

City of Nampa and Local 804 Contract Labor Negotiations Minutes
June 20, 2018
Baker Room, HNPSB

Call to Order 9:45 am

Present: Bruce Skaug, City Council
Eric White, IAFF L804 Vice-President
Joel Baker, NFD Negotiator
Phil Roberts, NFD Chief
Richard Davies, NFD Deputy Chief
Nick Adams, IAFF L804 President
Bobby Sanchez, City of Nampa Mayor's Office
Tina Combs, HR/IT Director
Vikki Chandler, Finance Director

Mike Kane asked to start at 10:30 am on Monday the 25th. All agreed

Counter proposal #1 offered from Mike Kane regarding a revision of the 40-hour work week due to the use of flex time

Questions asked by negotiators, Tina Combs, HR Director, answered some of the questions

City will come back with a revised Counter Proposal #2

In agreement on proposal 2018-11 Article A

Discussion on how the negotiators came up with their insurance increase percentages. To present to council, a breakdown and explanation of the increases is needed. Negotiators agreed to prepare those documents

Council has agreed to a 2% increase to base rate as a counter proposal to the requested amount.

Discussion between both sides

Breakout for side discussions at 10:10 am

Back in at 10:55 am

Negotiators asked for clarity of how the numbers are being calculated

City Counter Proposal 2018-2 was presented with agreed upon changes, will come back to this later

Discussion on:

- Use of a Squad (Alternative Response Vehicle), as presented in the proposal by the Fire Chief. Deputy Chief Davies gave an overview of the use of a Squad including a description of the vehicle that would be used

Breakout for sidebar discussions at 11:20 am

Back in at 11:45 am

Mike Kane reviewed their understanding of the proposed Squad vehicle as a pilot program:

- What kind of calls for it to be used for
- Is the plan to use them to replace other units
- This will necessitate the hiring on at least one member
- Wording to be put in contract through an MOU and continue negotiations on the use and staffing and other logistics

Questions asked, and comments made by both sides

Agreement to table this topic for more consideration on both sides

Negotiators updated proposal for Article 14 Section 2 was addressed:

- Support of our National Guardsman annual training time off

Questions asked, and comments made by both sides

Discussion on:

- Update some of the wording under training personnel

Agreement to come back to this later

- Deputy Fire Marshal Position that had previously been furloughed, be brought back to an active position reassigned as a needed position

Agreement to come back to this later

Next meeting Mike Kane will try to bring back a document that includes sign off blocks for items that have already been agreed upon by both sides

Adjourn at 12:25 pm

Next meeting June 25, 2018

10:30 am Baker Room HNPSB