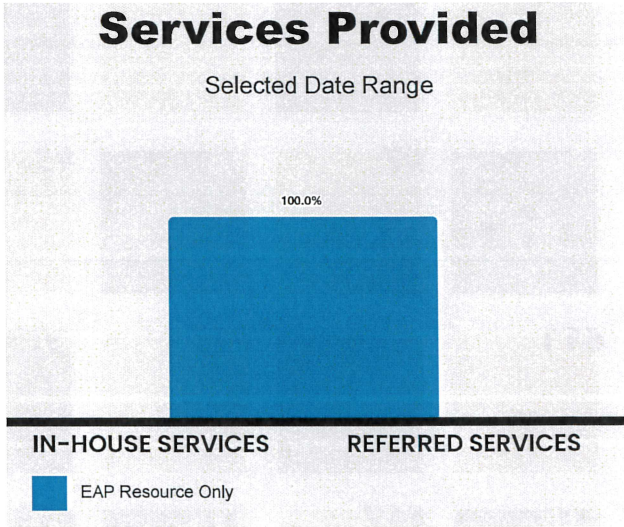
Helping Your Organization With:



Case Type



	Annualized Utilization	Date Range	Total 2024	Total 2023
EMPLOYEES	5	5	43	47
DEPENDENTS	0	0	1	0
TOTALS	5	5	44	47
CASES	5	5	44	47
UTILIZATION	0%	0%	0%	0%



Police Negotiations FY2026

City of Pocatello Proposals March 20, 2025

CITY OF
POCATELLO

1

City Proposal #1

Adopt MOUs from current CBA

CITY OF
POCATELLO

2

CITY OF
PACATELLO
 PROPOSAL #1

Adopt MOU dated April 7, 2022

- Article 7, Section 15
- Article 10, Section 2
- Article 11, Section 1
- Article 13, Section 1

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 7 – COMPENSATION: Section 15. Sworn Step Increases and Probationary Periods

Effective 2022 sworn officers who have successfully completed the required introductory/probationary period of employment are entitled to receive any associated step increase in compensation effective on the first day of the new fiscal year.

- a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long. Management has the right to extend Probationary/Introductory Periods for six (6) additional months.
- b. Sworn officers entitled to automatic rank advancement and any corresponding automatic rank/pay grade advancement shall be made on the anniversary date of the automatic rank promotion.
- c. Any sworn officer promoted in October of 2020 who had a 1- year probationary period will be eligible for a step in FY2022 at the conclusion of their probationary period.

Sworn officers who have not completed the required introductory/probationary period for promotions will only receive a step on fiscal year. There are no midyear steps granted.

3

ARTICLE 10 – CLOTHING ALLOWANCE: Section 2. Clothing Allowance

In addition to the above clothing allowance payments, each Sworn Officer, Evidence Technician, ~~Code Ordinance~~ Enforcement Officer, ~~Ordinance Enforcement Supervisor~~, ~~Parking Enforcement~~, Training & Community Services Coordinator, and Licensing Technician will be paid a boot/footwear allowance in the amount of \$200.00 per year. Such allowance will be paid in the first pay period of April of each year. Uniformed civilian half-time personnel will receive one-half (1/2) of the amount uniformed personnel receive for uniform and equipment maintenance excluding the boot/footwear allowance.

ARTICLE 11 – HOLIDAYS: Section 1. Recognized Holidays

The following is a list of the annual recognized holidays for members of the Bargaining Unit.

