



Fire Union Negotiation Meeting Minutes

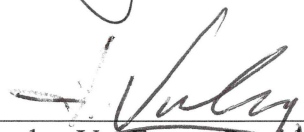
Meeting Date & Time:	Monday, June 10, 2024; 8:33 a.m.	
Attendee	Position	Company/Department
Heather Buchanan	Human Resources Director	Human Resources
Jared Johnson	City Attorney	Legal
Jordan VanEvery	President, IAFF #187	Fire
Adam Davis	Vice President, IAFF #187	Fire
Scott Lockhart	Secretary, IAFF #187	Fire
Marcus Andrews	E-Board	Fire
Sam Morris	Member	Fire
Austin White	Member	Fire
Meeting Notes		
<u>City of Pocatello and IAFF #187 Union Negotiations</u>	Meeting opened at 8:33 a.m.	
	<ul style="list-style-type: none"> ▪ Heather Buchanan opened the meeting. ▪ Jared Johnson discusses Fact Finding Commission dates and deadlines. States both parties need to get each other one name to appoint to the commission by Friday, June 14th. Jordan VanEvery agrees. ▪ J. VanEvery states they would like to see the updated calculations discussed in the previous meeting. ▪ H. Buchanan retracts C-20 and replaces it with Revised C-20 which corrects pay calculations. ▪ H. Buchanan retracts C-24 and replaces it with Revised C-24 which removes the schedules to be attached, once agreed upon. ▪ Caucus 8:37 a.m. – 9:22 a.m. ▪ J. VanEvery introduces counter proposal CU-9 to CC-2 to CU-4 to C-19 Revised regarding the Medical Coverage Program. ▪ H. Buchanan confirms that U-3 and U-4 are still on the table. ▪ J. VanEvery asks for clarification on placement costs and pay scale so they can address all of their members on the scale. ▪ J. VanEvery asks about day staff job descriptions. H. Buchanan says those will be ready either this afternoon or tomorrow. ▪ J. VanEvery states they would like to see the budget presentation. 	

	<ul style="list-style-type: none"> ▪ H. Buchanan presents a budget overview presentation with City budget digest informational handout. ▪ Discussion regarding job descriptions. ▪ J. VanEvery asks to reconvene at 1:00 p.m. ▪ Caucus 9:40 a.m. – 1:01 p.m. ▪ J. VanEvery introduces counter proposal CU-10 to C-20 Revised and C-20(a) which addresses pay scale for Firefighters. ▪ Discussion regarding pay scale and positions. ▪ H. Buchanan goes over outstanding proposals. ▪ J. VanEvery states they need more time to review the remaining proposals as they have been working on what they presented today. ▪ Caucus 1:16 p.m. – 3:12 p.m. ▪ Tentative agreement was reached on CC-3, New Article Bilingual Incentive Program, TA-10. ▪ H. Buchanan discusses changes made in C-20(a) prior to introducing counter. ▪ H. Buchanan introduces counter proposal CC-4 to CU-10 to C-20(a) which addresses pay scale for Firefighters. ▪ H. Buchanan introduces informational spreadsheets showing the step break down for pay scale and the cost break down for pay scale. ▪ J. VanEvery provides draft example for changes to the Firefighter job description related to C-20(b) as foundation for how to adjust the remaining job descriptions. H. Buchanan states it would be preferred to build the descriptions together rather than having to pass proposals back and forth. ▪ Discussion regarding changes for the job descriptions going forward to work on drafts. ▪ Discussion regarding pay scale. ▪ H. Buchanan introduces counter proposal CC-5 to CU-9 to CC-2 to CU-4 to C-19 Revised which addresses Medical Coverage Program and includes IAFF MERP contribution educational handouts. ▪ J. VanEvery and H. Buchanan discuss upcoming meetings and deadlines. ▪ Meeting adjourned at 3:58 p.m.
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By: 
Mareesa Wimbish, Legal Department

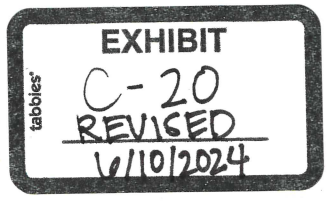
Approved as to Substance and Form:

By: 
Heather Buchanan, Human Resources Director

By: 
Jordan VanEvery, President IAFF #187

Title	Grade	Param edic %	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
			FF1	0%	\$17.32	\$19.10	\$19.67	\$20.26	\$20.87	\$21.39	\$21.93	\$22.48	\$22.93	\$23.38
Firefighter	FF2	17%	\$20.27	\$22.27	\$22.93	\$23.62	\$24.33	\$24.94	\$25.56	\$26.20	\$26.73	\$27.26	\$27.81	\$28.36
Engineer w/Paramedic	FF3	0%	\$21.76	\$22.42	\$23.09	\$23.78	\$24.50	\$25.11	\$25.74	\$26.38	\$26.91	\$27.44	\$27.99	\$28.55
Engineer	FF4	10%	\$23.94	\$24.66	\$25.40	\$26.16	\$26.95	\$27.62	\$28.31	\$29.02	\$29.60	\$30.19	\$30.79	\$31.41
Engineer w/Paramedic	FF5	0%	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06	\$25.68	\$26.33	\$26.99	\$27.52	\$28.08	\$28.64	\$29.21
Engineer (ARFF)	FF6	10%	\$24.44	\$25.17	\$25.93	\$26.71	\$27.51	\$28.20	\$28.90	\$29.62	\$30.22	\$30.82	\$31.44	\$32.06
Engineer (ARFF w/Paramedic)	FF7	100%	\$25.14	\$25.89	\$26.67	\$27.47	\$28.16	\$28.86	\$29.44	\$30.02	\$30.48	\$30.93	\$31.24	\$31.55
Lieutenant	FF8	0%	\$32.75	\$33.74	\$34.75	\$35.79	\$36.69	\$37.60	\$38.36	\$39.12	\$39.71	\$40.31	\$40.71	\$41.12
Fire Marshal	FF9	0%	\$25.03	\$25.78	\$26.55	\$27.35	\$28.03	\$28.73	\$29.31	\$29.89	\$30.34	\$30.80	\$31.11	\$31.42
Captain	FF10	4%	\$26.03	\$26.81	\$27.61	\$28.44	\$29.15	\$29.88	\$30.48	\$31.09	\$31.56	\$32.03	\$32.35	\$32.67
Captain w/Paramedic	FF11	0%	\$25.53	\$26.29	\$27.08	\$27.90	\$28.59	\$29.31	\$29.89	\$30.49	\$30.95	\$31.41	\$31.73	\$32.05
Captain (ARFF)	FF12	4%	\$26.55	\$27.35	\$28.17	\$29.01	\$29.74	\$30.48	\$31.09	\$31.71	\$32.19	\$32.67	\$33.00	\$33.33
Captain (ARFF) w/Paramedic	FF13	0%	\$28.16	\$29.00	\$29.87	\$30.77	\$31.54	\$32.33	\$32.97	\$33.63	\$34.14	\$34.65	\$34.99	\$35.34
Battalion Chief	FF14	2%	\$28.72	\$29.58	\$30.47	\$31.38	\$32.17	\$32.97	\$33.63	\$34.30	\$34.82	\$35.34	\$35.69	\$36.05
Battalion Chief w/Paramedic	FF15	0%	\$38.26	\$39.41	\$40.59	\$41.81	\$42.86	\$43.93	\$44.81	\$45.70	\$46.39	\$47.08	\$47.56	\$48.03
Days Captain														

Revised 20



Error

	A	B	F	H	K
1	Title	Grade	Paramedic %	Step 1	Step 2
2	Firefighter	FF1	0	=SUM(16.05*100.41%*107.5%)	=SUM(H2*107.5%)+(1388.66/2912)
3	Firefighter w/Paramedic	FF2	0.17	=SUM(H2*(100%+F3))	=SUM(H3*112.5%)+(1388.66/2912)

	A	B	C	H	K
1	Title	Grade	Per Year	Step 1	Step 2
2	Firefighter	FF1	2,912	\$17.32	\$19.10
3	Firefighter w/Paramedic	FF2	2,912	\$20.27	\$23.28
4	Engineer	FF3	2,912	\$21.76	\$22.42
5	Engineer w/Paramedic	FF4	2,912	\$23.94	\$24.66
6	Engineer (ARFF)	FF5	2,912	\$22.26	\$22.93
7	Engineer (ARFF w/Paramedic)	FF6	2,912	\$24.44	\$25.17
8	Lieutenant	FF7	2,912	\$25.14	\$25.89
9	Fire Marshall	FF8	2,080	\$33.41	\$34.41
10	Captain	FF9	2,912	\$25.03	\$25.78
11	Captain w/Paramedic	FF10	2,912	\$26.03	\$26.81

Corrected

	A	B	F	H	K
1	Title	Grade	Paramedic %	Step 1	Step 2
2	Firefighter	FF1	0	=SUM(16.05*100.41%*107.5%)	=SUM(H2*107.5%)+(1388.66/2912)
3	Firefighter w/Paramedic	FF2	0.17	=SUM(H2*(100%+F3))	=SUM(H3*107.5%)+(1388.66/2912)

	A	B	F	H	K
1	Title	Grade	Paramedic %	Step 1	Step 2
2	Firefighter	FF1	0%	\$17.32	\$19.10
3	Firefighter w/Paramedic	FF2	17%	\$20.27	\$22.27
4	Engineer	FF3	0%	\$21.76	\$22.42
5	Engineer w/Paramedic	FF4	10%	\$23.94	\$24.66
6	Engineer (ARFF)	FF5	0%	\$22.26	\$22.93
7	Engineer (ARFF w/Paramedic)	FF6	10%	\$24.44	\$25.17
8	Lieutenant	FF7	100%	\$25.14	\$25.89
9	Fire Marshall	FF8	0%	\$32.75	\$33.74
10	Captain	FF9	0%	\$25.03	\$25.78
11	Captain w/Paramedic	FF10	4%	\$26.03	\$26.81

Fire Negotiations FY2025
City Proposal #24 *Revised*
Article 9 – Base Pay

TA Date: _____
TA Number: _____
City Rep: _____
Heather Buchanan
Union Rep: _____
Jordan VanEvery

ARTICLE 9 - BASE PAY

Section A. Base Pay for Firefighters

Employees shall receive base pay in accordance with Schedule A of this Agreement. Employees advancing in rank shall not have their pay decreased. ~~FY2022, FY2023 and FY2024~~ **FY2025, FY2026, FY2027, FY2028 hourly biweekly** amounts are detailed in Schedule A.

Fiscal Year	Step	Market Adjustment Applied to Table
FY2025	placement on scale	0%
FY2026	1 step for employees not at max	1.00%
FY2027	1 step for employees not at max	1.50%
FY2028	1 step for employees not at max	2.00%

- ~~1. For FY2022 wages were increased by two and one half (2.5%) percent over FY2021~~
- ~~2. For FY2023 wages were increased by three (3%) percent over FY2022~~
- ~~3. For FY2024 wages were increased by three and one half (3.5%) percent over FY2023~~

Written: HB 5/20/2024

Presented: 5/24/2024

~~removed language~~

replacement language

C-24
REVISED
6/10/2024

Fire Negotiations FY2025
Union Counter #2 to City Proposal #19
 Article 18 – Medical Coverage Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

ARTICLE 18 - MEDICAL COVERAGE PROGRAM

Section A. Medical Premiums

~~FY2025: The City will pay up to a 6.24% increase over the City's portion of the 2024 rates, or the actual premium, whichever is less, based on type of individual enrollments, as follows~~

- The city will pay the amounts listed in the tables below for each calendar year, or the actual premium, which ever is less.

ENROLLMENT TYPE	2025 24 Max	FY20265 Oct-Dec Max	2027	FY20285 Jan-Sept Max
Employee Only	\$ 642.07 581.06	\$ 693.44 581.06	\$748.91	\$ 808.82 617.32
Employee & Spouse	\$ 1402.66 1,269.37	\$ 1514.87 1,269.37	\$1632.06	\$ 1766.95 1,348.57
Employee & 1 Child	\$ 1047.11 947.61	\$ 1130.88 947.61	\$1221.35	\$ 1319.06 1,006.74
Employee & 2+Children	\$ 1260.14 1,140.39	\$ 1360.96 1,140.39	\$1469.83	\$ 1587.42 1,211.55
Employee & Spouse & 1 Child	\$ 1807.71 1,635.93	\$ 1952.33 1,635.93	\$2108.52	\$ 2277.20 1,738.01
Employee & Spouse & 2+ Children	\$ 2020.70 1,828.68	\$ 2182.36 1,828.68	\$2356.95	\$ 2545.50 1,942.79

- ~~FY2026: The City will pay up to a 6.24% increase over 2025 city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.~~
- ~~FY2027: The City will pay up to a 6.24% increase over 2026 city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.~~
- ~~FY2028: The City will pay up to a 6.24% increase over 2027 city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.~~

It is agreed that for application of any premium increase amounts indemnified by the City that such increases must be based upon identical policy benefits between the years being compared and that the bargaining unit agrees to provide documentation verifying the benefits for both policy years at the time a request is made to increase the premium payment from the previous year.

Written: HB 5/7/2024
 Presented: _____

NOTES: 2024 was an 8.7% increase over 2023, the City covered 6.24% of the increase, which set the new base.

CU-9

6/10/2024

Fire Negotiations FY2025
Union Counter #2 to City Proposal #19
Article 18 – Medical Coverage Program

TA Date: _____

TA Number: _____

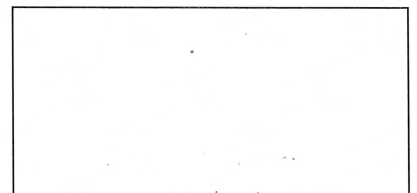
City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

~~removed language~~ replacement language

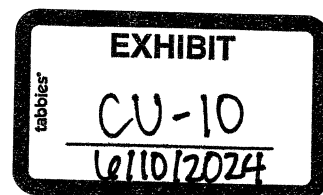




Union proposal #6
Pay scale

POCATELLO FIRE FIGHTERS LOCAL #187 NEGOTIATION PROPOSAL

- Added 1% to step increases across all the scales.
- Removed fire marshal position.
- Added Day Captain with paramedic grade.
- Accept city's revised proposal #24 as written, with a 4 year term, contingent on the above items.



Title	Grade	Hours/Year	Paramedic %	Step 1	Step 2*	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Firefighter	FF1	2912	0%	\$17.32	\$19.10	\$19.86	\$20.66	\$21.49	\$22.24	\$23.02	\$23.82	\$24.54	\$25.27	\$26.03	\$26.81
Firefighter with Paramedic	FF2	2912	17%	\$20.27	\$22.27	\$23.16	\$24.08	\$25.05	\$25.92	\$26.83	\$27.77	\$28.60	\$29.46	\$30.35	\$31.26
Engineer	FF3	2912	0%	\$21.76	\$22.63	\$23.54	\$24.48	\$25.46	\$26.35	\$27.27	\$28.23	\$29.08	\$29.95	\$30.85	\$31.77
Engineer with Paramedic	FF4	2912	10%	\$23.94	\$24.90	\$25.90	\$26.93	\$28.01	\$28.99	\$30.01	\$31.06	\$31.99	\$32.95	\$33.94	\$34.95
Engineer with ARFF	FF5	2912	0%	\$22.26	\$23.15	\$24.08	\$25.04	\$26.05	\$26.96	\$27.90	\$28.88	\$29.74	\$30.64	\$31.56	\$32.50
Engineer with ARFF and Paramedic	FF6	2912	10%	\$24.44	\$25.42	\$26.44	\$27.50	\$28.60	\$29.60	\$30.63	\$31.70	\$32.66	\$33.64	\$34.64	\$35.68
Step Increase*					4.0%	4.0%	4.0%	4.0%	3.5%	3.5%	3.5%	3.0%	3.0%	3.0%	3.0%
Lieutenant	FF7	2912	100%	\$25.14	\$26.14	\$27.19	\$28.28	\$29.27	\$30.29	\$31.20	\$32.13	\$32.94	\$33.76	\$34.44	\$35.13
Fire-Marshal	FF8	2080	0%	\$33.41	\$34.75	\$36.14	\$37.58	\$38.90	\$40.26	\$41.47	\$42.71	\$43.78	\$44.87	\$45.77	\$46.69
Code Enforcement Captain	FF15	2080	0%	\$38.26	\$39.79	\$41.39	\$43.04	\$44.55	\$46.11	\$47.49	\$48.92	\$50.14	\$51.39	\$52.42	\$53.47
Code Enforcement Captain with Paramedic	FF16	2080	4%	\$39.79	\$41.39	\$43.04	\$44.76	\$46.33	\$47.95	\$49.39	\$50.87	\$52.14	\$53.45	\$54.52	\$55.61
Captain	FF9	2912	0%	\$25.03	\$26.03	\$27.07	\$28.15	\$29.14	\$30.16	\$31.06	\$32.00	\$32.80	\$33.62	\$34.29	\$34.97
Captain with Paramedic	FF10	2912	4%	\$26.03	\$27.07	\$28.15	\$29.28	\$30.30	\$31.37	\$32.31	\$33.28	\$34.11	\$34.96	\$35.66	\$36.37
Captain with ARFF	FF11	2912	0%	\$25.53	\$26.55	\$27.61	\$28.72	\$29.72	\$30.76	\$31.68	\$32.63	\$33.45	\$34.29	\$34.97	\$35.67
Captain with ARFF and Paramedic	FF12	2912	4%	\$26.55	\$27.61	\$28.72	\$29.86	\$30.91	\$31.99	\$32.95	\$33.94	\$34.79	\$35.66	\$36.37	\$37.10
Battalion Chief	FF13	2912	0%	\$28.16	\$29.28	\$30.45	\$31.67	\$32.78	\$33.93	\$34.95	\$36.00	\$36.90	\$37.82	\$38.57	\$39.35
Battalion Chief with Paramedic	FF14	2912	2%	\$28.72	\$29.87	\$31.06	\$32.31	\$33.44	\$34.61	\$35.65	\$36.72	\$37.63	\$38.57	\$39.35	\$40.13
Step Increase					4.0%	4.0%	4.0%	3.5%	3.5%	3.0%	3.0%	2.5%	2.5%	2.0%	2.0%

*FF and FF with Paramedic step 1 to 2 remains as (Step 1 * 107.5%) + (1388.66/2912) = Step 2

CITY OF POCATELLO
CLASSIFICATION SPECIFICATION



Position Title:	Firefighter/EMT				
Pay Grade:	FF1	FLSA Status	Non-Exempt		
Firefighter-w/Paramedic	FF2				
Department	Fire and Ambulance		Supervised By:	Fire Captain	
FTE:			Position #:		
Date Established:	08/2022	Date of Review:	Date of Revision:	04/2024	

CLASSIFICATION SUMMARY

Incumbents perform skilled firefighting, rescue, and emergency medical duties aimed at saving life and property including combating, extinguishing, and preventing fires, rescue, and emergency medical techniques and methods. Incumbents are accountable for the protection of life and property through the timely and effective response to fire and medical emergencies.

Incumbent serves as a member of firefighting and ambulance crews and operates fire, rescue, and emergency medical equipment and vehicles. Performs physically demanding tasks in hazardous and stressful conditions. Work is performed under general supervision and requires careful judgment. In addition to firefighting duties, this position may respond to emergency medical and trauma incidents in Bannock County. Incumbents provide in-field basic life support triage, assessment, treatment and transportation of patients to emergency department physicians of local primary care facilities and treats patients within their licensure level according to the Division of Public Health – Idaho Bureau of Emergency Medical Services and Medical Director.

~~Firefighter w/Paramedic: Stipend; in addition to firefighting duties, this position may respond to emergency medical and trauma incidents in Bannock County. Incumbents provide in field advanced life support triage, assessment, treatment and transportation of patients to emergency department physicians of local primary care facilities and treats patients within their licensure level according to the Division of Public Health – Idaho Bureau of Emergency Medical Services and Medical Director. The Firefighter/Paramedic provides advanced life support services and can act as lead provider on critical medical and trauma incidents. Incumbent may also act as Incident Command on larger scale medical or trauma incidents.~~

Must be a licensed/certified Paramedic in the State of Idaho

ESSENTIAL DUTIES AND RESPONSIBILITIES *(illustrative only and may vary by assignment)*

Respond to emergency and non-emergency incidents; provide appropriate services as required including: ~~rescue and fire suppression; emergency medical services; search and rescue for trapped or injured persons; assistance with weather emergencies; respond for hazmat incident operations; and public assistance requests assist civilians and resolve citizens problems.~~

Provides in-field basic or advanced life support care to medical and trauma patients, according to level of licensure. Examines patients at emergency scenes and establishes priorities for treatment. Communicates with patients, their families, bystanders, the public, and the hospital emergency room staff. Provides all treatment according to protocol, ~~or~~ standing orders, or online medical direction, including ECG monitoring, administering IV fluids and medications, defibrillation, intubation, splinting and bandaging, and other treatments necessary for stabilization of patients prior to arrival at the emergency room. Cleans and makes serviceable all equipment used at medical scenes.

