

**Local 804 Contract Labor Internal Negotiations Minutes
August 8, 2019
Baker Room, HNPSB**

Call to Order 1:38 pm

Present: Adam Swift, NFD Negotiator
Eric White, IAFF L804 Vice-President
Joel Baker, NFD Negotiator
Bruce Skaug, Nampa City Councilman
Nick Adams, IAFF L804 President
Kirk Carpenter, NFD Deputy Chief
Bobby Sanchez, Director of Employee Development
Chris King, NFD Deputy Chief

Councilman Bruce Skaug opened, city has a counter offer to present, does anyone have anything to add before moving forward. Counter off was distributed to all present. Time was allowed for those present to review.

Discussed:

- Negotiators asked for the thoughts of the council, Bruce Skaug reviewed
- Total costs of current proposal presented
- Paramedic starting pay wage same today as it was 16 years ago
- Costs of longevity pay
- Cost of living increases as presented in the two-year contract

Break out for side discussions at 2:03 pm

Back in at 2:30 pm:

Discussed:

- NFD asked if they could negotiate across the table at this time
- Counter offered from NFD negotiators presented
- HR/Veba contribution same as city employees
- Paramedic, driver and extra duty wage

Break out for calculation side discussion at 2:48 pm
Back in at 3:17 pm

New figures were presented and reviewed, discussed the rationale the difference in cost to the city.

Break out at 3:22 pm
Back in at 3:49 pm

City presented a counteroffer

Discussed:

- Longevity pay change
- Paramedic, captain pay
- NFD negotiators offered to move wanted increases to year two of contract, when the budget is not yet set, present to council
- NFD also offered to take a one-year proposal, present to council
- City presented another offer they are willing to present to council

Adjourn at 4:29 pm

Next meeting Tuesday August 13, 2019 at 9:00 am
Baker Room HNPSB



City of Nampa and Local 804 Contract Labor Negotiations
Sign Up Sheet
August 8, 2019

Name	Title
Joel Baker	LOCAL 804 NEGOTIATOR
Adam Swift	Local 804
Eric White	" "
Clay Long	Chief of Staff
Bobby Sanchez	Director, workforce development
Bruce Skang	(Council)
MIK CARPENTER	FIRE CHIEF
Richard Davies	Deputy Chief
CHRIS KING	NFD CHIEF

Proposal Y-2019 City of Nampa

2-Year Contract

8/8/2019

For FY 2020

- 2.5% Cost of Living Increase
- Medic Pay 7% of Driver/Operator Base Wage
- Extra Duty Pay 3% of Base
- ✓ • 9% Health Insurance Increase

For FY 2021

- ^{2.25}1.75% Cost of Living Increase
- 7% Health Insurance Increase