New Year's Day	President's Day
Martin Luther King's Birthday	Memorial Day
July 4 th	Labor Day
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day
Juneteenth	Floating Holiday

4

CITY OF
POCATELLO
PROPOSAL #1

TA Date: _____
TA Number: _____

City Rep: _____
Heather Buchanan

Union Rep: _____
Sean Peterson

Adopt MOU dated April 7, 2022

- Article 7, Section 15
- Article 10, Section 2
- Article 11, Section 1
- Article 13, Section 1

ARTICLE 13 – SICK LEAVE: Section 1. Sick Leave Accrual

Sick Leave is provided as an insurance and income protection against a member's inability to work because of non-job-related illness/injury, pregnancy/maternity. Sick leave may not be used for any absences occurring during the final week of employment unless a doctor's statement is presented prior to the time that member's final check is disbursed. No cash payment shall be made for unused sick leave upon resignation, layoff or discharge. Sick leave is accrued during each pay period as follows:

- Full-time - 3.70 hours
- Half-time - ~~1.86~~ **1.85** hours

Sick leave shall not accrue for any member on leave of absence without pay, suspension without pay, or when working overtime.

Page 2 of 2

Author: HR HB

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Added Language
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City Proposal #2

Amendment: Article 7
DOL/FLSA Language on Canine (K9)

CITY OF
POCATELLO

6

CITY OF
POCATELLO
 PROPOSAL #2

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

AMENDMENT

- Article 7 Compensation, Section 2. K9 Officers

ARTICLE 7: COMPENSATIONSection 2. **Canine** (K-9) Officers

The City maintains the discretion to assign a Sworn Officer a K9. With the assignment, the Officer agrees to the responsibility to care for the canine daily. The established daily pay shall compensate for any ordinary off-duty "care" to include bathing, brushing, exercising, feeding, grooming, related cleaning of the dog's kennel or transport vehicle, and similar activities performed by the canine officer at home on workdays as well as on days off duty or during vacation periods. Care also includes time spent in administering drugs or medicine for illness and/or transporting the dog to and from an animal hospital or veterinarian. Likewise, time spent training the dog at home is considered care. All the foregoing activities are, of course, illustrative but not all inclusive. It is agreed that commuting to work with the dog does not constitute "hours of work" solely because the dog is in the vehicle.

K-9 officers will be paid for thirty (30) minutes each day at the rate of one and one-half (1½) times their regular rate of pay for care and maintenance of the police dog.

Added Language

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Page 1 of 1

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City Proposal #3

Amendment: Article 4 & Article 7
 Union Dues & FOP Defense Fund

CITY OF
POCATELLO

8



**PROPOSAL #3
AMENDMENT**

- Article 4 Union Uniform Monthly Service Charge
- Article 7 Compensation, Section 11 FOP Legal Defense Fund

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 4 – UNION UNIFORM MONTHLY SERVICE CHARGE

Upon authorization of the employee, the CITY agrees to deduct uniform monthly service charges in the amount specified by the authorized officer of the UNION from the wages of each authorizing Bargaining Unit member, until the member's authorization is revoked in writing. The CITY further agrees to remit the specified amount monthly to the Secretary-Treasurer of the UNION by the fifteenth (15th) day of the following month for each authorizing member.

ARTICLE 7 – COMPENSATION

Section 11. Fraternal Order of Police Legal Defense Fund

The CITY will pay 25% of the insurance premiums due for those members of the Bargaining Unit who elect to participate in the Fraternal Order of Police Legal Defense Fund.

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ARTICLE 4: UNION DUES AND FEES

Section A. Union Written Authorization for Dues

The Union shall request present and future bargaining unit members to pay to the union a uniform monthly service charge. For Union members that service charge will constitute that member's Union dues, fees, and assessments. The Union shall request each bargaining unit employee to sign and submit to the City a written authorization authorizing the deduction and remittance of this uniform monthly service charge from their wages/salary. Any such authorization shall remain in effect until and unless revoked by the employee by giving written notice of such revocation to the City. Dues will be pulled from paychecks the first pay period of each month.

Section B. Dues Remittance to Union

The City agrees to deduct the amount legally deductible for uniform monthly service charges, in amounts specified by the authorized officer of the Union, from the pay of bargaining unit employees upon written authorization from the employee. The City further agrees to remit those amounts monthly to the Secretary/Treasurer of the Union by the 15th of the following month.