33 Responds to fires, alarms with as a member of a crew designated fire company working on the scene at fire emergencies
34 and performs fireground operations and emergency support activities while wearing protective ensembles and self-
35 contained breathing apparatus (SCBA), including but not limited to hose and extinguisher operations, using
36 suppression and agents such as water, foam and chemicals, ground ladder operations, forcible entry, ventilation,
37 search, rescue, salvage, clean up and overhaul operations before and after fires to remove hazards and protect
38 property.

39 Perform on-scene rescue and assistance, including systematic search and evacuation procedures, using location and
40 excavation devices to safely locate, extricate, and transport victims while constantly reassessing the scene with regard
41 for safety.

42 Assists at an operations level in technical rescue emergencies including high- and low- angle rescue, trench, confined
43 space, and surface water rescue.

44 Assists at an operations level at hazardous material incidents including spills, leaks and unknown substances.

45 Respond to a variety of hazardous materials incidents; neutralize and contain hazardous agents and evacuates areas
46 and persons at risk; perform defensive or offensive activities which will be dependent upon levels of certification in
47 accordance with state and federal regulations; maintain knowledge and training about hazardous materials.

48 Communicates with required internal and external personnel, including but not limited to appropriate coordination of
49 apparatus, equipment, and personnel; following orders as given by superior officers at an emergency scene;
50 observing, collectcollectsing, and relaysing information to officer or crew Fire Investigator/Marshal for incident
51 scene evaluation while following chain of custody and evidence protection protocols.

52 Operates and drives various apparatus and emergency vehicles, and performs various tasks associated with driving,
53 either a As primary or acting Engineer driver, operates, inspects, cleans, and maintains supplies, materials, and
54 equipment aboard fire and rescue vehicles.

55 Operates as an EMT or Paramedic according to level of licensure, following established medical protocols. Complies
56 with licensure requirements according to the Idaho Bureau of EMS.

57 Performs triage and assesses care and resource needs; calms or reassures emotionally distressed victims, family
58 members of victims, and /or witnesses at an incident scene and separates bystanders from treatment area.

59 Maintains overall health and personal wellness (physical, mental and emotional). Participates in mandated wellness
60 activities, critical incident stress debriefings and other programming set forth by the department. Maintains high levels
61 of stamina and endurance to perform duties in highly stressful, hazardous or life-threatening situations through the
62 completion of Department mandatory physical fitness programs and evaluation.

63 Participates in fire fighting drills and organized formal classes, scenario-based training, online training pertinent to the
64 position in techniques of fire suppression and prevention, apparatus operations, the handling of hazardous materials
65 (HAZMAT) and HAZMAT incidents, extrication of victims, emergency medical aid, lifesaving, incident command, and
66 other emergency disaster situations; conducts special training and demonstrations utilizing training and leadership
67 skills. Reads internal memos and bulletins to keep apprised of new department operations and procedures. Maintains
68 knowledgeable of inspection regulations, fire prevention laws and codes, and Ss Studies local geography and conditions
69 affecting fire operations. Shares knowledge and expertise with other firefighters, EMTs, and Paramedics.

70 Completes all training requirements to certify in the Pocatello Fire Department Step-up Driver Engineer Certification
71 program.

72 Performs public relations duties; performs demonstrations of equipment and techniques, addresses a variety of public
73 groupseivic, school, and special interest groups; and conducts tours. ~~Produce and p~~Present public education
74 information dealing with both fire and medical topics ~~under a variety of circumstances as necessary~~.

75 Prepares and submits a variety of reports related to fire department activity including buty not limited to fire incident
76 reports, vehicle repair requests, and patient care reports.

77 Maintains familiarity with the city street network, hydrant system, physical infrastructure, and buildings. Participates
78 in pre-fire plan activities.

79 Functions as an integral component of a mission driven team in high-risk environments, ~~where failure may result in~~
80 risk of injury or death to civilians or other team members.

81 Performs other closely related job duties and closely related job tasks as assigned through the chain of command.

82 **CLASSIFICATION REQUIREMENTS**

83 The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an
84 individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

85 **Knowledge of:**

- 86 • Fire Department tactics and strategies; department standard operating procedures; fire-fighting equipment types
87 and their most appropriate and effective use; fire-fighting methods, techniques, and procedures.
- 88 • City and county roads and means of access; equipment maintenance and care.
- 89 • Working knowledge of state and city codes, laws, regulations, and ordinances related to fire prevention; fire vehicle
90 equipment; emergency medical techniques, protocols, and procedures ~~and first aid~~; interpersonal communication
91 skills.
- 92 • Principles of leadership ~~and supervision~~.

93 **Skill and Ability to:**

- 94 • ~~Highly skilled in the u~~Use of standard fire-fighting and rescue equipment ~~and heavy extrication~~; recognize
95 hazardous materials; communicate while wearing PPE and SCBA under conditions of high background noise, poor
96 visibility, and drenching from hose lines and or sprinklers ~~other adverse conditions~~; complete assignments in a
97 timely fashion;
- 98 • Solve critical, time-sensitive, complex problems during physical exertion in stressful, hazardous environments;
- 99 • Provide guidance to ~~less experienced/junior~~ other lower class Firefighter/EMTs and Firefighter/Paramedics;
- 00 • Operate basic office equipment; operate a personal computer and job-related software and applications;
- 01 • Maintains a professional demeanor at all times; communicate effectively in the English language at a level
02 necessary for efficient job performance;
- 03 • Understand and comply with all rules, policies and regulations.

04 **ACCEPTABLE EXPERIENCE, TRAINING, LICENSES AND/OR CERTIFICATIONS**

05 **Required Certifications/Qualifications:**

- 06 • Must possess High school diploma or GED
- 07 • Must be at least 18 years of age.
- 08 • ~~Must~~ Must have completed 1st year PFD task book and NFPA Firefighter I by the end of year 1,
- 09 • ~~Must~~ Must have completed 2nd year PFD task book and NFPA Firefighter II by the end of year 2
- 10 • Must have completed Step-up Driver/Operator/Engineer requirements by the end of year 3
- 11 • Must maintain an be E.M.T. (Emergency Medical Technician) license-Certified with the State of Idaho.
- 12 • Must possess ICS 100, 200, and IS 700, 800 by the end of year 1
- 13

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- ~~Must possess NFPA HazMat Awareness and -Operations Certification by the end of year 1~~
- ~~Firefighter I by the end of year 1 and II Certification by the end of year 2~~
- Must maintain a current and valid Idaho driver's license while on duty.
- Firefighter-w/Paramedic: Must ~~maintain~~ be a certified Paramedic license in the State of Idaho

Ongoing Annual Evaluations/Tests and Medical Visits

- ~~NFPA 1582 Annual Physical~~
- ~~Physical Fitness Work Performance Evaluation Test~~
- ~~Enhanced Employee Assistance Program Wellness Visit~~

PHYSICAL REQUIREMENTS/WORKING ENVIRONMENT

This work requires the regular exertion of up to 20 pounds of force, frequent exertion of up to 75 pounds of force, and occasional exertion in excess of 100 pounds of force. Work can occur while wearing PPE and SCBA; this work can include searching, finding, and rescue-dragging or carrying victims ranging from newborns to adults weighing over 3200lbs to safety despite hazardous conditions and low visibility.

Additional physical efforts include:

- ~~P~~performing firefighting operations while wearing heavy (about 50 lbs.) protective clothing and gear in extremely hot and toxic environments
- ~~C~~limbing ladders ~~of up to~~ 100+ feet
- ~~W~~work in enclosed and confined spaces with limited visibility, fatigue, flashing lights, sirens, and other distractions.
- Worker is frequently exposed to outdoor weather conditions, vibration, fumes, protecting against bloodborne pathogens, or airborne particles, and may be required to wear self-contained breathing apparatus or specialized personal protective equipment
- Performance of essential functions may ~~occur~~ be performed in high, precarious places, and may require exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, weather, temperature, noise extremes, hazardous materials, traffic hazards, bright/dim lights, explosives, disease, or pathogenic substances.
- At times, work will be both physically and mentally demanding for extended periods of time, without meals and breaks. During prolonged emergency operations, may be required to work without sleep for extended periods, including shift rotations.
- Work involves considerable exposure to stressful situations as a result of human behavior while responding to emergency and non-emergency situations. Incumbent will come into contact with emotionally disturbing scenes, including traumatic injuries and people suffering from disease and illness.
-

Work requires close vision, distance vision, ability to adjust focus, depth perception, color perception, night vision, and peripheral vision; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly, or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound

Work regularly requires speaking or hearing, using hands to finger, handle, or feel, standing, walking, stooping, kneeling, crouching, crawling, reaching with hands and arms, climbing or balancing, pushing or pulling, lifting, and repetitive motions.

Work requires preparing and analyzing written or computer data, visual inspection involving small defects and/or small parts, using of measuring devices, assembly or fabrication of parts within arm's length, operating machines, operating motor vehicles or equipment, and observing general surroundings and activities

58 ~~Considerable exposure to stressful situations as a result of human behavior while responding to emergency and non-~~
59 ~~emergency situations.~~

60 This position requires working consecutive 24-hour shifts (56-hours per week); occupying the same living quarters with
61 co-workers for the entire shift; and sleeping in semi-private quarters in a co-ed dormitory environment. This position
62 requires voluntary and mandatory on-roster staffing callbacks, voluntary off-roster staffing callbacks, and mandatory
63 training.

65 ~~Unconventional working hours. During prolonged emergency operations, may be required to work without sleep for~~
66 ~~extended periods, including shift rotations. May be required to respond to fire stations or scenes during evolving or~~
67 ~~prolonged incidents outside of scheduled shifts.~~

68 **EQUIPMENT (including but not limited to)**

- 69 • Two-way radio
- 70 • Computers and peripheral equipment
 - 71 ~~○ e.g., personal computer, computer terminals, tablet, smart device, email~~
- 72 • Firefighting apparatus, tools, and equipment
 - 73 ~~○ e.g., vehicles, ladders, hoses, hydrants, extinguishers, hand tools, shovels, picks, electrical and~~
 - 74 ~~pneumatic devices, Thermal Imaging Camera, power tools, brooms, squeegees, pumps, pike poles,~~
 - 75 ~~saws, etc.~~
- 76 • Rescue equipment
 - 77 ~~○ e.g., rescue harnesses, ropes, backboards, shovels, picks, spades, litters, SABA systems, personal~~
 - 78 ~~floatation devices, etc.~~
- 79 • Emergency medical tools, equipment, and devices
 - 80 ~~○ e.g., cardiac monitor and defibrillator, equipment used for airway management, patient~~
 - 81 ~~immobilization and conveyance, splinting and hemorrhage control, IV (intravenous) insertion,~~
 - 82 ~~medication administration, etc.~~
- 83 • Personal protective equipment (PPE)
 - 84 ~~○ e.g., bunker gear, face shield, gloves, masks, self-contained breathing apparatus (SCBA), etc.~~

85 **Disclaimer**

86 The physical effort characteristics and working environment described here are representative of those an employee
87 encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable
88 individuals with disabilities to perform the essential functions, through an interactive ADA process The above
89 statements describe the general nature, level, and type of work performed by the incumbent(s) assigned to this
90 classification. They are not intended to be an exhaustive list of all responsibilities, demands, and skills required of
91 personnel so classified. ~~Job descriptions are not intended to and do not imply or create any employment,~~
92 ~~compensation, or contract rights to any person or persons. This job description supersedes earlier versions. Any and~~
93 ~~all changes to job descriptions and/or working conditions shall be bargained and agreed upon prior to implementation.~~
94

Position Notes	CBA Fire
Clothing Allowance:	CBA Fire
Safety Footwear Program:	no
CDL Pool:	no
Historical Title:	Fire Fighter Probationary Firefighter, Firefighter 2 nd Class
Historical Pay Grade:	
Tied to Other Positions:	CBA Fire
Project Codes:	

Fire Negotiations FY2025
City Counter Proposal #3
to Union Counter Proposal #6
regarding Original City Proposal #8
Article 10 – Longevity Pay and Bilingual Incentive Program

TA Date: 6/10/24
TA Number: 10
City Rep: [Signature]
Heather Buchanan
Union Rep: [Signature]
Jordan VanEvery

NEW ARTICLE 10 – LONGEVITY PAY AND - BILINGUAL INCENTIVE PROGRAM

Section A. Every employee who, during the budget year completes five (5) years of service, shall receive longevity pay. The following formula will be used to calculate longevity pay: .005 x \$2204.98 x years of service. The “\$2,204.98” is an index number that shall not be adjusted by for the term of this agreement, new participants in the plan are still eligible, and employees are eligible to move up the scales annually until max.

Section B. In addition to any longevity pay provided in Section A above, paramedics shall be paid a percent of base pay per year of service as a paramedic according to Schedule F: 1% after 2 years, 2% after 4 years, thereafter an additional 1% per year up to a maximum of 13%. (See Schedule B.)

~~Section C. Bilingual Pay Incentive Program: The Union agrees to the City of Pocatello bilingual pay incentive program eligibility, responsibilities of participation in the program, selection of program participants, benefit amount, method of payment and program administration. Those eligible to participate will receive \$300.00 spread equally over 26 pay periods, pro-rated based on start of participation in the program.~~

The City of Pocatello Bilingual Incentive Pay program is designed to encourage the availability of bilingual personnel when necessary to enhance customer service for Pocatello citizens.

Section A: Program Eligibility

Full time City employees who work in a position that serves the public and have a reasonable likelihood of regular interaction with customers who speak a language other than English may be considered for participation.

Section B: Responsibilities of Participation

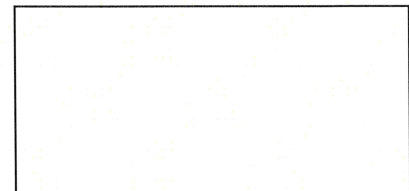
- 1. It is the responsibility of the employee participating in the program to be available, when required **at the discretion of the Fire Chief**, to use their bilingual skill.*
- 2. The participating employee may be required to use their skill in another department or City location.*
- 3. The employee may be subject to **call-back** during non-working hours when the circumstances warrant.*
- 4. The employee may be required to work during periods of City-wide emergency response.*
- 5. The employee is expected to maintain acceptable performance standards and remain proficient in the bilingual skill. Proficiency is demonstrated through successful completion of a competency exam every five years, beginning in fiscal year 2011.*

Section C: Selection of Employees for Participation

It is at the discretion of the Fire Chief based on the business needs of the department to recommend an employee for participation in the bilingual pay incentive program. Written justification for the need for the bilingual skill in any one department must be submitted to the Human Resources for testing coordination and inclusion in the employee’s file.

D. Employee Benefit Payment Method and Amount

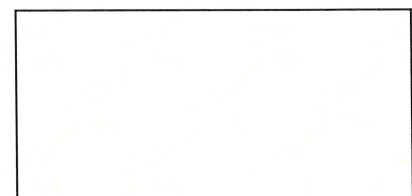
Employee will be paid a per pay check amount based on their level of proficiency as defined in the table. These levels are subject to change based on the testing vendor classifications; any changes to testing vendors or threshold criteria may result in a necessary MOU to pay employees based on the new/updated vendor thresholds.



Level	Oral Assessment Performance Level General Description	Per Check Amount	Annual Amount
3	The candidate has no ability to interpret from one language to another.	no payment	no payment
4	The candidate can interpret some isolated words and simple expressions. Speech is slow and accuracy is inconsistent.	no payment	no payment
5	The candidate can interpret some phrases and simple sentences using subjects and verbs in the present tense. Vocabulary in the second language is limited. Speech is slow and accuracy is inconsistent.	no payment	no payment
6	The candidate is unable to interpret general discourse. While the candidate may be familiar with the subject matter for interpretation, pauses and hesitations affect the fluidity and understanding of the interpretation.	no payment	no payment
7	The candidate can sometimes interpret short exchanges centering on routine and repetitive subject matter (for example, dates and time), but cannot interpret general discourse. The candidate controls most simple tenses, but cannot use advanced tenses. The candidate experiences difficulty reproducing the content accurately.	no payment	no payment
8	The candidate can interpret social and general conversation with a moderate degree of accuracy. The candidate controls all simple tenses, but avoids advanced tenses, causing some misunderstanding and affecting the accuracy of the interpretation. The candidate experiences some difficulty with normal rates of speech and may summarize content, thus compromising the integrity of the interpretation.	\$25.00	\$650.00
9	The candidate can interpret general and subject-specific conversations in most social and work-related settings. The candidate will experience some difficulty with topics that are advanced or too specialized, but is capable of conveying some nuanced language, as well as idioms and slang. Speech may be slower than that of a native speaker. The candidate will not always use advanced grammatical structures effectively and may cause misunderstandings based on the lack of ability to clearly convey the message.	\$40.00	\$1,040.00
10	The candidate can successfully interpret conversations on a broad range of subject matter, including some specialized subject matter, at a normal rate of speech and with a high degree of accuracy. They may experience difficulty with slang or advanced grammatical structures, but can convey the meaning of the discourse accurately. Errors in grammar may occur, but do not affect the meaning of the message.	\$55.00	\$1,430.00
11	The candidate can interpret general and complex speech including idioms and slang with a high degree of accuracy. The candidate can interpret for a wide range of subject matter, including unfamiliar subject matter if some context is provided. Speech is fluid. Errors are rare and do not affect the meaning of the discourse.	\$70.00	\$1,820.00
12	The candidate can interpret all forms and styles of speech with a near-native degree of fluency in both languages. Speech is fluid. Errors are extremely rare and do not affect the meaning of the discourse.	\$85.00	\$2,210.00
12+	The candidate can interpret all forms of speech with a native degree of fluency in both languages. They speak with no errors, or quickly self-corrects any errors made. Interpretation is conducted at the highest professional standards possible.	\$100.00	\$2,600.00

Written: HB 3/5/2024 Revised: HB 5/13/2024 Presented: HB 5/16/2024
Counter #3 Delivered: 5/24/2024

NOTES ~~removed language~~ replacement language revised language from original proposal



Fire Negotiations FY2025
City Counter #4 to
Union Counter #10 (6.10.24)
RE City Proposal #20 (5.16 & 6.10 revised)
5/16/2024

TA Date: _____

TA Number: _____

City Rep: _____

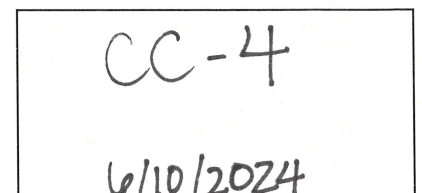
Heather Buchanan

Union Rep: _____

Jordan VanEvery

Bundled Items:

1. Convert to Hourly Rate of Pay from Biweekly Rate
 - The hourly rate of pay will be the defining rate, any calculations to show annual presented in excel are not controlling and the calculations will be made in the City's finance system based off the set hourly rates.
2. Move away from Longevity, ends in FY2024.
 - FY2025 levels were applied for employee table placement.
3. Move to a step and grade table ~~(as presented)~~ **Page 3**
4. Eliminate Probationary Firefighter
5. Eliminate 2nd Class Firefighter rank
6. Rename 1st Class Firefighter to Firefighter
7. Add **Paramedic** Lieutenant Rank (3 FTE ~~reassigned~~) as paramedic clinical experts
 - **2 positions in** this rank would remain vacant until the promotional process ~~was~~ **is** complete
 - Promotional process ~~would~~ **will** need to be defined in the CBA prior to signing, and will be a topic at the next session(s)
 - **NOTE: There is one current paramedic who is maxed on Fire Longevity and Paramedic Pay. On the FY2024 scale the employee is not eligible for any increases except for adjustments to the current table/scale.**
 - A. For the FY2025 contract this employee will be above the scale of a firefighter w/Paramedic stipend rank. The employee will maintain current rate of pay until the time the scale max exceeds their current hourly rate – no pay decrease.**
 - B. This employee has previously held (10/14/2002) the position of Driver/Operator and will be offered this slot at the next vacancy in this rank. (Engineer title FY2025)**
 - C. However, the City's preference is to do a permanent placement in a Paramedic Lieutenant position at the current step movement based on current rate of pay**
8. Consolidation of add pays into base wage as follows:
 - WOOC calculation built into base for purposes of table creation, once table established the calculations will be removed and a simple percentage will be applied.
 - Firefighter to Ambulance 0.41% of Firefighter base
 - Firefighter to Driver/Operator 2.24% of Driver/Operator's base pay
 - Driver/Operator to Captain 2.94% of Captain's base pay
 - ARFF
 - Special Days Captain 9.2% of base
 - Adjust Captain base pay to build in a BC WOOC up as a 2% base wage increase
9. Placement on the new table based on salary projection file for FY2025
10. Add Paramedic stipend grade to all levels of active Firefighter ranks (FF, Engineer, Captain, BC)
 - active paramedic certification required
11. Expanded language on Paramedic Function, Qualifications, & Stipend ~~(Meeting 3+)~~
12. Update all firefighter job descriptions and include as appendix to CBA ~~(Meeting 3+)~~
13. Eliminate Days Captain when vacated by current employee
- ~~14. Lateral Transfer language added only for the Fire Marshall Rank if an internal search fails~~
 - ~~• Civil service rules would need amended to account for this process~~
 - ~~• Remains a rule of 80 active FF position, this cannot be converted to a civilian role~~



