

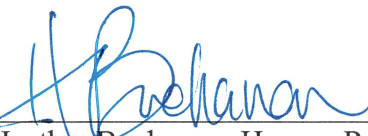
Fire Union Negotiation Meeting Minutes

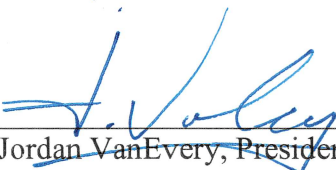
Meeting Date & Time:	Friday, May 31, 2024; 8:31 a.m.	
Attendee	Position	Company/Department
Heather Buchanan	Human Resources Director	Human Resources
Jared Johnson	City Attorney	Legal
Jordan VanEvery	President, IAFF #187	Fire
Adam Davis	Vice President, IAFF #187	Fire
Scott Lockhart	Secretary, IAFF #187	Fire
Eric Anderson	Treasurer, IAFF #187	Fire
Marcus Andrews	E-Board	Fire
Austin White	Member	Fire
Curtis Smith	Negotiator	Fire
Meeting Notes		
<u>City of Pocatello and IAFF #187 Union Negotiations</u>	Meeting opened at 8:31 a.m.	
	▪ Heather Buchanan opened the meeting. ▪ Jordan VanEvery discusses pay scale for Firefighter Paramedic. H. Buchanan states she will look at the scale and see if there are discrepancies. ▪ J. VanEvery and H. Buchanan discuss Fire pay scale compared with City employee pay scale. ▪ J. VanEvery discusses job descriptions and creating committees to evaluate those. Asks about civilian position job descriptions. H. Buchanan states those will have to be updated in the next CBA. Says they are currently in SOG but they can easily be incorporated into CBA. ▪ J. VanEvery introduces counter proposal CU-8 to C-25 Revised regarding Civilian Pay. ▪ J. VanEvery discusses bringing back C-11 (TA-5) regarding Extra Duty within Article 12 of the CBA. ▪ Caucus 8:47 a.m. – 8:55 a.m. ▪ H. Buchanan introduces JJ Pereira from Finance. ▪ J. VanEvery asks for clarification on payroll coding. J. Pereira answers questions. ▪ Caucus 9:00 a.m. – 9:19 a.m.	

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| | <ul style="list-style-type: none">▪ H. Buchanan states City is pulling C-20 and C-25 Revised to check for any discrepancies.▪ J. VanEvery states they will leave C-11 (TA-5) alone after getting clarification from Finance.▪ H. Buchanan asks for clarification on U-5 regarding physical agility standards.▪ Caucus 9:28 a.m. – 9:32 a.m.▪ J. VanEvery states their remaining counters are contingent on Firefighter pay scale.▪ H. Buchanan will work on those scales for the next meeting.▪ Meeting adjourned at 9:34 a.m. |
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By: 
Mareesa Wimbish, Legal Department

Approved as to Substance and Form:

By: 
Heather Buchanan, Human Resources Director

By: 
Jordan VanEvery, President IAFF #187



POCATELLO FIRE FIGHTERS LOCAL #187 NEGOTIATION PROPOSAL

Civilian Pay								
Position	Current Grade	Grade Base Wage	Employee Base Wage With Longevity Built In	Union Proposed Grade	Union Proposed Step Placement	FY2025 Rate of Pay (no table adjustment)	City Min	City Max
Assistant to the Fire Chief	19x	\$ 28.42	\$ 29.11	G10	6	\$ 29.93	\$ 24.42	\$ 34.21
Fire/EMS Support Specialist	15x	\$ 23.50	\$ 24.45	G8	5	\$ 24.95	\$ 21.74	\$ 30.44
Billing and Coding Clerk	15x	\$ 23.50	\$ 24.32	G8	5	\$ 24.95	\$ 21.74	\$ 30.44
Office Manager	21x	\$ 31.34	\$ 34.79	G12	7	\$ 35.33	\$ 28.21	\$ 39.49
Emergency Vehicle Technician	20x	\$ 29.89	\$ 33.34	G9	MAX	\$ 33.34	\$ 23.26	\$ 32.56
Community Relations/Education Specialist	20x	\$ 29.89	\$ 32.51	G12	5	\$ 34.56	\$ 28.21	\$ 39.49
Fire Inspector	19x	\$ 28.42	\$ 28.42	G11	4	\$ 28.43	\$ 25.64	\$ 35.90
Medical Billing Specialist	17x	\$ 25.49	\$ 26.17	G10	3	\$ 26.18	\$ 24.42	\$ 34.21

- Longevity would be discontinued and the FY2025 anticipated rate will be rolled into base wage for placement, as demonstrated in the table above. For individuals at max: the employee would continue their current rate of hourly pay. The City would apply the general employee scale table adjustment to the table, if their rate of pay moves back onto the table based on the increase, they would receive the table increase amount. If the table increase does not exceed their wage overage on the table, they will receive a per pay check lump sum. This lump sum will be based on the fiscal year fire table increase applied to their regular base wage.