Section C. Fraternal Order of Police Legal Defense Fund

The CITY will pay 25% of the insurance premiums due for those members of the Bargaining Unit who elect to participate in the Fraternal Order of Police Legal Defense Fund. Members may elect opt into the FOP Legal Defense fund during their first 30 day of employment, during the insurance benefit annual enrollment, or with a qualifying life event. Elections shall be effective until and unless revoked by the employee by giving written notice of such revocation to the City. The FOP Legal Defense Fund employee portion will be pulled from paychecks the first pay period of each month.

Added Language Removed Language

10

City Proposal #4

Amendment: Article 5 Union Stewards List

CITY OF
POCATELLO

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CITY OF
POCATELLO

PROPOSAL #4
AMENDMENT

- Article 5, Section 2. Shop Steward Notification

TA Date: _____
TA Number: _____

City Rep: _____
Heather Buchanan

Union Rep: _____
Sean Peterson

ARTICLE 5: UNION BUSINESS
Section 2. Shop Steward Notification
It is the responsibility of the UNION to at all times provide the CITY with a current list of shop stewards. **An annual list must be provided to Human Resources by January 15 of each year.**

Page 1 of 1

Author: HR HB

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Added Language
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City Proposal #5

FLSA Overtime

CITY OF
POCATELLO

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CITY OF
POCATELLO
PROPOSAL #5
AMENDMENT

- Article 8 FLSA Work Period and Overtime Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 8 – WORK PERIOD AND OVERTIME PAY

Section 1. Work Period

Item A. Sworn Personnel

The FLSA 207(k) work period, defined as fourteen (14) days for the purpose of computing overtime, shall be utilized by the City in computing overtime compensation for all non-exempt sworn personnel.

Item B. Civilian Personnel

Non-exempt **Civilian** ~~Non-Sworn~~ personnel work period is defined as seven (7) days for the purpose of computing overtime.

Section 2. Work Schedule for Sworn and **Civilian** ~~Non-Sworn~~ Personnel

Work shifts may be modified when necessary to provide for adequate police staffing and coverage as a result of, but not limited to, staffing losses and emergencies. Refer to Pocatello Police Department Mobilization Plan policy.

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Section 3. Overtime Pay**Item A. Non- Exempt Positions**

All members of the Bargaining Unit are classified as non-exempt employees and are eligible for overtime. Overtime pay shall be paid at time and one-half of the straight-time hourly rates for all overtime hours worked by such category of employee.

Item B. Sworn Personnel

This provision applies to all non-exempt sworn members of the Bargaining Unit. Overtime shall be paid for hours actually worked over 80 in a fourteen (14) day work period.

- Sick leave and bereavement time is not considered time worked for the purpose of determining overtime hours.
- Management shall not mandate directed time off for the purpose of avoiding use of overtime that is the result of unplanned and unexpected work duty.

Item C. Civilian Non-Sworn Personnel

This provision applies to all non-exempt non-sworn members of the Bargaining Unit. Overtime shall be paid after working forty (40) hours in one seven-day workweek.

- Sick leave and bereavement time is not considered time worked for the purpose of computing overtime.
- Management shall not mandate directed time off for the purpose of avoiding use of overtime that is the result of unplanned and unexpected work duty.

Item D. Blended Rates

The blended overtime rate, as defined by the Department of Labor (DOL) and the Fair Labor Standards Act (FLSA), is a method for calculating overtime pay when an employee works at multiple pay rates

Added Language

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Author: HR HB

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CITY OF

POCATELLO**PROPOSAL #5****AMENDMENT**

- Article 8 FLSA Work Period and Overtime Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

within a single workweek. It ensures that employees are compensated fairly for overtime hours based on a weighted average of all their regular rates of pay. Method of calculation:

- Add up the total earnings from all the different pay rates for the workweek (excluding overtime premiums).
- Divide this total by the total number of hours worked during the workweek to get the average hourly rate.