Fire Negotiations FY2025
 City Counter #4 to
 Union Counter #10 (6.10.24)
 RE City Proposal #20 (5.16 & 6.10 revised)
 5/16/2024

- 15. Create a Fire Prevention Captain rank (FF8) which has the same annual pay as a Fire Captain.
 - This position is not eligible for a Paramedic stipend on a daily basis. The position will log time in the Fire Prevention Captain w/Paramedic grade only for time the employee is actually working in a line capacity. **This is not a daily pay and it only applies to actual time worked.**
 - Still a minimum 2-year commitment
- 16. Rename Driver Operator to Engineer
- ~~17. Creation of the Paramedic Lieutenant and Fire Marshall promotional processes~~
- 18. **Promotion Pay:** Employees who are promoted to a new position will have 5% added to their current hourly rate and then go to the next higher step in the new pay grade. These employees will serve a 12-month introductory period with no step increase at the end of the 12 months, but are eligible for a step movement at fiscal year if they are still in their introductory period.
- 19. **Demotion Pay:** An involuntary, or voluntary demotion, will result in a pay grade and step adjustment. The employee will be slotted to the appropriate pay grade for the demoted rank/position in step 3.
- 20. Article 9 - BASE PAY

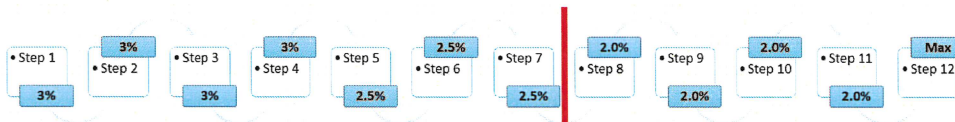
Section A. Base Pay for Firefighters (Pulls City Proposal #24 Revised into this single proposal)

Employees shall receive base pay in accordance with Schedule A of this Agreement. Employees advancing in rank shall not have their pay decreased. ~~FY2022, FY2023 and FY2024~~ FY2025, FY2026, FY2027, FY2028 hourly ~~biweekly~~ amounts are detailed in Schedule A. (Tables to be created once a FY2025 scale is TA'd)

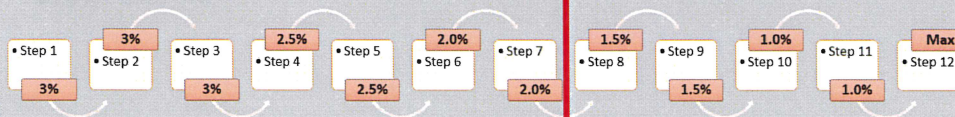
Fiscal Year	Step	Market Adjustment Applied to Table
FY2025	placement on scale	0%
FY2026	1 step for employees not at max	1.00%
FY2027	1 step for employees not at max With .25% added to steps 8-12	1.50%
FY2028	1 step for employees not at max (the changes to step % in FY2027 will impact the FY2028 scale)	2.00%

21

Calculations of the Percentages Between Steps For Firefighter and Engineer Ranks

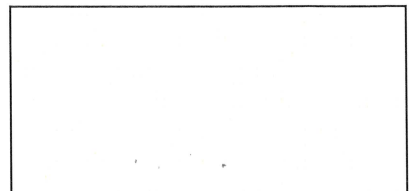


Calculations of the Percentages Between Steps For Lieutenant, Fire Marshall, Captain, and Battalion Chief Ranks



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3



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RE City Proposa

Title	Grade	Hours Per Year	Paramedi c%	Steps												
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
Firefighter	FF1	2,912	0%	\$17.32	\$19.10	\$19.67	\$20.26	\$20.87	\$21.39	\$21.93	\$22.48	\$22.93	\$23.38	\$23.85	\$24.33	FF1
Firefighter w/Paramedic	FF2	2,912	17%	\$20.27	\$22.27	\$22.93	\$23.62	\$24.33	\$24.94	\$25.56	\$26.20	\$26.73	\$27.26	\$27.81	\$28.36	FF2
Engineer	FF3	2,912	0%	\$21.76	\$22.42	\$23.09	\$23.78	\$24.50	\$25.11	\$25.74	\$26.38	\$26.91	\$27.44	\$27.99	\$28.55	FF3
Engineer w/Paramedic	FF4	2,912	10%	\$23.94	\$24.66	\$25.40	\$26.16	\$26.95	\$27.62	\$28.31	\$29.02	\$29.60	\$30.19	\$30.79	\$31.41	FF4
Engineer (ARFF)	FF5	2,912	0%	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06	\$25.68	\$26.33	\$26.99	\$27.52	\$28.08	\$28.64	\$29.21	FF5
Engineer (ARFF w/Paramedic)	FF6	2,912	10%	\$24.44	\$25.17	\$25.93	\$26.71	\$27.51	\$28.20	\$28.90	\$29.62	\$30.22	\$30.82	\$31.44	\$32.06	FF6
Paramedic Lieutenant	FF7	2,912	100%	\$25.14	\$25.89	\$26.67	\$27.47	\$28.16	\$28.86	\$29.44	\$30.02	\$30.48	\$30.93	\$31.24	\$31.55	FF7
Fire Prevention Captain	FF8	2,080	0%	\$35.04	\$36.09	\$37.17	\$38.29	\$39.25	\$40.23	\$41.03	\$41.85	\$42.48	\$43.12	\$43.55	\$43.98	FF8
Fire Prevention Captain <small>(*Only for hours worked in a line capacity)</small>	FF8	2,080	4%	\$36.44	\$37.53	\$38.66	\$39.82	\$40.82	\$41.84	\$42.67	\$43.53	\$44.18	\$44.84	\$45.29	\$45.74	FF8
Captain	FF9	2,912	0%	\$25.03	\$25.78	\$26.55	\$27.35	\$28.03	\$28.73	\$29.31	\$29.89	\$30.34	\$30.80	\$31.11	\$31.42	FF9
Captain w/Paramedic	FF10	2,912	4%	\$26.03	\$26.81	\$27.61	\$28.44	\$29.15	\$29.88	\$30.48	\$31.09	\$31.56	\$32.03	\$32.35	\$32.67	FF10
Captain (ARFF)	FF11	2,912	0%	\$25.53	\$26.29	\$27.08	\$27.90	\$28.59	\$29.31	\$29.89	\$30.49	\$30.95	\$31.41	\$31.73	\$32.05	FF11
Captain (ARFF) w/Paramedic	FF12	2,912	4%	\$26.55	\$27.35	\$28.17	\$29.01	\$29.74	\$30.48	\$31.09	\$31.71	\$32.19	\$32.67	\$33.00	\$33.33	FF12
Battalion Chief	FF13	2,912	0%	\$28.16	\$29.00	\$29.87	\$30.77	\$31.54	\$32.33	\$32.97	\$33.63	\$34.14	\$34.65	\$34.99	\$35.34	FF13
Battalion Chief w/Paramedic	FF14	2,912	2%	\$28.72	\$29.58	\$30.47	\$31.38	\$32.17	\$32.97	\$33.63	\$34.30	\$34.82	\$35.34	\$35.69	\$36.05	FF14
Days Captain	FF15	2,080	0%	\$38.26	\$39.41	\$40.59	\$41.81	\$42.86	\$43.93	\$44.81	\$45.70	\$46.39	\$47.08	\$47.56	\$48.03	FF15

Written: HB 5/16/2024

Presented: 5/16/2024

Counter 5: HB 6/10/2024

Presented: 6/10/2024 afternoon

~~removed language~~

replacement language

notes

Fire Negotiations FY2025
 City Counter #3
 To Union Counter #4 regarding City Proposal #19
 Article 18 – Medical Coverage Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

ARTICLE 18 - MEDICAL COVERAGE PROGRAM

Section A. Medical Premiums

1. **FY2025:** The City will pay up to a ~~6.24~~7.12% increase over ~~the City's portion of the 2024~~ rates; ~~or the actual premium, whichever is less, based on type of individual enrollments, as follows~~

ENROLLMENT TYPE	2024 City Contribution Max	FY2025 Oct-Dec City Contribution Max	FY2025 Jan-Sept City Contribution Max
Employee Only	\$ 581.06	\$ 581.06	\$622.43
Employee & Spouse	\$ 1,269.37	\$ 1,269.37	\$1,359.75
Employee & 1 Child	\$ 947.61	\$ 947.61	\$1,015.08
Employee & 2+Children	\$ 1,140.39	\$ 1,140.39	\$1,221.59
Employee & Spouse & 1 Child	\$ 1,635.93	\$ 1,635.93	\$1,752.41
Employee & Spouse & 2+ Children	\$ 1,828.68	\$ 1,828.68	\$1,958.88

2. **FY2026:** The City will pay up to a ~~6.24~~7.12% increase over ~~2025~~ city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.
3. **FY2027:** The City will pay up to a ~~6.24~~7.12% increase over ~~2026~~ city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.
4. **FY2028:** The City will pay up to a ~~6.24~~7.12% increase over ~~2027~~ city covered rates, or the actual premium, whichever is less, based on type of individual enrollments.

It is agreed that for application of any premium increase amounts indemnified by the City that such increases must be based upon identical policy benefits between the years being compared and that the bargaining unit agrees to provide documentation verifying the benefits for both policy years at the time a request is made to increase the premium payment from the previous year.

All payments by the City of Pocatello must be in compliance with Idaho Code 18-8901.

SECTION B. Health Reimbursement Arrangement (HRA)

The bargaining unit will establish and administer its own HRA and the City agrees to contribute into each individual HRA account the sum of \$1,000, on a yearly basis, as part of the **2nd payroll of the calendar year. first payroll of each fiscal year.** The contributions by the City shall be limited to each person employed by the Department and who is a participant in the health care program administered by the Union.

Employees who start employment, or medical coverage, after the start of the fiscal year will receive a prorated amount in their HRA account, the calculation is as follows:

$\$1,000 / 12 = \83.333 a month

CC-5
 6/10/2024

Month of Local #187 Insurance Enrollment	HRA Contribution
12- October	\$ 1,000.00
11 - November	\$ 916.67
10 - December	\$ 833.33
9 – January	\$ 750.00
8- February	\$ 666.67
7 - March	\$ 583.33
6 – April	\$ 500.00
5 – May	\$ 416.67
4 – June	\$ 333.33
3 – July	\$ 250.00
2 - August	\$ 166.67
1 - September	\$ 83.33

Contributions will be made in the members Union HRA no later than the pay period following enrollment in the Union medical plan, with notification of medical plan enrollment sent to Finance and Human Resources. If notification occurs after finance processing deadlines the HRA payment(s) will be made in the following payment period.

ARTICLE 31 - POST EMPLOYMENT HEALTH PLAN

Section A. City Contribution

The City shall make a monthly pre-tax contribution of \$75.00 per employee to the IAFF Medical Expense Reimbursement Fund (MERP) for each bargaining unit member ~~and for each member who is promoted out of the bargaining unit~~. This trust shall remain separate and apart from any City Retiree health insurance funding program.

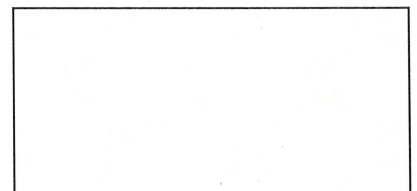
Section B. Mandatory Employee Contributions

The City agrees to deduct a monthly \$75 mandatory employee contribution via pre-tax payroll deduction for contribution to MERP from each employee covered by the Union. This deduction will be taken from the first pay period of each month.

Section ~~B~~ C. Retirement Sick Leave Payout Into MERP

Upon retirement the City agrees to pay a final pre-tax contribution into the IAFF Medical Expense Reimbursement Fund (MERP) of 100% of the employee’s accumulated sick leave buy out using the formula set forth in Article 17 Section C.

Section ~~C~~ D. IRS Compliance



Fire Negotiations FY2025
City Counter #3
To Union Counter #4 regarding City Proposal #19
Article 18 – Medical Coverage Program

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Jordan VanEvery

Any change in IRS law rules or regulations during the term of this Agreement which mandate a change to the terms of this Article affecting this plan will act as an opener for this Article only for the sole purpose of developing language to comply with all applicable IRS rules and regulations.

ARTICLE 16

Section C. ~~Cash~~ payment of accrued vacation time will be made in lieu of vacation leave time only if an employee is discharged, resigns or retires subject to Section G below. When an employee is discharged or resigns or retires, they shall receive pay in lieu of accrued vacation per the following formula: Hourly base pay plus holiday pay ~~x number of accrued hours plus longevity pay x 26 pay periods = annual salary/121 shifts per year = pay per shift/24 = hourly pay x number of accrued hours.~~ These funds will be paid 100% into the individual employees IAFF MERP account at the next regular deposit of IAFF MERP funds.

- Acceptance of this proposal will result in the City withdrawing City Proposal 13 and City Proposal 18.
- It will also withdraw Union 3, 4, Union Medical Counter, and Union Sick Leave counter proposals.

Written: HB 5/7/2024

Revised Written: 5/20/2024

2nd Revision Written: 6/3/2024

Presented: 5/10/2024

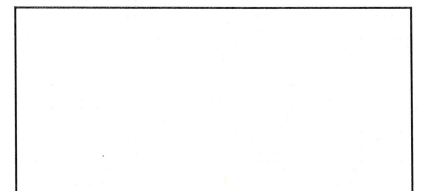
Revised Presented: 5/24/2024

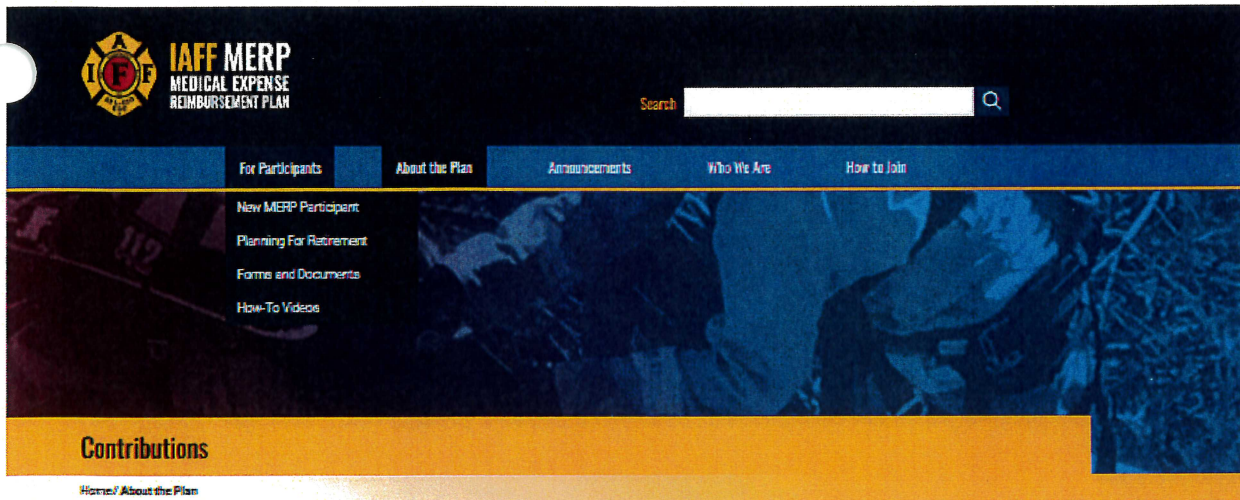
2nd Revision Written: 6/10/2024

DRAFTING NOTES:

- 2024 was an 8.7% increase over 2023, the City covered 6.24% of the increase, which set the new base for the FY2024 rate and FY2025 Oct-Dec rates.
- 2021 city paid Max listed in the CBA was 9.32% below the FY2024 max = which is a 9.32% increase over 3 years = 3.11% average annual increase. The City's offer of 6.24% is 50.16% higher than the average increase across 3 years.
- The 2021 premium was 11.85% of the 2024 rate = which is an average of 3.95% annual increase for actual rates. The City's offer of 6.24% is 36.69% higher than then actual costs averaged across 3 years.
-

~~removed language~~ replacement language





Home / About the Plan

- MERP Overview
- Contributions**
- Investments
- FAQs
- Testimonials



The Pooled Investment Fund

Learn more about our professionally managed funds and Individual Account Portfolios.

[See Investments](#)



Funding Mechanisms

Your MERP can be funded in the following ways:

Regular Monthly Contributions, including:

- Employer Contributions made on behalf of each Eligible Member.
- Mandatory Employee Contributions made via pre-tax payroll deduction.
- Mandatory Retiree Contributions.

Lump Sum Transfers (converted to Active Service Units using the Lump Sum Transfer Conversion Table, or transferred dollar-for-dollar into Individual Accounts), including:

- Mandatory Sick/Vacation Leave Transfer.
- Mandatory Retiree Contributions.
- Other Eligible Lump Sum Transfers.



Contribution Models

Level Across Bargaining Unit: All members contribute same amount.

Example:

- All members: \$100/month, or
- All members: 1% of top step fire fighter monthly base salary

Tiered Based on Length of Service: contributions increase with years of service.

Example:

- Members with less than 10 Years of Service: \$150 for employees with less than 10 years of service
- Members with between 10-20 years of service: \$300/month
- Members with 20 or more years of service: \$400/month

By Defined Class: Contribution levels by Date of Hire

Example:

- Members hired on or before January 1, 2010: \$150/month
- Members hired after January 1, 2010: \$300/month

Contribution Amount / Frequency

The minimum monthly contribution is \$75 per month. There is no monthly maximum. MERP contributions can be made monthly or at another cadence, as long as the minimum contribution level is met.



IAFF MERP MEDICAL EXPENSE REIMBURSEMENT PLAN

Fire fighter locals, representing thousands of professional fire fighters, have joined the IAFF MERP to meet the challenges of funding healthcare coverage in retirement.

For Participants
[About the Plan](#)
[Announcements](#)
[Who We Are](#)
[How to Join](#)

[For Trustees](#)

Vimily Benefit Solutions
PO Box 6
Mukilteo, WA 98275
Phone: 425-367-0743 or 844-353-7839
Fax: 866-676-1530
[Email us](#)



IAFF MERP MEDICAL EXPENSE REIMBURSEMENT PLAN

*"My experience has been great...my benefit is electronically put into my account each month and I would highly recommend the program to all firefighters."
- P. Adams, Nampa Fire Local 804 (Retired 2/2013)*

*"Fantastic program...the WSCFF has taken the time to provide a much-needed, tax free retirement supplement option."
- G. Hiller, West Pierce Fire (Retired 5/2013)*

*"Every little bit helps at retirement. Members need to participate at as high of a level as comfortable during their working years. We need to negotiate thinking more about the future (retirement) than today."
- R. Johnson, Kent Fire Local 1747 (Retired 2/2012)*

*"Your career will go so much faster than you expect, and the more you can put away to take care of yourself in retirement in the early part of career, the easier it will be to transition into retirement and maintain your lifestyle. Having the MERP benefit available at retirement is one less thing you have to worry about."
- N. Nedell, Seattle Fire Local 27 (Retired 6/2014)*

*"Your career will go so much faster than you expect, and the more you can put away to take care of yourself in retirement in the early part of career, the easier it will be to transition into retirement and maintain your lifestyle. Having the MERP benefit available at retirement is one less thing you have to worry about."
- N. Nedell, Seattle Fire Local 27 (Retired 6/2014)*

What is MERP?

MERP is an employee benefit plan that allows current members to save money tax-free to reimburse medical expenses incurred during retirement.

Your Local can bargain to participate in MERP as part of its solution to the problem of rising healthcare costs and to relieve budget strains on cities and counties.

MERP provides you (and your surviving spouse) with monthly benefit payments to reimburse you for medical costs after you retire.