Added Language

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City Proposal #6

Amendment: Article 1 Controlling Documents

CITY OF
POCATELLO

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CITY OF
POCATELLO
PROPOSAL #6

AMENDMENT

- Article 1 Purpose and Warranty of Authority

ARTICLE 1 – PURPOSE AND WARRANTY OF AUTHORITY

The purpose of this Agreement is to promote and improve relations among the CITY and the UNION; to establish a formal understanding relative to all negotiated conditions of employment as provided for in this Agreement; and to provide the means of amicable and equitable adjustment of any and all differences or grievances which may arise, all of which the parties hereto believe and affirm will be to the welfare of the citizens of Pocatello, Idaho.

The parties signing this Agreement on behalf of the CITY and the UNION respectively declare they are executing this Agreement by the authority granted them from their respective bodies, and are acting in good faith with the intent to bind the respective parties and fully perform the Agreement.

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

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It is also agreed that where there are clear differences in the wording and the text of the following documents, said documents shall be enforceable in the following order and priority: 1) Collective Bargaining Agreement, ~~the~~ 2) City of Pocatello Personnel Policy Handbook, 3) Police Department Personnel Administration Rules, and 4) Pocatello Police Department Policy Manual. ~~and the, Collective Bargaining Agreement shall supersede and control. The~~

~~However,~~ All parties at the time of the contracting should make every effort to point out differences so that the documents are not in conflict. ~~Collective Bargaining Agreement, Pocatello Police Department Policy Manual, the City of Pocatello Personnel Policy Handbook and the Police Department Personnel Administration Rules, are not in conflict.~~

Page 1 of 1

Authors: HR HB
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City Proposal #7

Remove: Article 15
EAP

CITY OF
POCATELLO

20

CITY OF



PROPOSAL #7

REMOVE

- Article 15 Employee Assistance Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 15 –EMPLOYEE ASSISTANCE PROGRAM

All Sworn Officers, Dispatchers, and Evidence Technicians are provided an enhanced Employee Assistance Program (EAP) which includes one (1) mandatory visit per fiscal year and up to 20 voluntary visits per incident. The one mandatory visit will be scheduled on shift or paid one (1) hour overtime. Any subsequent visits will be on the employees own time or by utilization of sick leave per CITY policy. — In the event that a person has a medical diagnosis related to a condition for which EAP is being utilized, they can no longer continue with the EAP program for that condition and will need to utilize health benefits for treatment.

All other Civilian personnel will be participants in the standard EAP program offered by the CITY. All Sworn Officers, Dispatchers, and Evidence Technicians and their dependents will have access to EAP

Page 1 of 1

Author: HR HB

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Added Language

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City Proposal #8

Amendment: Article 19
Standardize Social Security
Replacement Amount

CITY OF

POCATELLO

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CITY OF
Pocatello

PROPOSAL #8

AMENDMENT

- **Article 19 – Social Security Replacement**

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

Article 19 – Social Security Replacement

For bargaining unit members who are not covered under the Social Security system, the following provisions will be in place:

The City of Pocatello shall, in lieu of paying Social Security employer contributions, pay 6.2% of wages that would have been subject to Social Security taxes into the following account: PERSI choice 401k plan. The employee will pay a 6.0% match. Employees are eligible to contribute additional money to their PERSI Choice account but cannot drop below a 6% enrollment for the match. Those individual elections can be changed at any time and do not require a qualifying event.

The Parties believe that placement of the refund and matching amounts in the PERSI Choice 401(k) Plan allows such amounts to be treated as benefits and, therefore are not subject to Medicare tax, PERSI Base Plan payments, workers' compensation, or other taxes and payments.

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Since sworn Bargaining Unit members are not covered under the Social Security System, the following provisions will be in place:

Section 1. Designated Match

The CITY of Pocatello shall, in lieu of paying Social Security employer contributions, pay up to 6.2% of wages that would have been subject to social security taxes into the following account: PERSI choice 401k plan. Provided the member provides a match according to the schedule below, the member will designate their desired match, expressed as a percentage of wages in whole percentage points up to 6%. The designated match is set at the rate indicated by sworn members during City insurance open enrollment in calendar year 2018. Sworn members may elect to change their percentage during the insurance benefit annual enrollment and it shall be effective for the following fiscal year.

The Parties agree that changes to PERSI Choice 401K contribution/election can only be made for qualified life-changing events within thirty (30) days which include: change in marital status, a change in the number of eligible children, change in benefits eligibility, or a change in a family member's benefits eligibility because of a change in his or her eligibility or coverage under another employer's plan. For those members who participate in the replacement program the CITY shall provide an additional 0.2% of wages that would have been subject to social security taxes for said employee to be placed into the employees PERSI choice 401K plan for the first 1% contribution; the schedule is as follows:

Member Contribution	City Match
0%	0%
1%	1.2%
2%	2.2%
3%	3.2%
4%	4.2%
5%	5.2%
6%	6.2%

Added Language

Removed Language

Average Enrollment Level:	5.32%	5.30%	5.35%
6%	80	79	70
5%	3	3	3
4%	4	4	4
3%	3	3	2
2%	3	2	1
1%	1	1	1
0%	5	6	5
Not Employed in FY	0	1	13

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City Proposal #9

Amendment: Article 15 Probationary/Introductory Periods

CITY OF
POCATELLO

25

CITY OF
POCATELLO

PROPOSAL #9 AMENDMENT

- Article 15 – Probationary/Introductory Periods

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

In this proposal we are only addressing the definition of probationary periods. Any step movement language will be in a separate section.

~~Section 15. Sworn Step Increases and~~ Probationary/Introductory Periods

~~Effective 2022 sworn officers who have successfully completed the required introductory/probationary period of employment are entitled to receive any associated step increase in compensation effective on the first day of the new fiscal year.~~

- ~~a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long. Management has the right to extend Probationary/Introductory Periods for six (6) additional months.~~

A probationary period is defined as a "period of evaluation of on-the-job performance to ascertain ability and fitness for continued employment". There will be no additional compensation for the completion of the probationary/introductory period.

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	New Hire	New Hire Extension at Mgt discretion	Promotions	Promotion Extension at Mgt discretion
Sworn officers	12 months	6 additional months	12 months	6 additional months
Emergency Communications Officers	12 months	6 additional months	12 months	6 additional months
Ordinance Enforcement Officers	12 months	6 additional months	12 months	6 additional months
All Civilian Lead and Supervisor positions	12 months	6 additional months	12 months	6 additional months
All other Civilian Positions	6 months	6 additional months	6 months	6 additional months

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Extension of Introductory Period

At the discretion of the Chief of Police, this probationary period may be extended as defined in the chart above, with the approval of Human Resources. Human Resources will review and approve a written statement from the Chief of Police, or their designee for the member's personnel file regarding the reason for the extension.

Members who are in a probationary period and are unable to complete the functions of their positions due to a worker's comp claim, light duty accommodation, FMLA*, ADA, an unpaid leave of absence*, or vacation/comp* time (*if more than 80 cumulative hours) may have their probationary time extended by the length of the member's leave. The time will be calculated at the end of the member's absence and added to the probationary/introductory period.

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PROPOSAL #9
AMENDMENT

- Article 15 – Probationary/Introductory Periods

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

Termination of Employment While in Probationary/Introductory Period

During the probationary period, employees serve at-will. This means the employment relationship may be terminated by either party at any time, with or without notice, cause or due process. If either the conduct or performance of duty, or both, of any probationer shall be found unsatisfactory, or if it is determined that retention would diminish efficiency and public service within the department, the Chief of Police will cause to be delivered to the probationer a written statement setting forth concerning the inadequacy of performance or conduct and the effective date of dismissal. The member may submit a written statement to be included in their personnel file.

Terminations during or at the conclusion of an employee's probationary period require Human Resources and ICRMP approval prior to action being taken. A City benefits transition letter will be sent to the member explaining the transition of City benefits.

Added Language

~~Move to another section~~

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Page 2 of 2

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