Funding MERP

Your retiree medical benefits from MERP are funded with regular payroll transfers and/or lump sum transfers of sick and vacation leave made on your behalf during active employment pursuant to your CBA. The unions and employers must negotiate a flat dollar contribution rate of \$75 or more per month. Your Local may also negotiate for transfer of all or part of your sick and/or vacation leave into MERP annually, and/or at retirement. IRS rules require that leave transfer be in the same percentage for all members of your Local.

Can you choose to contribute more? No. An individual employee cannot elect to contribute more than the amount set forth in your collective bargaining agreement.

What if I can't use my full monthly benefit every month after retirement? If your monthly benefit is not used, it will carry over for use in a future month.

Contribution Rates & Benefit Levels with 25 Years in MERP

Monthly Contribution Amount During Active Employment	Monthly Benefit During Retirement After 25 Years of Contributions*
\$75	\$369
\$100	\$492
\$150	\$738

*These amounts are effective July 1, 2015 and are subject to change. Note also that you will have the option at retirement to select a higher benefit level than shown here, to receive immediately after retirement until age 65, which will be reduced after age 65. If you don't make that choice, this chart shows your benefit level throughout your retirement. Individuals with a disability retirement have the option of receiving a reduced benefit level before age 53.

Eligibility & Benefits

Eligibility for the monthly benefits for the retiree and surviving spouse generally requires*:

- Earning five (5) years of Active Service in MERP
- Attaining age 53
- Ceasing all employment with MERP Participating Employers

*Retirees who do not meet these eligibility requirements will still be eligible for medical expense reimbursement up to the amount of contributions that have been made on their behalf at the time they retire.

Benefit Levels

Your benefit level depends on the amount of contributions made on your behalf. Each Local determines its contribution rate. Higher contribution rates mean higher benefit levels after retirement. Benefit levels also go up the longer you participate.

How Can Our Local Enroll?

To comply with IRS guidelines, your Local must enroll as a group, and must not allow individual election. Your Local must enter into a Collective Bargaining Agreement (CBA) or Memorandum of Understanding (MOU), in which your employer agrees to:

- ⇒ Transfer regular contributions* to the pooled MERP account; and/or
- ⇒ Transfer accrued sick and/or vacation leave** into MERP

*Regular contributions must be in the same dollar amount for all members in the Local and may be employee and/or employer contributions.

**Lump sum transfers of leave must be in the same percentage for all members. Member may choose to have leave converted into Active Service Units (ASU's) resulting in a higher monthly benefit, or transferred into their accumulated benefit bank for immediate use.

Tax Advantages

- **Contributions to MERP are not taxable as wages.**
- **Benefit payments you receive from MERP are not taxable.**
- **MERP assets earn investment income tax-free, helping to increase the financial health and sustainability of MERP.**

“The MERP program has served me well. It has helped me bridge the gap from retirement to Medicare for healthcare premiums. It will be a great benefit in the future for those that pay into the program for their entire career.” - F. Schwartz, Vancouver Fire (Retired 1/2011)

<https://iaff-rc.com/wp-content/uploads/IAFF-MERP-Informational-Flier.pdf>



Note: This brochure is designed to provide you with key information regarding MERP. Exact specifications are provided in the “IAFF Medical Expense Reimbursement Plan of the Washington State Council of Fire Fighters Employee Benefits Trust” restated effective April 1, 2022, and as amended thereafter, which will prevail in case of conflict with the information provided in this brochure

If your Local does not currently participate in MERP and you would like additional information, please contact Becky Wallen at DiMartino Associates:

Trust Consultants

DiMartino Associates

1325 4th Avenue Suite 1705

Seattle, WA 98101

(206) 623-2430

Becky@dimarinc.com

Kimberly@dimarinc.com

If you are a current MERP participant and have questions, please contact the MERP administrator at Vimly Benefit Solutions:

MERP Administrator

Vimly Benefit Solutions, Inc.

12121 Harbour Reach Drive, Suite 105

Mukilteo, WA 98275

(425) 367-0743

WSCFFMERP@vimly.com



IAFF MERP
MEDICAL EXPENSE
REIMBURSEMENT PLAN



**IAFF Health &
Wellness Trust**

2023 PROGRAM UPDATES

WSCFF EDUCATIONAL SEMINAR
APRIL 18, 2023

DiMartino Associates
1325 Fourth Avenue | Suite 1705 | Seattle, WA 98101
Tel: (206) 623-2430 or (800) 488-8277
Email: IAFFTrust@dimartino.com

<https://www.wscff.org/wp-content/uploads/MERP-IAFF-MERP-HWT-Updates.pdf>



AGENDA

In 2022, both MERP and the Northwest Fire Fighter Benefits Trust (NWFFT) entered into a new partnership with the IAFF in an effort to expand both programs to IAFF Locals, nationwide.

The IAFF Medical Expense Reimbursement Plan (MERP)

- Overview of the MERP
- Participation Updates
- Benefit Changes/Enhancements

The IAFF Health & Wellness Trust (HWT)

- Overview of the HWT
- Participation Updates
- Benefit Changes/Enhancements

THE IAFF MERP

A *RETIREE MEDICAL TRUST (RMT)* IS A PARTIAL SOLUTION TO HELP IAFF MEMBERS PLAN FOR MEDICAL EXPENSES IN RETIREMENT

MERP PROVIDES A TAX-SHELTERED, *LIFETIME* MONTHLY BENEFIT TO FIRE FIGHTERS FOR REIMBURSEMENT OF MEDICAL EXPENSES



TRUST HISTORY & GOVERNANCE

Created by the Washington State Council of Fire Fighters (WSCFF) in 1999.

Current governance through a Board of thirteen (13) Fire Fighter Trustees from Participating Locals.

Partnership with IAFF beginning in 2022

- Trust now referred to as the "IAFF MERP"
- Trust added four (4) appointed Trustee positions (IAFF DVP, Eastern, Western and At-Large)

Trust Advisors have served Board since plan inception

- Trust Consultant – DiMartino Associates
- Legal Counsel – Wagner Law Group
- Trust Administrator – Vimly Benefit Solutions



TRUST HISTORY & GOVERNANCE

Summer 2023: California Fire Fighters Benefits Trust (CFBT) Merger

- Merger with similar program in California to be effective sometime during the summer of 2023 (targeting August 1, 2023)
- CFBT will add another 3,000+ fire fighters to the MERP

Upcoming MERP Benefit Changes

- Ability to carve-out defined "Eligible Classes" within bargaining unit
- Addition of Individual Employee Accounts
- Option for Lifetime Survivor Benefit
- New Retiree funding option
- Enhanced online tools



WHAT IS A RETIREE MEDICAL TRUST (RMT)?

Entire Bargaining Unit (or Eligible Class) must participate

- No individual election
- May separate by class, such as date of hire

Pre-Tax Contributions are made on behalf of active employee

- Employer Contributions
- Mandatory Employee Contributions
- Sick/Vacation Leave Transfer
- Other Lump Sum Transfers

Completely Tax-Sheltered



Contributions are pooled and held in a Trust*

* Lump sum transfers can be directed to Individual Employee Account rather than to the Pooled Account

Upon retirement, members receive regular benefit payments reimbursement of healthcare expenses which are *non-taxable* to the retiree

MERP IS A *LIFETIME* MONTHLY BENEFIT FOR THE ELIGIBLE RETIREE.



WHAT IS A RETIREE MEDICAL TRUST (RMT)?

Reimburses retirees for out-of-pocket healthcare related expenses

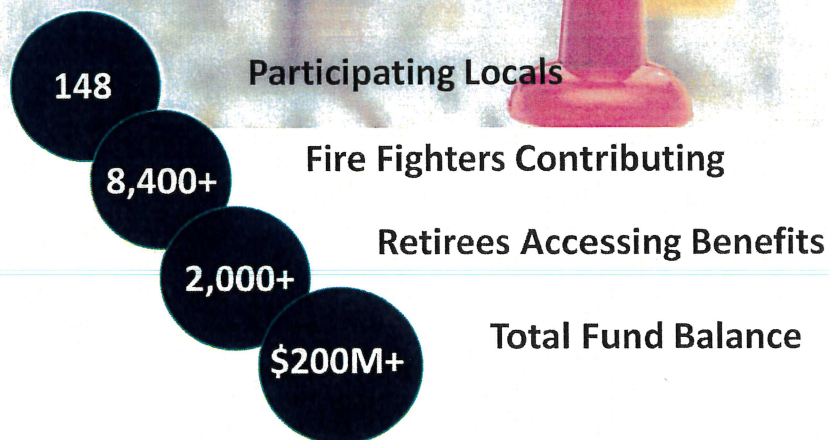
- Medical/Medicare/Dental/Vision/Long Term Care Insurance Premiums
- Lasik eye surgery, hearing aids, prescription drugs
- Any other IRS 213(d) eligible expense
- May cover retiree, legal spouse and IRS-eligible dependents

Triple Tax Indemnity

- Plan is funded with pre-tax money
- Earnings on contributions are accrued on a non-taxable basis
- Benefits are tax-free under IRS Section 105



2023 IAFF MERP PARTICIPATION



RETIREES ACCESSING BENEFITS

Year	# of Retirees	Total Paid Out
2006	21	\$20,531
2007	38	\$57,679
2008	50	\$98,718
2009	66	\$130,233
2010	90	\$169,943
2011	136	\$240,546
2012	186	\$368,419
2013	269	\$575,317
2014	349	\$768,697
2015	446	\$917,856
2016	550	\$1,062,624
2017	655	\$1,579,965
2018	722	\$1,838,708
2019	1,080	\$2,727,694
2020	1,390	\$3,535,234
2021	1,646	\$4,417,144
2022	1,944	\$5,447,889

MERP paid out almost \$5.5 Million to more than 1,900 retirees in 2022

MERP has paid out more than **\$21 Million** in benefits to Plan Beneficiaries since 2006

Data through December 2022



TRUST PARTICIPATION

Does every member of the Local have to participate?

- Every member of the identified bargaining unit (or defined Eligible Class) must participate – *no individual election*
- There must be a collective bargaining agreement* that designates contribution levels and makes it mandatory for members in the bargaining unit (or defined eligible class)
- In some instances, you may designate different classes of employees within the bargaining unit (example: date of hire or years of service)

* Protocols available for Locals without collective bargaining



TRUST PARTICIPATION

Contribution Models

- **Level Across Bargaining Unit** – all members contribute same amount
- **Tiered Based on Length of Service** – Contributions increase with income

Example

- Members with 10 Years of Service: \$150/month
- Members with between 10-20 years of service: \$300/month
- Member with 20 or more years of service: \$400/month

- **By Defined Class** – Contribution levels by Date of Hire

Example

- Members hired on or before January 1, 2010: \$150/month
- Members hired after January 1, 2010: \$300/month



CONTRIBUTION AMOUNT

How much is the Monthly Contribution Amount?

- Generally, contributions are in increments of \$25*
- Minimum contribution is \$75/month. There is no maximum monthly contribution limit.
- Contribution amount must be the same across the entire bargaining unit (or defined Eligible Class)

Monthly Contributions by Group (\$)									
\$50	\$75	\$100	\$125	\$150	\$175	\$200	\$225	\$250	\$300
3	57	28	6	29	3	9	5	4	4

* Trust can accommodate contributions that are *not* in multiples of \$25



ACTIVE SERVICE UNITS

How is the Monthly Benefit determined?

Your monthly benefit is based on the total number of Active Service Units (ASU) accrued throughout your career.

One (1) ASU is earned for every \$25 contributed to the plan on your behalf.

Example: \$100/month contribution = 4 ASU per month (or 48 ASU per year)



THE UNIT MULTIPLIER

How is the Monthly Benefit determined?

The Unit Multiplier (UM) is actuarially determined based on plan design/assumptions, contributions, administrative expenses, plan demographics and investment performance.

The UM can, and will, change over time.

Your Monthly Benefit = ASU x UM

Effective 7/1/2015, the UM is \$0.41



SAMPLE MERP BENEFITS

Estimated Monthly Benefit (UM = 0.41)					
Monthly Contribution	# of ASU per Month	10 Years	15 Years	20 Years	30 Years
\$75	3	\$147.60	\$221.40	\$295.20	\$442.80
\$125	5	\$246.00	\$369.00	\$492.00	\$738.00
\$150	6	\$295.20	\$442.80	\$590.40	\$885.60
\$200	8	\$393.60	\$590.40	\$787.20	\$1,180.80
\$225	9	\$442.80	\$664.20	\$885.60	\$1,328.40
\$250	10	\$492.00	\$738.00	\$984.00	\$1,476.00
\$275	11	\$541.20	\$811.80	\$1,082.40	\$1,623.60
\$300	12	\$590.40	\$885.60	\$1,180.80	\$1,771.20



SAMPLE CALCULATIONS

Fire Fighter #1 - \$75 contribution for 11 years

\$75 = 3 ASU per month X 12 X 11 years = 396 ASU
 396 X .41 = **\$162.36** monthly benefit

Fire Fighter #2 - \$75 contribution for 11 years; Local votes to increase contribution to \$200 and FF contributes this for 4 years; 15 total years of contributions

3 X 12 X 11 years = 396 ASU
 8 X 12 X 4 years = 384 ASU
 396 + 384 = 780 total ASU X .41 = **\$319.80** monthly benefit

Fire Fighter #3 - \$75 contribution for 11 years; Local votes to increase contribution to \$200 and FF contributes this for 14 years; 25 total years of contributions

3 X 12 X 11 years = 396 ASU
 8 X 12 X 14 years = 1,344 ASU
 396 + 1,344 = 1,740 total ASU X .41 = **\$713.40** monthly benefit



CONTRIBUTION VS BENEFIT PAYOUT

Fire Fighter #1 – Contributed \$9,900 throughout their career and receives a benefit of \$162.36/month.

$$\$9,900 / \$162.36 = 61 \text{ months}$$

Fire Fighter #2 – Contributed \$19,500 throughout their career and received a benefit of \$319.80/month.

$$\$19,500 / \$319.80 = 61 \text{ months}$$

Fire Fighter #3 – Contributed \$43,500 throughout their career and receives a benefit of \$713.40/month.

$$\$43,500 / \$713.40 = 61 \text{ months}$$

Based on the current UM (\$0.41), if you access your full benefit for *just over five (5) years*, you will receive 100% of your active monthly contributions* back in benefit payout.

* Does not apply to sick/vacation leave converted amounts



LIFETIME BENEFIT ELIGIBILITY

In order to be eligible for the Lifetime Benefit, Retiree must:

- Be at least 53 years old*,
- Have at least five (5) years [or 60 months] of contributions, and
- Have separated service from the participating employer group

***Early Benefit Access:** MERP allows early access (prior to age 53) of benefit with the following criteria:

- You must meet your State's definition of Retirement or Disability Retirement.
- Your Early Benefit will be based on an actuarial table which reduces your lifetime monthly benefit - actuarial value of the benefit is the same as if you had waited until age 53
- Electing to take your MERP benefit early is optional – members can choose to wait until age 53 when their benefit will be whole



LIFETIME BENEFIT ELIGIBILITY

What if Retiree doesn't have five (5) years of participation?

COBRA

- Post-tax, self-payments for up to 18 months

Short-Timer Benefits / Limited Beneficiary

- You have access to a benefit for the reimbursement of Covered Expenses until you have recouped all contributions made to the plan on your behalf. There is no lifetime benefit.
- Short-Timer benefits may start immediately upon separation.

Lump Sum Transfers

- Lump Sum Transfer (ex: sick / vacation leave) can be converted into Active Service Units (Requires Local bargaining language)
- One (1) Year of "Active Service" = 36 ASU



LUMP SUM TRANSFERS

Local may add contractual language allowing for Lump Sum Transfers into MERP tax-free.

Eligible Lump Sum Transfers include:

- Non-Elective Sick or Vacation Leave
- Any other Lump Sum Transfer on behalf of Eligible Employee (or Retiree) that is pursuant to a Collective Bargaining Agreement or other similar written agreement

Employee (or Retiree) must be prohibited from receiving any portion of the Lump Sum Transfer in cash



LUMP SUM TRANSFERS

Example: Sick / Vacation Leave Transfer

Local can define % of Sick / Vacation Leave – same rule must apply to all members while language is in place

- Leave may be transferred annually or at separation
- Leave may be used to purchase COBRA at \$25/ASU
- Local may offer members a choice between transfer to MERP or to Deferred Comp (or VEBA, if available) – a cash out option can not be offered



LUMP SUM TRANSFERS

Lump Sum Transfers may come across to MERP in two ways (elected by individual at the time of transfer):

Option 1: Conversion to ASU - The cost per ASU is determined by member's age at the time of conversion. This option *increases* the Lifetime Monthly Benefit.

Option 2*: Lump Sum Transfer to **Employee Account**. Funds in the Employee Account can be accessed immediately following retirement.

*Lump Sum Transfers do not purchase "time" in MERP

DEFAULT - if Not Positively Elected

- **Under Age 40 at time of Transfer:** Full amount will be converted to ASU using the age conversion table
- **Age 40 or older at time of Transfer:** Full amount of Lump Sum will be transferred to the Accumulated Benefit account.



LUMP SUM TRANSFER CONVERSION TABLE

Age at Time of Conversion	Cost per ASU	Age at Time of Conversion	Cost per ASU
24	\$9.84	40	\$27.59
25	\$10.49	41	\$29.43
26	\$11.19	42	\$31.38
27	\$11.94	43	\$33.47
28	\$12.73	44	\$35.70
29	\$13.58	45	\$38.07
30	\$14.48	46	\$40.60
31	\$15.45	47	\$43.30
32	\$16.48	48	\$46.18
33	\$17.57	49	\$49.26
34	\$18.74	50	\$52.53
35	\$19.99	51	\$56.02
36	\$21.32	52	\$59.75
37	\$22.74	53	\$63.72
38	\$24.25	54	\$63.00
39	\$25.87	55	\$62.23



LEAVE TRANSFER EXAMPLE

Example: FF with \$15,000 (tax-free) of leave to convert into MERP, retiring at age 53, with active contributions of \$150 / month at the time of separation

Option 1: Conversion to ASU

- Retiree elects COBRA @ \$150 / month for 18 months: $\$2,700 / \$25 = 108$ ASU
- **Remaining Cash Value to Convert:** $\$12,300 / \$63.72^* = 193$ ASU
- Fire Fighter receives 301 additional ASU from sick leave cash value; equates to another \$123.41 added onto the Lifetime Monthly Benefit

Option 2: Lump Sum Transfer to Individual Employee Account

- Retiree would have access to the entire \$15,000 cash value on Day 1 of retirement

Option 3: Hybrid Conversion / Lump Sum Transfer Option

- Retiree elects COBRA for 18 months using \$2,700 to purchase 108 ASU
- Remaining \$12,300 is transferred into the Individual Employee Account
- Lifetime Monthly Benefit is increased by \$44.28 / month



INDIVIDUAL EMPLOYEE ACCOUNTS

Your Lifetime Monthly Benefit will be paid out of the Trust's Pooled Account.

Individual Employee Accounts will be funded, as applicable, by:

- Lump Sum Transfers (except those converted to ASU)
- Retiree Contributions
- Investment Earnings/Losses on the Employee Account

MERP has six (6) established investment options

Selection of investment option occurs during the annual investment selection period.

* Initial investment selection made within 30 days of Employee Account being established



ACCELERATED BENEFIT OPTIONS

One-time choice at retirement to select a "Level Benefit" or one of three different "Accelerated Benefit" options

- Accelerated Benefit options will pay a larger benefit pre-65 and a reduced benefit post-65
- Calculated using an age-adjustment factor based on your age at retirement – all options are actuarially equivalent

Option 1: Level Benefit
Constant Benefit Level = \$221.40
**Default Option*

Option 2
Pre-65 Benefit Level = \$267.42
Post-65 Benefit Level = \$178.28

Option 3
Pre-65 Benefit Level = \$298.46
Post-65 Benefit Level = \$149.23

Option 4
Pre-65 Benefit Level = \$337.68
Post-65 Benefit Level = \$112.56

Retired Age 57
15 years in MERP
@ \$75 / month



SURVIVOR BENEFIT

Survivor Benefit Amount: 50% of Eligible Retiree Benefit – must be paid to a tax dependent

***NEW* Survivor Benefit Options:**

Option A: Lifetime Surviving Spouse Benefit – Under this option, the Eligible Retiree’s Monthly Benefit Level is actuarially reduced based on Retiree’s age at retirement.

Option B: Limited Surviving Spouse Benefit – Surviving Spouse benefit payable to Medicare Eligibility of the Surviving Spouse without an actuarial reduction to Eligible Retiree’s Monthly Benefit Level.



SURVIVOR BENEFIT

Option A – Lifetime Survivor Benefit

Option 1: Level Benefit Constant Benefit Level = \$210.33 <i>*Default Option</i>	Option 2: Accelerated Benefit Pre-65 Benefit Level = \$252.21 Post-65 Benefit Level = \$168.14
Option 3: Accelerated Benefit Pre-65 Benefit Level = \$280.10 Post-65 Benefit Level = \$140.05	Option 4: Accelerated Benefit Pre-65 Benefit Level = \$314.92 Post-65 Benefit Level = \$104.97

Option B – Limited Survivor Benefit (to age 65)

Option 1: Level Benefit Constant Benefit Level = \$221.40 <i>*Default Option</i>	Option 2: Accelerated Benefit Pre-65 Benefit Level = \$265.49 Post-65 Benefit Level = \$176.99
Option 3: Accelerated Benefit Pre-65 Benefit Level = \$294.84 Post-65 Benefit Level = \$147.42	Option 4: Accelerated Benefit Pre-65 Benefit Level = \$331.49 Post-65 Benefit Level = \$110.50

Retired Age 57
15 years in MERP
@ \$75 / month



SURVIVOR BENEFIT

Survivor Benefit is payable when:

- Fire Fighter would have otherwise been eligible for the Lifetime Monthly Benefit (i.e.; age 53 for full benefit)
- If FF was not yet eligible for Lifetime Benefit, Survivor is entitled to a 24-month Bridge Benefit; benefit then suspended until FF would have attained Lifetime Benefit eligibility
- Survivor of a “Short Timer” has access to 100% of FF’s contributions for reimbursement of eligible medical expenses



HOW ARE BENEFITS RECEIVED

You must incur an expense and have proof of the expense.

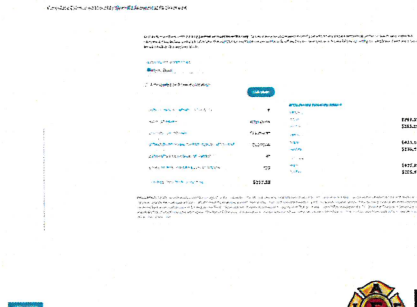
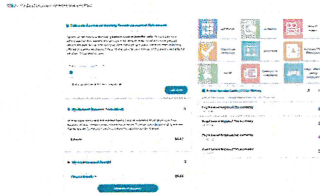
- **Submit proof of expense to the Trust Administrator via online portal, fax, email or mail**
 - Can batch expenses monthly, quarterly, annually or as needed
- **Trust Administrator will verify that expense is eligible for reimbursement and direct deposit funds to Fire Fighter’s account of choice**
- **Any unused benefit amounts will credit to your Accumulated Benefit account for later use, whenever you need them. Indefinitely.**
 - Anything remaining in your **Accumulated Benefit** account following your death will be passed on to your Survivor for complete spend down



THE TRUST ADMINISTRATOR

Vimly Benefit Solutions is the Trust Administrator

- Monthly Billing + Eligibility Administration
- Retiree Benefit Administration
- Benefit Calculation Assistance
- MERP Online Portal



PROMOTED OUT MEMBERS

Special Agreement for Promoted-Out Members

Under this Special Agreement, promoted-out members may continue contributing to MERP

- Promoted-out individual(s) must have started in MERP as a bargaining unit member(s)
- No individual election amongst promoted-out members after the agreement effective date
- Promoted-out members are limited to same contribution amount as bargaining unit members



REVIEW OF FUNDING MECHANISMS

MERP can be funded in the following ways:

Regular Monthly Contributions

- Mandatory Monthly contributions made by the employer of behalf of each Eligible Member
- Mandatory Monthly contributions made by the employee via pre-tax payroll deduction

Lump Sum Transfers converted to Active Service Units using the Leave Conversion Table (or transferred dollar-for-dollar into the Individual Employee Account)

- Mandatory Sick/Vacation Leave Transfer
- ***NEW*** Mandatory Retiree Contributions – can also be set up as monthly



HOW TO JOIN THE IAFF MERP

Locals with Collective Bargaining: MERP must be bargained into your contract.

- Master Application
- Joinder Agreement
 - 3-way signed agreement: Trust, Employer and Local
- Copy of bargaining language or MOU
- Enrollment for each Eligible Member (forms or census enrollment)

All bargaining unit members within the Eligible Class must participate. Non-Local members cannot be excluded.



A UNION SPONSORED HEALTH & WELFARE TRUST

FOR FIRE FIGHTERS,
BY FIRE FIGHTERS

The IAFF Health & Wellness Trust was created for the sole purpose of providing a fire fighter-centric healthcare solution with our members and their families' interests always top of mind.

Everything we do is motivated by our desire to improve the healthcare experience for participating members.



TRUST HISTORY & GOVERNANCE

Founded in 2013 by the Washington State Council of Fire Fighters (WSCFF) to provide access to quality retiree medical.

- Formerly the Northwest Fire Fighters Benefits Trust (NWFFT)

Partnership with IAFF beginning in 2022.

Governance through a Board of thirteen (13) fire fighter Trustees.

- Five (5) elected positions; Eight (8) appointed by WSCFF Executive Board
- Includes two (2) DVPs as well as an Eastern, Western and At-Large Trustee Position



PARTICIPATION REQUIREMENTS

- IAFF Participating Local in the US working for a public employer
- Must have collective bargaining or similar due to IRS rules permitting us to operate as a Union Sponsored Health & Welfare Trust under ERISA
- Coverage can be extended to non-bargained fire department staff



2023 IAFF HWT PARTICIPATION

56

Participating Locals

4,300+

Fire Fighters

13,000+

Members

Washington – 30 Locals
Alaska – 3 Locals
Connecticut – 10 Locals
Idaho – 4 Locals
Illinois – 6 Locals
Missouri – 1 Local
Nevada – 2 Locals

TRUST RENEWAL HISTORY

Trust went live with a fully-insured, group plan on 1/1/2013

- 2014 Renewal Action: 8.1%
- 2015 Renewal Action: 6.9%
- 2016 Renewal Action: 3.9% - *Trust went self-insured*
- 2017 Renewal Action: 4.9%
- 2018 Renewal Action: 7.9% - *Carved out pharmacy*
- 2019 Renewal Action: 7.9%
- 2020 Renewal Action: 5.9%
- 2021 Renewal Action: 3.9%
- 2022 Renewal Action: 0% - *Carved out claims administration*
- 2023 Renewal Action: 2.9%



PROVIDER NETWORK + CLAIMS ADMINISTRATION

National Blue Card PPO Network

- Your provider network is the National Blue Cross Blue Shield Plan wherever you are!

Sav-Rx Prescription Services

- Member-centric pharmacy benefits from an all-Union PBM
- Available to assist IAFF HWT members 24/7/365!

Vision Service Plan (VSP)

- Vision coverage is included in all IAFF HWT plans
- One (1) Exam PCY + Two (2) Pair of Glasses/Contacts Every Other Year + \$500 LASIK

Hearing Benefits

- All IAFF HWT plans include Hearing Benefits
- One (1) Exam PCY + \$1,500 Hardware Every Five (5) Years

MagnaCare

- All of your Medical/Rx/Vision benefits are at your fingertips with MagnaCare's state-of-the-art technology platform MyCreateHealth



ALL-INCLUSIVE BENEFITS

\$20,000 Life/AD&D Benefit

- All Active employees are automatically enrolled in a Life/AD&D plan + Line of Duty Death Rider

\$5,000 Critical Illness Benefit

- All Active employees are automatically enrolled in a Critical Illness plan
- Option to buy-up additional Voluntary Benefits on an annual basis, including spouse coverage

MDLIVE Virtual Care

- All IAFF HWT plans include covered in full virtual care benefits, including behavioral health visits

Member Assistance Program

- All Active employees are automatically enrolled in Member Assistance Program, including up to five (5) face-to-face visits per family member

Orthopedics Stem Cell / Platelet Rich Plasma (PRP)

- All IAFF HWT plans include access to non-surgical orthopedic treatment options at select provider locations across the United States



TRANSPARENT BENEFITS

All IAFF HWT plans include the following:

- **The Surgery Care Program** – access to best-in-class Centers of Excellence all over the country for 100+ different surgeries
- **Virtual Physical Therapy** – access to unlimited sensor-based physical therapy benefits
- **The Everyday Care Program** – access to 24/7 Health Coaching, expert second opinions and more!
- **The Oncology Care Program** – a new end-to-end experience for members who experience a cancer diagnosis or are looking to support a family member



TRANSCARENT ONCOLOGY CARE

Getting the proper care quickly is critical. Transcarent provides a unified end-to-end experience, coordinating your care, giving you guidance and options for the best treatment.

- **Top-Quality Treatment.** Get access to top-quality Oncology Care from across the country, including for surgeries related to cancer. Transcarent partners with leading cancer institutes and top rates oncology providers.
- **Live Support.** Access social and emotional support for you and your family during your cancer experience, whether you're diagnosed or acting as a caregiver. Live, human support available 24/7.
- **Peace of Mind.** Have your cancer case reviewed by a national expert to confirm appropriate diagnosis and treatment plan, and have your provider learn best practices for supporting your specific course of treatment.



COMING SUMMER 2023: PROGNYN INFERTILITY BENEFITS

IAFF HWT is partnering with Progyny to bring Trust Members a comprehensive and inclusive fertility and family building benefit.

Progyny Benefits Include:

- Comprehensive treatment and medication coverage
- Access to a premier network of fertility specialists
- Genetic testing and other advanced technology
- Personalized guidance and support from a dedicated Patient Care Advocate (PCA)



FIRE FIGHTER PHYSICALS

The IAFF HWT partners with Life Scan Wellness Centers to bring Trust members on-site NFA 1582/1583 Physical Exams and Wellness Fitness Evaluations

- “Opt-In” via Special Agreement
- Trust pays full cost of base exam for each eligible Fire Fighter
- Life Scan comes onsite and requires use of three rooms and a treadmill
- Additional services are available for direct employer pay (ex: heavy metal screening, chest x-ray, etc.)



VEBA ADMINISTRATION

IAFF HWT partners with BPAS to bring Trust members unique funding solutions through VEBA administration

- Starting at \$6.50 PEPM + 35 bps per year
- Investment earnings via target or self-directed funds
- Each participant gets two (2) “Benny Cards”
- Direct integration with MagnaCare allows for auto-adjudication of all medical and Rx claims
- Best of all – no set up fees!



RETIREE BENEFITS

Access to quality Retiree benefits was one of the primary motivations in starting this plan.

- Non-Medicare Retirees must be attached to a Participating Local
 - Ongoing access for Surviving Spouse
 - Same plan design(s) as Actives + additional options
- Medicare Plans are available to any IAFF retired fire fighter/spouse regardless of Active group participation
 - Must be enrolled in Medicare Part A and Part B
- Direct bill from Trust via Employer bill, pension deduction (where available) or ACH



TRUST MEDICARE PLANS

MEDICAL	2023 IAFF HWT MAPD HIGH Option	2023 IAFF HWT MAPD LOW Option	2023 IAFF HWT Medicare Supplement Plan F
Monthly Premium*	\$331.12	\$203.22	\$215.91
Deductible	\$0	\$0	\$0
Hospitalization	Covered in Full	Covered in Full	Covered in Full
Physician Services	Covered in Full	Covered in Full	Covered in Full
Outpatient Hospital	Covered in Full	Covered in Full	Covered in Full
Skilled Nursing Facility	Covered in Full	Covered in Full	Covered in Full
PRESCRIPTION DRUGS			
Tier 1 Generics	\$0 Copay	\$5 Copay	No Rx Coverage
Tier 2 Preferred Brand	\$0 Copay	\$35 Copay	No Rx Coverage
Tier 3 Non-Preferred Brand	\$0 Copay	\$75 Copay	No Rx Coverage
Tier 4 Specialty	\$0 Copay	33% Cost Share	No Rx Coverage
OTHER			
Vision Exam	Covered in Full	Covered in Full	Covered in Full (Davis Vision providers Only)
Vision Hardware	\$150 every 12 months	\$150 every 12 months	Davis Vision discounts only
Hearing Aids	\$500 every 36 months	\$500 every 36 months	EPIC Hearing discounts only
Silver Sneakers	Included	Included	Not Included

* All IAFF HWT Humana prescription drug plans include an expanded formulary + bonus/non-Part D drug list

All Trust Medicare plans include Retiree Advocacy Services from Retiree First (formerly Labor First)



YOUR TRUST TEAM



The Trust Office

- Dedicated Member Service call center
- Online billing, eligibility and enrollment platform
- COBRA and Retiree plan administration

Trust Consultants

- Hands-on Member education and communication
- Plan governance and compliance services
- Full plan consulting

Trustees

- Engaged and experienced Trustees who ensure the Trust is run efficiently and with Members' best interests always in mind

NEXT STEPS



Request for Proposal (RFP) Questionnaire and Information Request

Return forms to: Kimberly@dimarinc.com

Local Name & Number: _____ State: _____

Primary Contact Name: _____

Contact Phone: _____ Contact Email: _____

Desired Effective Date (approx.): _____ Dates of Current CBA: _____

Briefly Describe your timeline for bargaining: _____

Total full-time Fire Department Employees? # of Bargained Employees: # of Non-Bargained:

Employer Type (City, County, Fire District, etc.)? _____ Are you a Public or Private Entity? _____

What coverage lines are you interested in? (Medical, Dental, Vision, etc.) _____

Current Plan Information

When does your current plan renew? _____

Current Healthcare Contributions (Employer and Employee contributions):

Employee Only Coverage: Employer Pays _____ (% or \$) Employee Pays _____ (% or \$)

Dependent Coverage: Employer Pays _____ (% or \$) Employee Pays _____ (% or \$)

- Engage with the Trust Consultant to get a proposal for your group
- Not everything on the RFP request will be applicable to every Local – ask questions if something doesn't make sense
- Plan Year renewals can be accommodated on request
- Our goal is to work together toward finding the right plan and the right solution for every Local we interact with, even if that solution doesn't end up being the Trust plan





GET MORE INFORMATION

DiMartino Associates
206-623-2430
IAFFTrust@dimarinc.com

Marcus Morrell
Becky Wallen
Kimberly Beahler
Chris McKeon



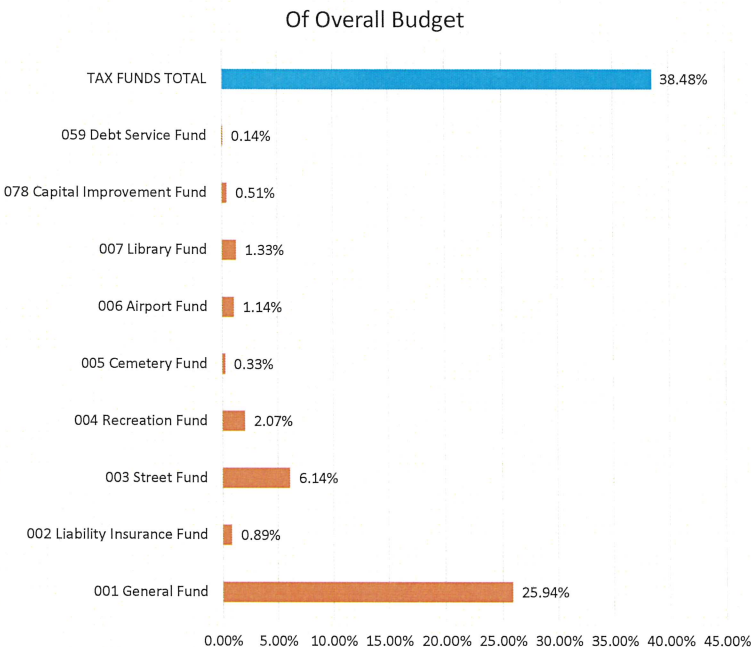
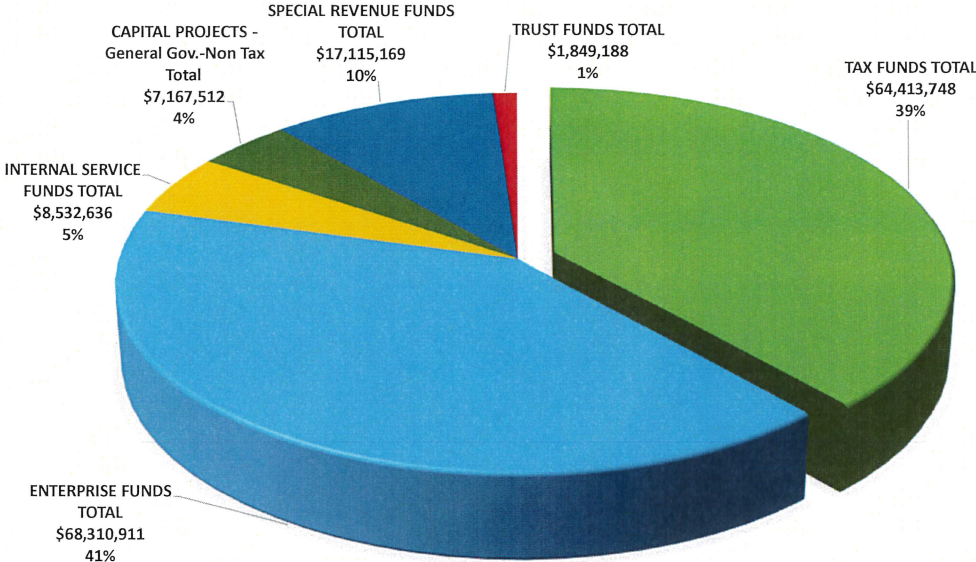


Not all Dollars are the Same

- Some dollars are taxes
- Some dollars are fees, paid for services
- We have grant and ARPA dollars, which have restricted usage and timeframes
- Other dollars are one time money,
 - these funds are limited expenditures and are budgeted based on one time funds, or defined projects, we often refer to these as Capital Improvement Projects or CapX
- Many of our Personnel Costs are considered ongoing – meaning we need to budget for them every year
 - We budget for these items through salary projections.

FY2024 Expenditures

- When you hear the budget discussed for FY2024 we talk about **\$167,389,164**.
- That is the accurate number for the full budget, but it is not the amount we pull in taxes.
- Total tax funds are **\$64,413,748**, which is 38.48% of the full budget amount.

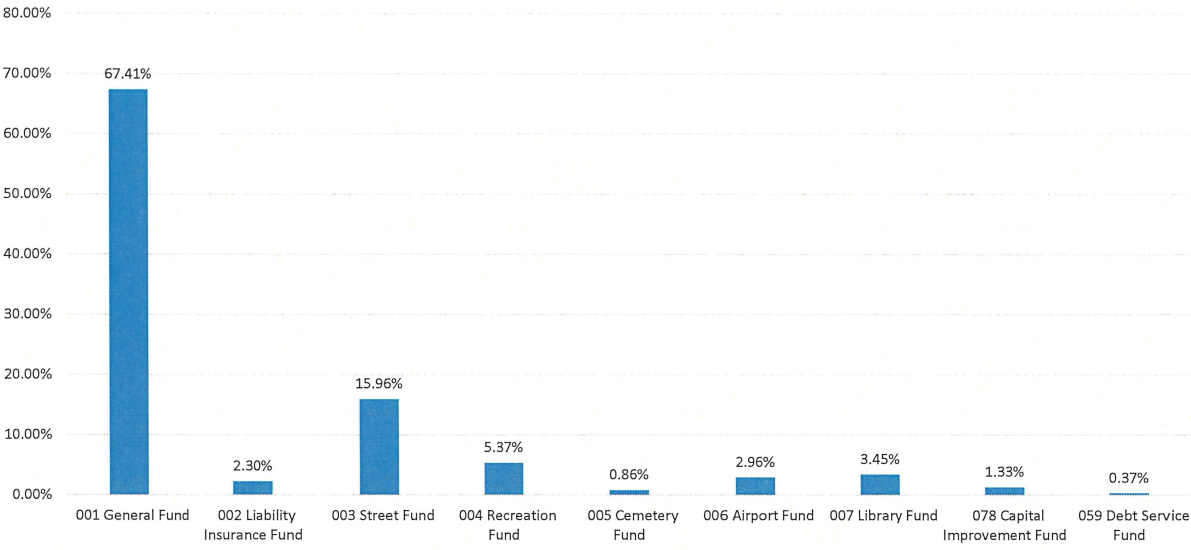


FY2024 : Tax Funds vs Overall Budget

- We have 7 main tax funds that utilize public taxes
- The tax funds overall are 38.48% of the budget
- The General fund is 25.94% of the budget overall.

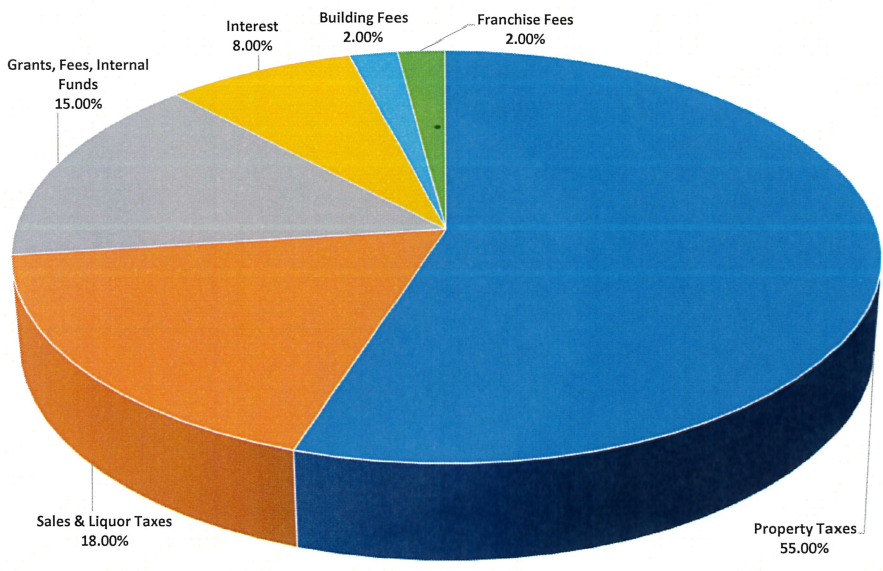
FY2024: Tax Funds & General Fund Impact

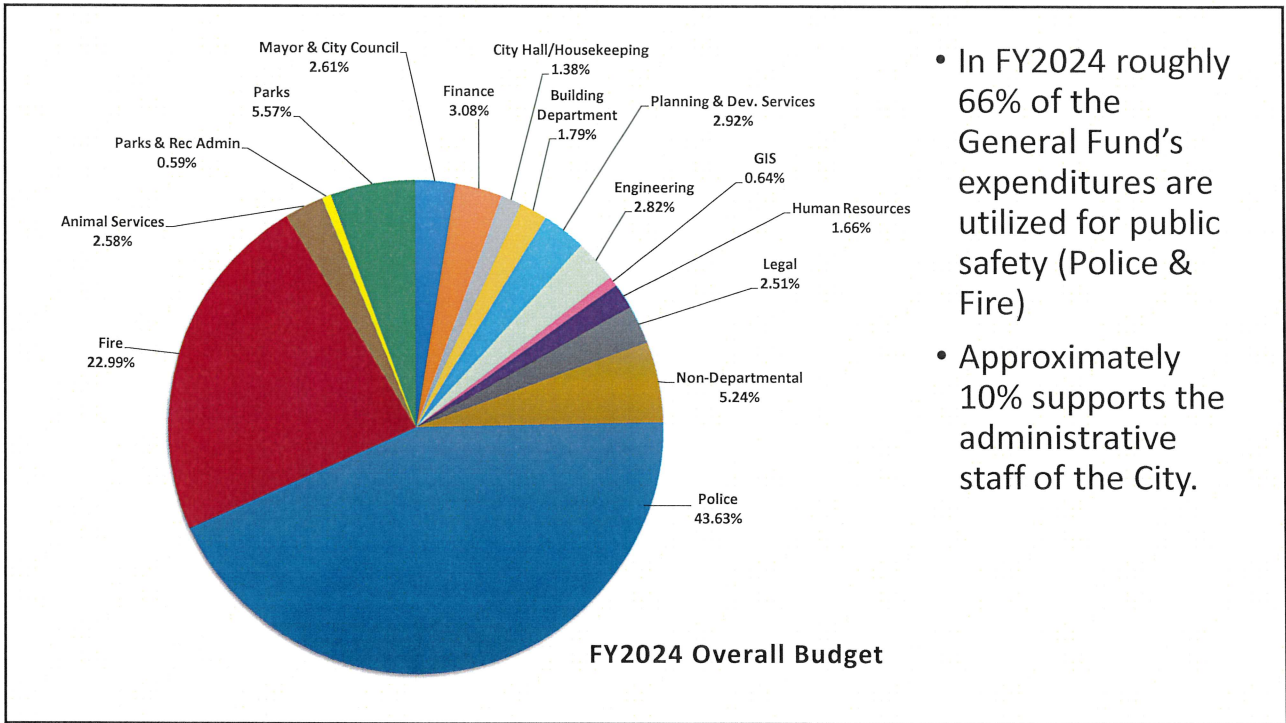
The General Fund is 67.41% of the overall tax funds, which is \$42,420,752.



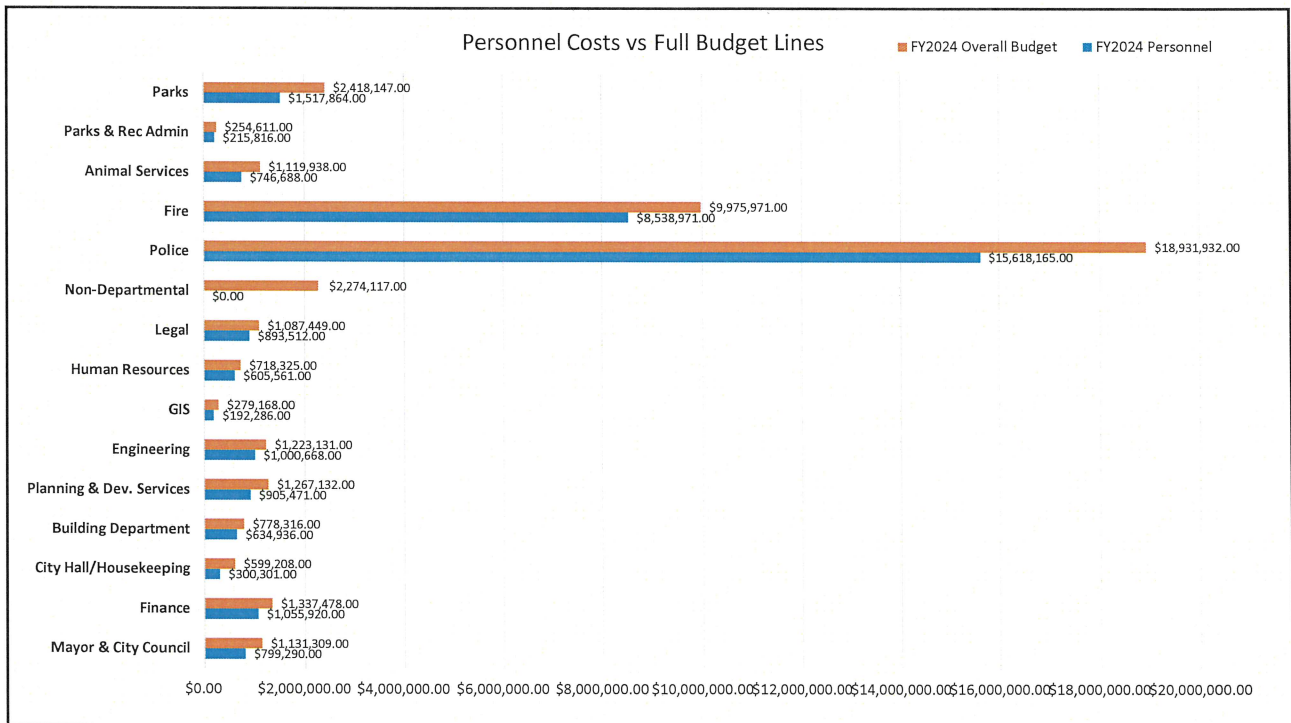
General Fund Details

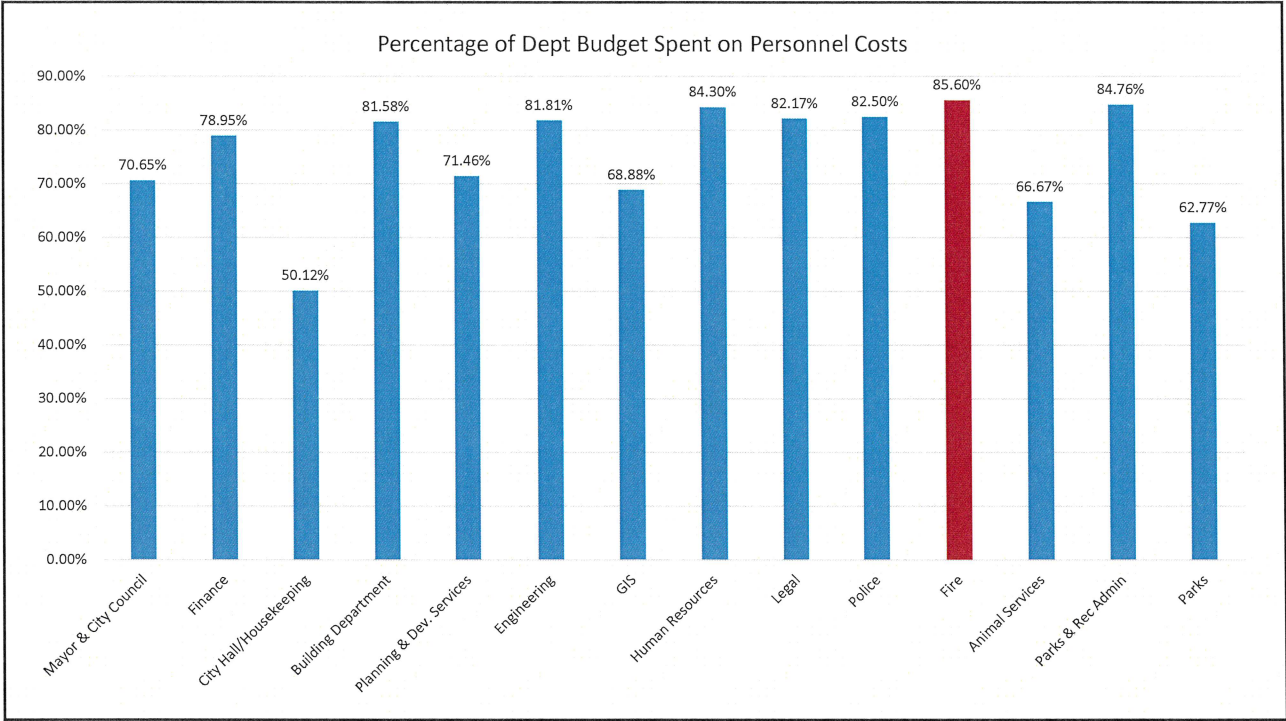
- The General Fund is the largest fund within the City and is comprised of revenues from several sources.
 - Property taxes provide 55%
 - Sales and liquor taxes provide 18% of the General Fund's revenue.
 - Grants, fees and internal funds combine to provide approximately 15% of the Fund's revenue.
 - Interest income at 8%
 - Building permits at 2%
 - Franchise fees at 2%.





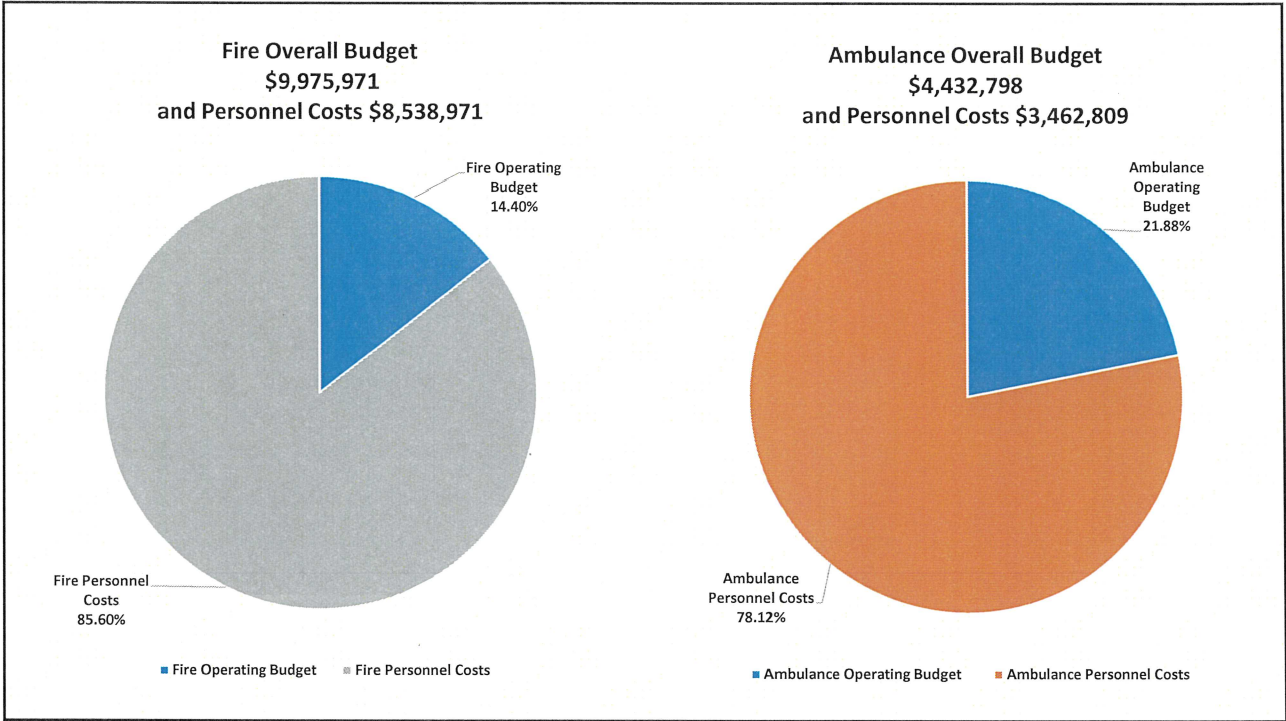
- In FY2024 roughly 66% of the General Fund's expenditures are utilized for public safety (Police & Fire)
- Approximately 10% supports the administrative staff of the City.





General Fund Notes

- General Funds are very specific in purpose or service; to increase one service would decrease service in another area.
- The only options to fund ongoing expenses are reduce services or increase taxes.



Where to find Source Data

- <https://pocatello.gov/176/Budget-Fees>
- <https://pocatello.gov/ArchiveCenter/ViewFile/Item/3418>
- <https://pocatello.gov/ArchiveCenter/ViewFile/Item/3379>



City of Pocatello

Fiscal Year 2024 Budget Highlights



Total City Budget: \$167,389,164

General Fund Operation Budget:
\$43,420,752

- Upgrade accounting software
- Upgrade dispatch equipment
- Fire Alert System \$600,000 (ARPA Funds)
- License Plate Reader systems

Street Dept. Fund Operation Budget:
\$10,278,944

- Increased Highway User Revenue by \$1,352,017
- Increase Street pavement program by \$1,000,000
- Purchase two street sweepers

Recreation Fund Operation Budget:
\$3,460,189

- Pickle ball courts \$500,000 (ARPA Funds)
- Ross Park Water Slide \$1,000,000 (ARPA funds)

Water Dept. Fund Operation Budget:
\$19,847,018

- Rate increase of 3%, per rate study guideline
- Well 22 replacement \$1,500,000
- High Country water tank replacement \$3,000,000

WPC Fund Operation Budget:
\$15,128,706

- Rate increase will be 3%, per rate study guideline
- Replace operations building
- Replace identified problem pipes

Sanitation Fund Operation Budget:
\$12,237,267

- Increased efficiencies, no rate increase
- Recycling participation at 75%, (EPA's guideline is 50%)

Airport Fund Operation Budget:
\$1,903,527

- Added additional Delta flight

Transit Funds Operation Budget:
\$1,527

Property Tax Increase: \$951,019

City's Forgone Balance: \$4,928,163

Fiscal Year (FY) 2024 Budget Digest

October 1, 2023 through September 30, 2024

BUDGET PROCESS

Chief Financial Officer (CFO)/Department Head Meetings

(February through April)

The CFO and Human Resources (HR) staff meets with each department head to discuss anticipated salary and benefits increases for the upcoming fiscal year as well as expected retirements and personnel needs.

The CFO and department heads review potential budget increases and examine the impact proposed increases would have on the department and the overall service to the citizens of Pocatello. Department budget presentations development begins.

Mayor and City Council Budget Review and Development

(May through July)

The CFO and HR staff present to the City Council a draft budget that includes personnel increases, changes to benefits, and budget line modifications. Questions from Council and the Mayor are addressed. The Council provides direction for changes to the draft budget and personnel and benefits requests.

Department heads present budget presentation slides and respond to questions from Council. The CFO and Finance staff adjusts the draft budget as directed by Council.

The CFO presents the revised budget to Council. The Council and Mayor review the revised budget with the CFO and department heads. The Council gives direction for additional changes and gives approval for the final draft to be presented at a public hearing.

Budget Public Hearing and Adoption

(August through September)

The CFO presents the final draft of the budget to Council at a City Council meeting. A public hearing is opened to receive public comment regarding the proposed budget. After closing the public hearing, the City Council approves the final budget with any minor changes. The City Council then approves adoption of the budget ordinance.

The final budget is submitted to Bannock and Power County by September 7th.

City of Pocatello Mission Statement:

Pocatello is a vibrant community promoting a high quality of life through innovation, growth, respect, inclusiveness, and pride in who we are.

FUND ACCOUNTING

Government accounting is referred to as fund accounting. Fund accounting is a system that tracks revenues with purpose restrictions to ensure expenditures made meet the ascribed purpose. Fund accounting requires the match of source funds with the accepted, intended, or legally permitted use. This is unlike corporate accounting wherein a company is free to legally use profits as it chooses to meet company objectives.

FY 2024 BUDGETED EXPENDITURES (Exhibit A) vs. FY 2023 BUDGETED EXPENDITURES (Exhibit B)

General Fund:

Expenditures increased by 5.31% over the previous year. The projected budget increase is primarily due to the \$1,000,000 set aside for capital improvements and the increases in human capital costs, including benefits and wages.

Liability Fund:

The Insurance Liability Fund rose by \$145,416 due to an increase in premiums.

Street Fund:

Street Fund expenditures decreased by 2.22% from last year.

Recreation Fund:

The Recreation Fund expenditures grew by 11.16%. This increase is due to the City's efforts to improve parks for the use by Pocatello's

Sanitation Fund:

The Sanitation Fund far exceeded goals for increased efficiency of operation. Because of these improved efficiencies, the Sanitation Department will NOT be increasing fees in spite of recommendations by the rate study. Expenses for FY 2024 increased by 10.37% over last year due to the strategically planned use of reserves to purchase equipment.

Water Pollution Control (WPC)

Construction Fund:

The WPC Construction fund is projecting utilization of \$10,000,000 for capital improvements, which includes construction of a new administration building, upgrade of processing plants, and continued efforts to extend the life of existing pipelines.

American Rescue Plan Act (ARPA) Funds:

The City has established a plan to use ARPA funds for several city improvement projects, such as:

- (1) Ross Park water slide
- (2) Fire alert system
- (3) Pickle ball courts
- (4) Cemetery road repaving
- (5) Matching grant funds

City of Pocatello Value Statement:

- We serve with patience, humility, and respect.
- We promote and engage in open dialogue.
- We treat fellow employees and citizens with compassion and empathy.
- We act with integrity, honesty and fairness.
- We commit to creativity and embracing possibilities.
- We lead with conviction and passion.
- We demonstrate pride in our community.

FY 2024 BUDGETED REVENUES (Exhibit C) vs. FY 23 BUDGETED REVENUES (Exhibit D)

General Fund:

The General Fund projected revenue increased by 11.72% over FY 2023. The total projected increase for the General Fund is \$4,581,400. The increase can be attributed mainly to Pocatello's share of the projected sales tax increase, higher interest income, and an increase in other revenue sources.

Street Fund:

The Street Fund revenues rose by \$1,340,006. The increase is primarily due to a 43% increase in Highway Use Taxes as projected by Association of Idaho Cities.

Airport Fund:

The Airport fund grew by 23.61%.

Utility Funds:

The projected revenue increase for the Water Fund and WPC Fund will be 3% for each utility, per the rate study. Sanitation will NOT be taking a rate increase this year due to improved efficiencies and excess reserves.

Capital Improvement Fund:

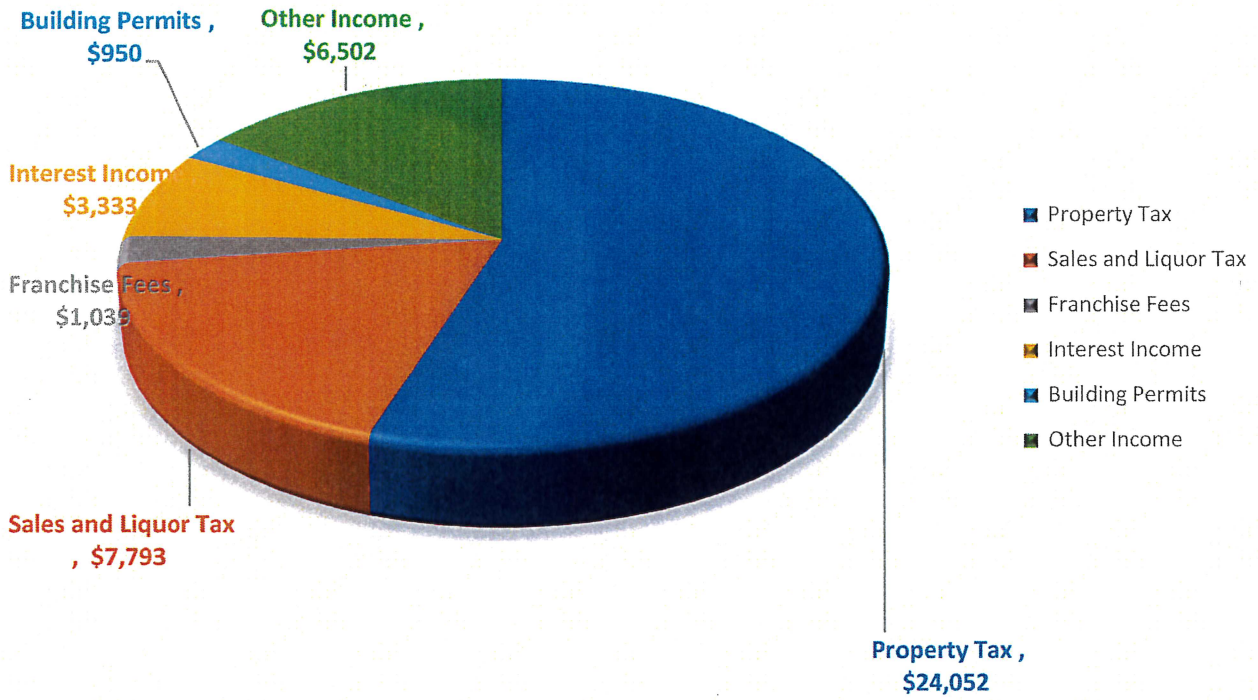
The Capital Improvement Fund increased by \$1,013,390 over FY 23. The approved increase was designed to set aside reserves for emergencies. The City anticipates adding to this Fund each year until \$5,000,000 has accumulated for capital improvement emergencies or other needed improvements.

GENERAL FUND

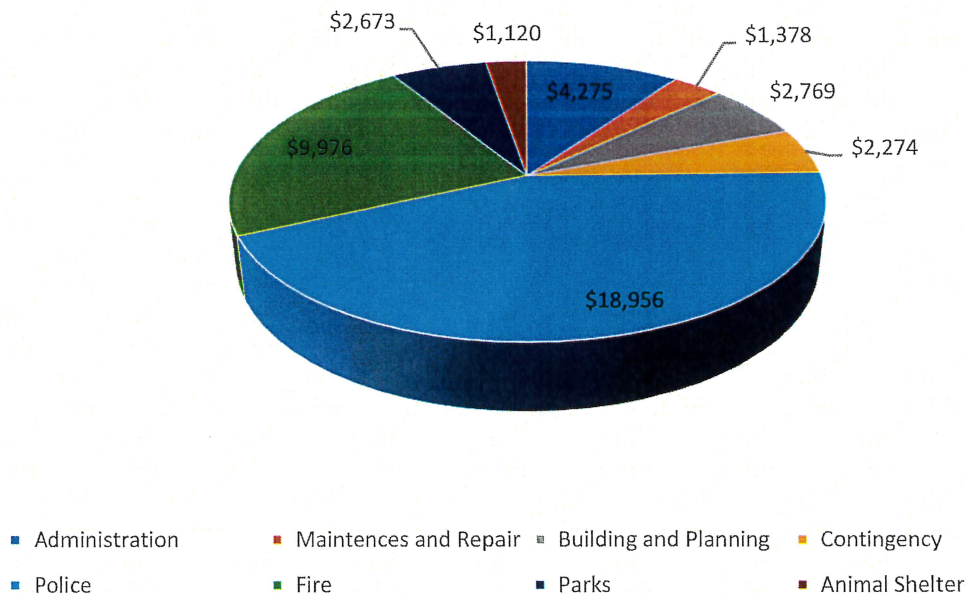
The General Fund is the largest fund within the City and is comprised of revenues from several sources. Property taxes provide 55% and sales and liquor taxes provide 18% of the General Fund's revenue. Grants, fees and internal funds combine to provide approximately 15% of the Fund's revenue. The remaining sources include interest income at 8%, building permits at 2%, and franchise fees at 2%.

Over half of the General Fund's expenditures are utilized for public safety (e.g., Police Department - 44%, Fire Department - 23%). Approximately 10% supports the administrative staff of the City. General Funds are very specific in purpose or service; thus, to increase one service would decrease service in another area.

General Fund Revenues
in (000's)



General Fund Expenditures in (000's)



Budgeted Expenditure Comparison – FY 24 vs. FY 23

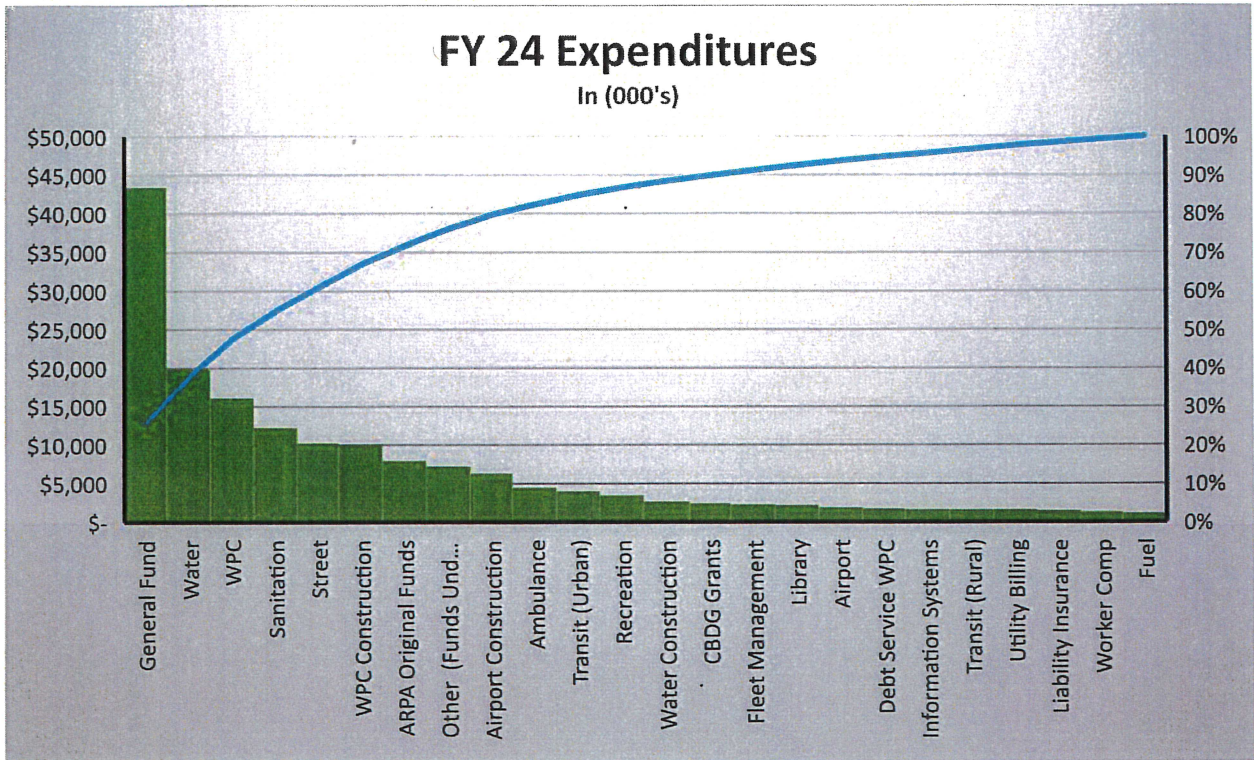


Exhibit A

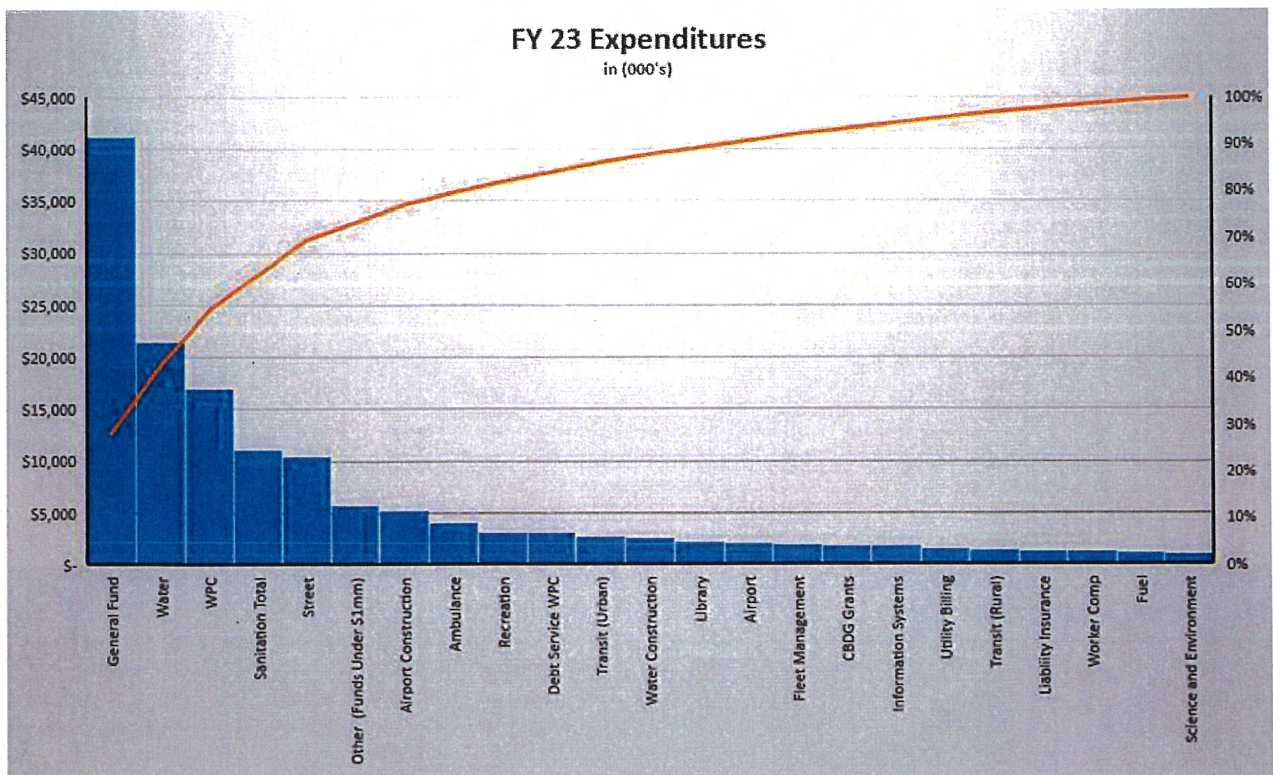


Exhibit B

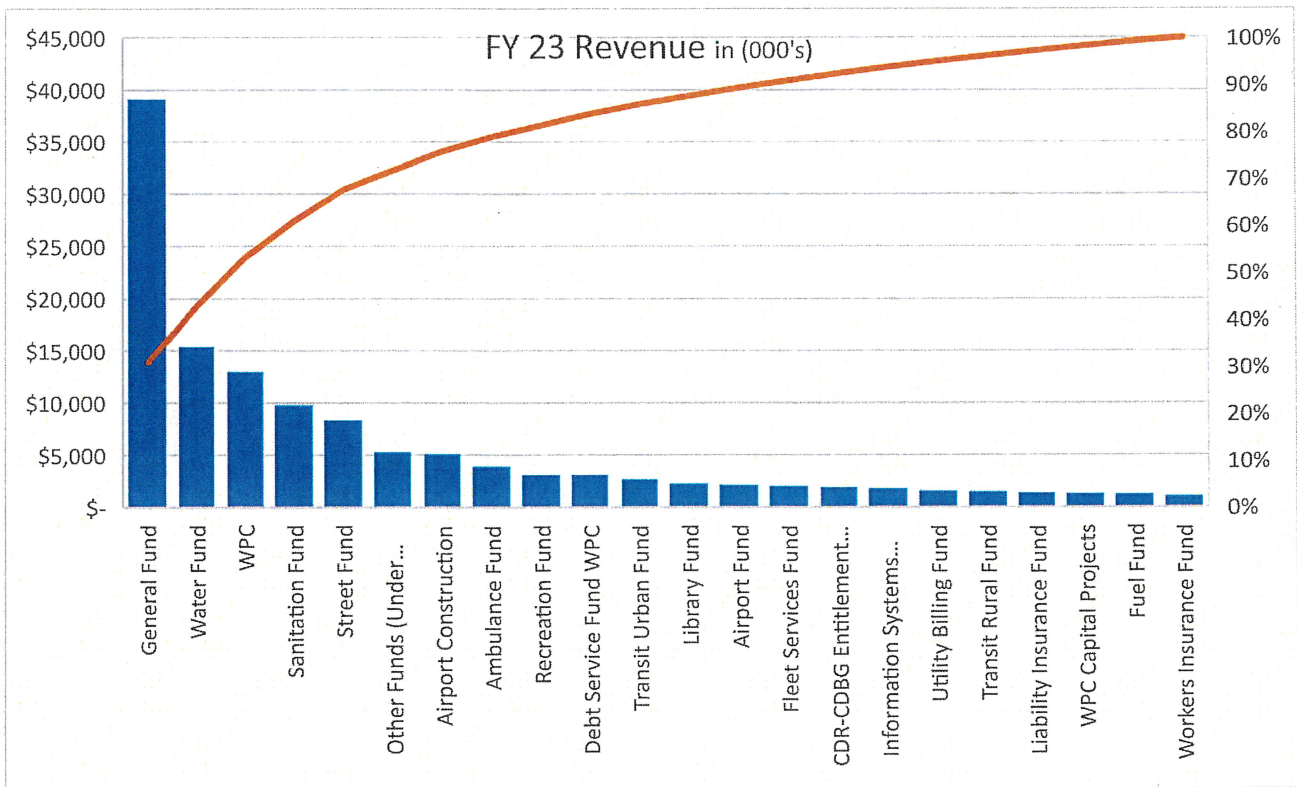


Exhibit C

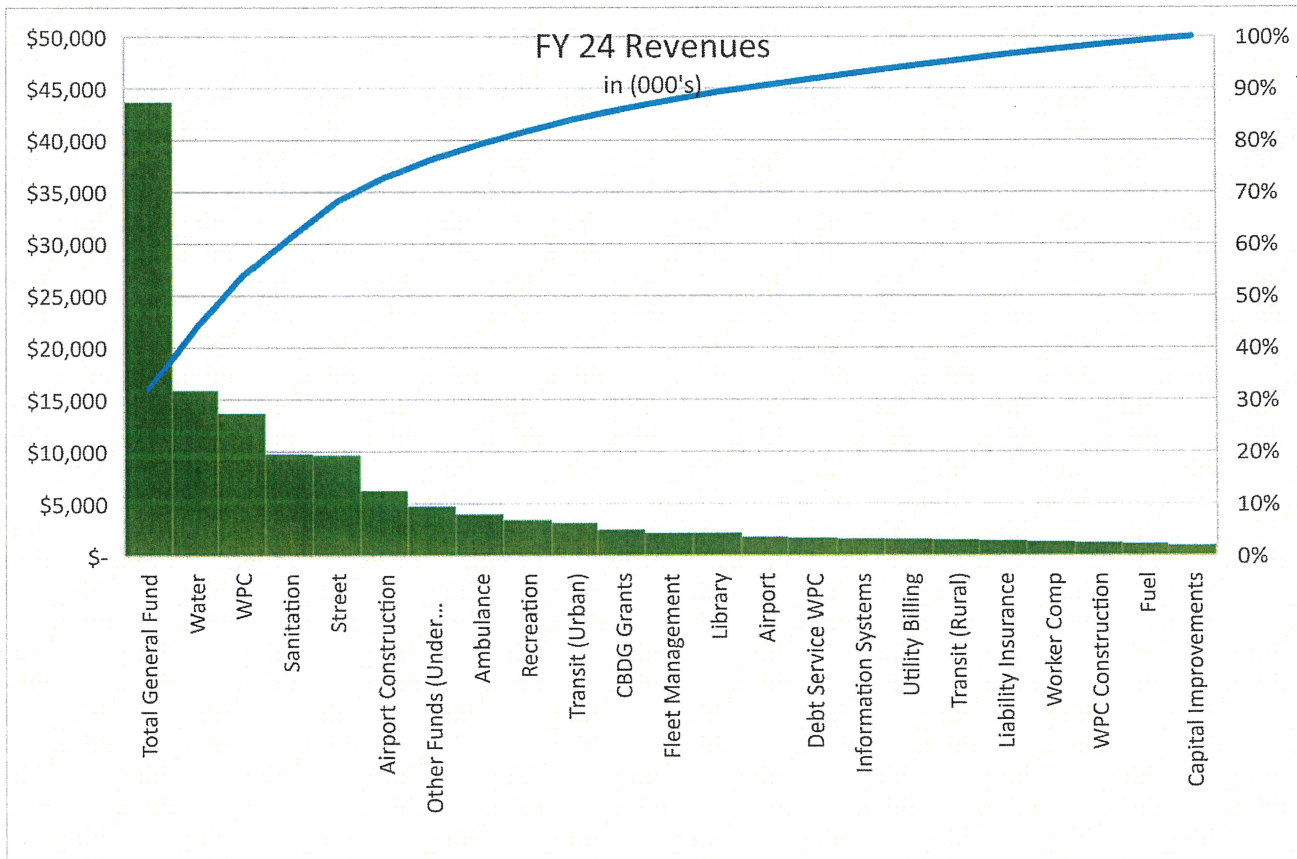


Exhibit D

CAPITAL IMPROVEMENT PLAN

The Council dedicated significant time to determine and provide direction for capital improvement investments. In the area of public recreation, the Council agreed to allocate ARPA funds for the Ross Park Aquatic Center water slide, Zoo water system, Brooklyn's playground improvements, and pickleball courts. In the area of public safety, Council set aside funds for a fire alert system, mental health services, stormwater system upgrades, and South 5th Avenue sewer improvements.

The Utility Funds continue to follow a strategic capital improvement plan to increase the longevity of existing infrastructures while simultaneously investing in capital projects to meet the future growth of the city. A few of the capital improvement projects include WPC improvements phase 1 dewatering project, WPC administration and operations building construction, Pocatello Creek booster station project, 5-million-gallon tank transmission line project, existing water line replacement, and equipment acquisition for the Sanitation Department.

Other tax fund capital improvements include street capital infrastructure, airport, and cemetery roads.

BOND ISSUES

The City currently has three outstanding bond issues, a general obligation bond, and two revenue bonds. At the end of FY 2023, the general obligation bond will have a principal balance of approximately \$1,030,000. The interest and principal payments for the general obligation bond for FY 2024 will be \$222,450. The revenue bond for the WPC Construction Fund will have an outstanding principal amount of \$15,390,000 at the end of FY 2023. This bond will require debt service in the amount of \$1,683,534 during FY 2024. The revenue bond for the Water Fund will have an outstanding principal amount of \$2,787,889 at the end of FY 2023. This bond will require debt service in the amount of \$615,939 for FY 2024.

TAX REVENUE

The break out of tax revenue sources for the City of Pocatello is located in Exhibit "E". FY 2023 has been a challenging year for the City to obtain equipment, parts, and labor due to supply chain shortages, weather, and the highest inflation rates in decades. Because of these challenges, the cost of operations for the City has increased significantly.

For FY 2024, the City has opted to increase its budgeted revenues to maintain and improve the services it offers. A large portion of the FY 2024 budget increase has been offset by other sources of revenue.

The City of Pocatello has a higher levy rate when compared to other cities in Bannock County (EXHIBIT "F"). The City of Pocatello provides a full range of services that the other cities do not provide (e.g., police, fire, ambulance).

The services provided by City of Pocatello includes Public Safety (Police, Fire, Ambulance, Animal Control, and Building Inspection); Environmental Health (Sanitation, Water, Wastewater Treatment, Stormwater Management, and Utility Billing); Transportation (Street & Highway Maintenance, Traffic Engineering, Public Transit Services, and Airport Operations); Cultural, Recreational and Educational (Parks, Recreation, Zoo, Cemetery, and Library); Neighborhood Quality (Engineering, Planning and Development, and Community Services) and Administration (Mayor, Council, Finance, Human Resources, Legal, Risk Management, Fleet Management, and Information Technology).

FY 24 BUDGET BY FUND (EXHIBIT G)

In summary, the budgeting process is designed to give the department heads the opportunity to share their budget needs with the Mayor and City Council. City Council can then discuss the pros and cons with each department head about their budgets. Council then gives staff direction to change the budget in the way they believe will be most beneficial to the City and its citizens.

The budget process also allows for maximum flexibility to adjust the budget up or down during the fiscal year. If the budget expenditures/expenses need to be adjusted because of changes to the economy, this can be done throughout the fiscal year through budget amendments. This allows the City to be efficient stewards of the funds we oversee to run the City. The approved Fiscal Year 2024 budget can be seen in EXHIBIT G or at the following website (<https://pocatello.gov/176/Budget-Fees>).

If you have any questions, you can reach out to the Finance Department at 208-234-6214

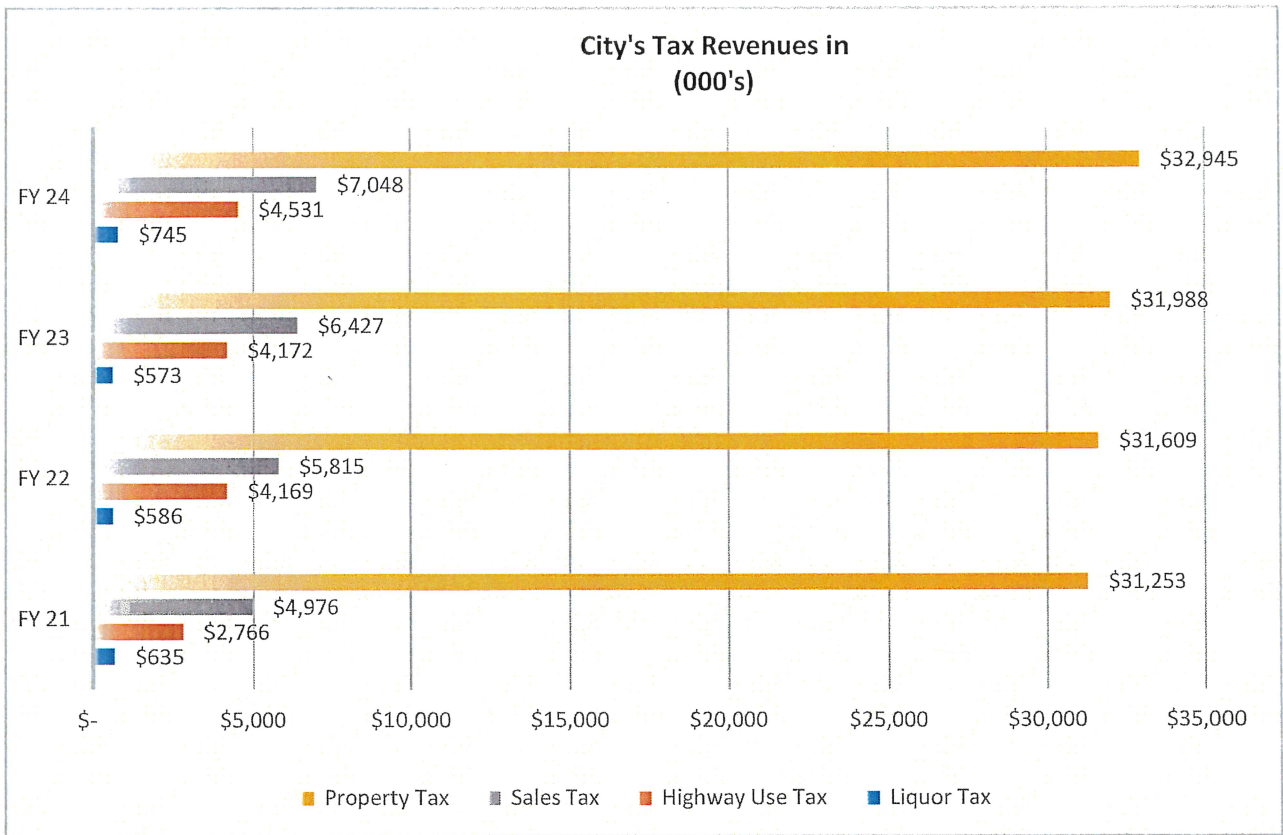


Exhibit E

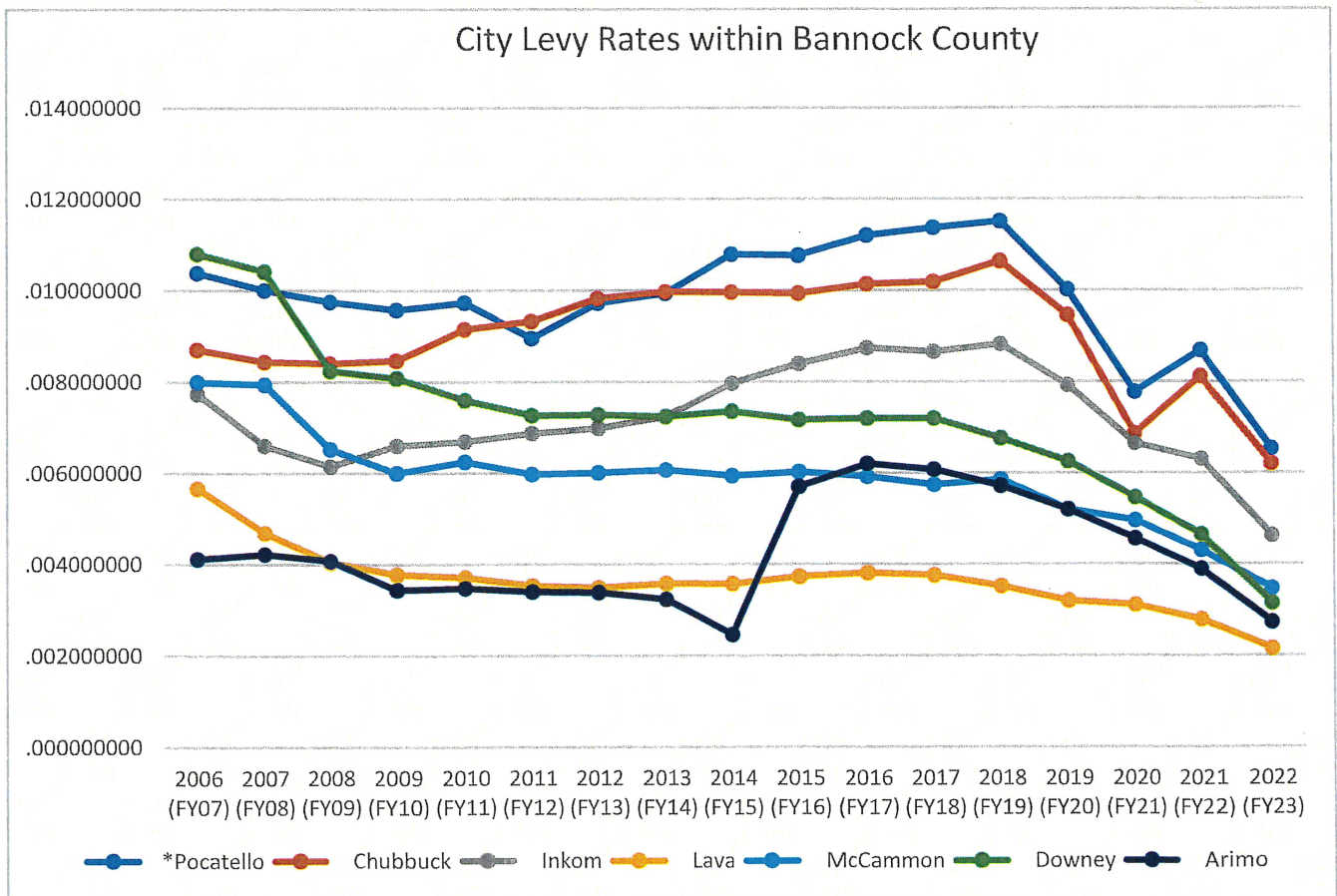


Exhibit F

FUND NAME	FY2022	FY2022	FY2023	FY2023	FY2024	FY2024
	Budgeted Revenue	Budgeted Expenditures	Budgeted Revenue	Budgeted Expenditures	Budgeted Revenue	Budgeted Expenditures
GENERAL TAX FUNDS						
001 General Fund	\$ 37,846,485	\$ 38,017,228	\$ 39,088,170	\$ 41,233,297	\$ 43,669,570	\$ 43,420,752
002 Liability Insurance Fund	\$ 1,433,759	\$ 1,230,911	\$ 1,336,827	\$ 1,336,827	\$ 1,482,243	\$ 1,482,243
003 Street Fund	\$ 8,605,590	\$ 7,730,159	\$ 8,341,376	\$ 10,512,855	\$ 9,681,382	\$ 10,278,944
004 Recreation Fund	\$ 2,908,422	\$ 3,022,111	\$ 3,112,780	\$ 3,112,780	\$ 3,460,189	\$ 3,460,189
005 Cemetery Fund	\$ 547,683	\$ 537,227	\$ 539,441	\$ 539,441	\$ 555,624	\$ 555,624
006 Airport Fund	\$ 1,987,968	\$ 2,800,091	\$ 2,119,746	\$ 2,119,746	\$ 1,806,232	\$ 1,903,527
007 Library Fund	\$ 1,890,706	\$ 1,924,354	\$ 2,226,079	\$ 2,226,079	\$ 2,221,113	\$ 2,221,113
GENERAL TAX FUNDS TOTAL	\$ 55,220,613	\$ 55,262,081	\$ 56,764,419	\$ 61,081,025	\$ 62,876,353	\$ 63,322,392
GOVERNMENT SPECIAL REVENUE FUNDS						
008 Transit Rural Fund	\$ 1,518,064	\$ 1,371,046	\$ 1,475,564	\$ 1,495,128	\$ 1,537,364	\$ 1,639,492
009 Transit Urban Fund	\$ 3,157,592	\$ 3,247,866	\$ 2,667,050	\$ 2,742,703	\$ 3,166,901	\$ 3,996,287
013 Business Improvement District	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 103,000	\$ 103,000
014 Chief Theatre Fund	\$ -	\$ 10,638	\$ -	\$ 10,638	\$ -	\$ 10,957
016 Emergency Repair Fund	\$ 100,000	\$ 198,154	\$ 40,000	\$ 100,798	\$ 41,200	\$ 103,822
017 Science and Environment Fund	\$ 825,628	\$ 1,076,996	\$ 967,355	\$ 1,017,355	\$ 859,512	\$ 859,512
081 CDR-CDBG Entitlement Fund	\$ 1,522,440	\$ 1,749,857	\$ 1,890,067	\$ 1,890,067	\$ 2,521,190	\$ 2,420,353
084 Federal ARPA Grant	\$ -	\$ 5,350,248	\$ -	\$ 10,495,496	\$ -	\$ 7,925,000
088 Police Grant Funds	\$ 54,986	\$ 54,438	\$ 54,986	\$ 54,438	\$ 56,636	\$ 56,746
954 EIDC Revolving Loan Trust	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000	\$ -	\$ -
955 CDR Loan	\$ 35,035	\$ 80,409	\$ 35,035	\$ 35,035	\$ 36,086	\$ 37,067
957 Zoo Improvement	\$ 28,500	\$ 45,892	\$ 3,500	\$ 20,892	\$ 3,605	\$ 3,605
962 Façade Loan	\$ 42,303	\$ 72,682	\$ 42,303	\$ 42,303	\$ -	\$ -
964 Property Abatement Fund	\$ 115,000	\$ 115,833	\$ 115,000	\$ 115,000	\$ 118,450	\$ 118,450
GOVERNMENT SPECIAL REVENUE FUNDS TOTAL	\$ 7,799,548	\$ 13,774,059	\$ 7,690,860	\$ 18,419,853	\$ 8,443,944	\$ 17,274,291
GOVERNMENT DEBT RESERVE FUNDS						
059 Debt Service Fund	\$ 227,894	\$ 227,894	\$ 225,000	\$ 225,000	\$ 231,750	\$ 235,128
060 Debt Service Fund WPC	\$ 3,096,563	\$ 3,096,563	\$ 3,096,563	\$ 3,096,563	\$ 1,732,074	\$ 1,737,224
061 Debt Service fund Water	\$ 640,872	\$ 640,872	\$ 640,872	\$ 640,872	\$ 660,098	\$ 650,853
GOVERNMENT DEBT RESERVE FUNDS TOTAL	\$ 3,965,329	\$ 3,965,329	\$ 3,962,435	\$ 3,962,435	\$ 2,623,922	\$ 2,623,205
GOVERNMENT CAPITAL RESERVE FUNDS						
070 Federal Aid Projects	\$ 322,792	\$ 547,792	\$ 310,000	\$ 146,862	\$ 250,000	\$ 628,433
071 Alternate Transportation	\$ -	\$ -	\$ -	\$ -	\$ 95,000	\$ 222,200
072 Airport Construction	\$ 5,638,764	\$ 5,695,000	\$ 5,107,951	\$ 5,282,455	\$ 6,314,115	\$ 6,309,201
073 Water Construction	\$ -	\$ 2,651,036	\$ -	\$ 2,651,036	\$ -	\$ 2,651,036
074 WPC Capital Projects	\$ 1,300,000	\$ -	\$ 1,300,000	\$ -	\$ 1,300,000	\$ 10,000,000
037 Water Capacity Fee	\$ 536,098	\$ 608,451	\$ 560,222	\$ 607,776	\$ 577,029	\$ 626,009
038 WPC Capacity Fee	\$ 268,617	\$ -	\$ 268,617	\$ -	\$ 276,676	\$ -
958 Water Acquisition	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
GOVERNMENT CAPITAL RESERVE FUNDS TOTAL	\$ 8,066,271	\$ 9,502,279	\$ 7,546,790	\$ 8,688,129	\$ 8,812,820	\$ 20,436,879
GOVERNMENT RESERVE FUNDS						
075 Fire Apparatus Capital	\$ -	\$ 33	\$ -	\$ 33	\$ -	\$ 34
076 Building Renovation	\$ 35,880	\$ -	\$ 35,880	\$ -	\$ 36,956	\$ 7,644
078 Capital Improvement Fund	\$ 36,000	\$ 372,000	\$ 188,000	\$ 831,289	\$ 1,013,390	\$ 856,228
952 Retirement Payout	\$ 213,145	\$ 558,729	\$ 213,145	\$ 861,463	\$ 219,539	\$ 887,307
CAPITAL PROJECTS -General Gov.-Non Tax Total	\$ 285,025	\$ 930,762	\$ 437,025	\$ 1,692,785	\$ 1,269,885	\$ 1,751,213
PROPRIETARY INTERNAL SERVICE FUNDS						
050 Information Systems Fund	\$ 1,406,852	\$ 1,464,665	\$ 1,776,864	\$ 1,776,864	\$ 1,652,649	\$ 1,652,649
051 Fleet Services Fund	\$ 1,884,552	\$ 1,884,256	\$ 2,014,463	\$ 2,013,504	\$ 2,229,407	\$ 2,279,318
052 Utility Billing Fund	\$ 1,501,582	\$ 1,621,424	\$ 1,570,871	\$ 1,570,871	\$ 1,617,997	\$ 1,617,997
053 Employee Wellness Fund	\$ 94,454	\$ 52,447	\$ 52,447	\$ 52,447	\$ 54,020	\$ 55,101
054 Public Works Director Fund	\$ 308,782	\$ 311,347	\$ 338,354	\$ 338,338	\$ 354,504	\$ 354,504
055 Fuel Fund	\$ 1,119,281	\$ 1,115,190	\$ 1,223,877	\$ 1,223,877	\$ 1,173,117	\$ 1,173,117
056 Workers Insurance Fund	\$ 880,453	\$ 1,241,278	\$ 1,049,968	\$ 1,266,188	\$ 1,346,905	\$ 1,346,905
057 Education Benefits Fund	\$ 73,000	\$ 117,500	\$ -	\$ 51,500	\$ -	\$ 53,045
PROPRIETARY INTERNAL SERVICE FUNDS TOTAL	\$ 7,268,956	\$ 7,808,107	\$ 8,026,844	\$ 8,293,589	\$ 8,428,599	\$ 8,532,636
PROPRIETARY ENTERPRISE FUNDS						
030 Sanitation Fund	\$ 9,468,781	\$ 9,708,476	\$ 9,795,070	\$ 11,087,542	\$ 9,795,070	\$ 12,237,267
031 Water Fund	\$ 14,817,265	\$ 24,700,355	\$ 15,369,105	\$ 21,461,245	\$ 15,886,529	\$ 19,847,018
032 Water Pollution Control Fund	\$ 12,358,971	\$ 19,284,140	\$ 12,992,379	\$ 17,059,860	\$ 13,726,319	\$ 16,128,706
035 Ambulance Fund	\$ 3,896,419	\$ 3,896,419	\$ 3,896,419	\$ 4,118,690	\$ 4,013,312	\$ 4,432,798
PROPRIETARY ENTERPRISE FUNDS TOTAL	\$ 40,541,436	\$ 57,589,390	\$ 42,052,973	\$ 53,727,337	\$ 43,421,230	\$ 52,645,789
FIDUCIARY FUNDS						
951 Police Retirement Trust	\$ 255,000	\$ 769,433	\$ 255,000	\$ 769,433	\$ 262,650	\$ 802,759
FIDUCIARY FUNDS TOTAL	\$ 255,000	\$ 769,433	\$ 255,000	\$ 769,433	\$ 262,650	\$ 802,759
GOVERNMENT WIDE TOTAL ALL FUNDS	\$ 123,402,178	\$ 149,601,440	\$ 126,736,346	\$ 156,634,586	\$ 136,139,403	\$ 167,389,164

	Max Rate on Current Scale	Max of City Revised Scale	Earnings Potential on City Revised Scale	City Cost % over Current Scale	Union Proposal	Union Cost Over Current Max	Union Cost % over Current Scale	Union Cost Over City Proposal Revised
FIRE BATTALION CHIEF								
3 Employees								
Battalion Chief	\$ 94,846.96	\$ 102,923.55	\$ 8,076.59	8.52%	\$114,573.30	\$19,726.34	20.80%	\$11,649.75
Battalion Chief w/Paramedic	\$ 94,846.96	\$ 104,982.02	\$ 10,135.06	10.69%	\$116,864.77	\$22,017.81	23.21%	\$11,882.74
FIRE CAPTAIN								
16 Employees								
Captain	\$ 81,772.08	\$ 91,487.60	\$ 9,715.52	11.88%	\$101,842.93	\$20,070.85	24.54%	\$10,355.33
Captain w/Paramedic	\$ 81,772.08	\$ 95,147.11	\$ 13,375.03	16.36%	\$105,916.65	\$24,144.57	29.53%	\$10,769.55
Days Captain	\$ 88,617.62	\$ 99,904.46	\$ 11,286.84	12.74%	\$155,697.48	\$67,079.86	75.70%	\$55,793.02
FIRE DRIVER/OPERATOR								
15 Employees								
Engineer	\$ 71,356.48	\$ 83,147.85	\$ 11,791.37	16.52%	\$92,519.47	\$21,162.99	29.66%	\$9,371.62
FIRE FIGHTER PARAMEDIC								
42 FF Employees								
Firefighter w/Paramedic	\$ 83,444.54	\$ 86,350.07	\$ 2,905.53	3.48%	\$91,016.10	\$7,571.56	9.07%	\$4,666.03
Lieutenant	\$ 84,034.08	\$ 91,885.37	\$ 7,851.29	9.34%	\$102,285.73	\$18,251.65	21.72%	\$10,400.36
FIREFIGHTER 1ST CLASS								
2 Employees								
Firefighter	\$ 64,989.86	\$ 70,847.52	\$ 5,857.66	9.01%	\$78,074.76	\$13,084.90	20.13%	\$7,227.24
Firefighter w/Paramedic	\$ 63,939.29	\$ 82,590.90	\$ 18,651.62	29.17%	\$91,016.10	\$27,076.81	42.35%	\$8,425.20