

Local 804 Contract Labor Negotiations Minutes
August 22, 2018
Baker Room, HNPSB

Call to Order 9:05 am

Present: Adam Swift, NFD Negotiator
Eric White, IAFF L804 Vice-President
Joel Baker, NFD Negotiator
Mike Kane, Attorney
Bruce Skaug, City Councilman
Nick Adams, IAFF L804 President
Kirk Carpenter, NFD Deputy Chief
Richard Davies, NFD Deputy Chief
Bobby Sanchez, City Chief of Staff

Mike Kane opened with discussion on the “new” counter offer from the city.

- This offer combines some of the previously divided items into an overall number offered to all members.
- Leave the Squad as a two-man operation, with ongoing tailoring to the daily operation.
- One-year contract

Discussion between both sides asking and answering questions on the new proposal.

Break out for side discussions at 9:36 am

Back in at 11:22 pm

NFD Negotiators presented a counter proposal to city representatives.

- 6.5% to 7%
- 8% for paramedics struck
- Driver Operator to Captain

Discussion between both sides asking and answering questions on the new proposal.

Break out for lunch at 11:30 pm

Back in at 1:40 pm

City came back with the proposal given to them before lunch. Some of the changes are the following:

- 7% cost of living increase
- Paramedic \$1.65 per hour
- Agreeing to promote three captains
- Reducing extra duty position

Break out for side discussions at 1:45 pm

Back in at 1:56 pm

Nick Adams thanked the city representatives for “hearing them”.

Discussion of putting together of a final contract by city representatives

Negotiators will be bringing back to their members the counter proposal.

Next meeting will be announced once all feel they are prepared.

Meeting adjourned at 2:00 pm

Firefighters Negotiations Counter Offer 8/22/2018 Revision 1

Last wage proposal from the Firefighters on 8/15/2018 was:

- 3% Cost of living adjustment
- 4.5% Certification pay
- 10% Paramedic Certification pay
- Increasing Extra Duty Pay from \$0.62/Hour to \$0.68/Hour and adding net four additional persons with Extra Duties.
- A change in the Longevity pay schedule or formula to equal .55% of base salary times years of service.
- A 9% increase in health insurance benefit for years 2019 and 2020.

Total cost of this proposal, not counting the Longevity pay proposal and health insurance costs, is a \$647,634 increase in the FY 2018 Salaries & Benefits budget or about \$115,805 above what has been approved in our FY 2019 budget. It included eliminating working out of classification pay.

We can offer a 7% Cost of Living Adjustment increase for all members, no changes in Longevity pay, no certification pay, Extra Duty Pay staying at \$0.62 per hour and reducing one extra duty position, Paramedic pay staying @ \$1.65 per hour, and promoting three new Captains. This is a \$531,784 increase in the budget from FY 2018. It includes reducing the Fire Department Overtime budget by \$119,000 to accommodate the pay increase. This reduction in the Overtime budget will be offset by eliminating the working out of classification pay and reduced overtime due to PL being taken in 4 four blocks. This increase is within our approved FY 2019 budget. The City will also agree to the 9% health insurance benefit increase for FY 2019.

This offer is contingent upon:

- Eliminating Working Out of Classification pay,
- Agreeing to contract language that would allow management to assign qualified members to positions above their normal job classification without additional pay when vacancies occur in their crew or on the shift,
- Agreeing to the MOU presented at the 8/15/2018 meeting,
- A one-year Contract, and
- All other tentatively agreed to items being accepted.

This worksheet represents three Captains promotions, a 7% Cost of Living Adjustment with \$1.65/hour pay for Paramedics.

Position	Composite 2018 Annual Base	Annual Base + COLA	Certification Pay	Additional Paramedic Certification Pa	Longevity @ Current Rates	PMP @ .62	QA/QI @ .62	STL @ .62	PFT @ .62	SCBA @ .62
	FY 2018	FY 2019	Certification Total	Paramedic Total	Longevity Total	PMP Total	QA/QI Total	STL Total	PFT Total	SCBA Total
Salaries	\$6,441,062	\$6,493,786	\$0	\$142,771	\$301,529	\$1,805	\$5,416	\$10,833	\$8,511	\$5,416
PL Payout	\$281,707	\$329,315								
Overtime	\$350,000	\$181,000								
Contracted Overtime	\$25,000	\$32,000								
28.26% Benefits	\$2,005,830	\$2,123,000								
Total Salaries & Benefits	\$9,103,599	\$9,635,383								\$9,635,428
COLA	7.00%	\$531,784	FY 2018 Increase							
Certification	0.00%									
Paramedic	0.00%									

City of Nampa		FY 2019 Budget								
Form 300 Budget Detail										
Department of Fire - Fire Operations - 001-020-0090-60										
Object Code	Description	FY 2016 Actual	FY 2017 Actual	FY 2018 Budget	FY 2018 at 03/31	FY 2019 A Budget	FY 2019 Form 10	FY 2019 Form 50	FY 2019 B Budget	
5110	Regular Salaries	6,140,530	6,248,944	6,439,782	3,265,296	6,839,764	103,533	0	6,943,297	
5111	PL Payout	249,839	284,559	281,707	195,580	329,315	0	0	329,315	
5114	Employee Wellness	0	194	0	118	0	0	0	0	
5140	Overtime	269,136	345,064	350,000	128,231	208,000	0	0	208,000	
5141	Contracted Overtime	24,935	32,264	25,000	14,848	32,000	0	0	32,000	
	Total Salaries	6,684,440	6,911,024	7,096,489	3,604,073	7,409,079	103,533	0	7,512,612	
5210	FICA	494,286	515,845	542,866	269,845	566,742	54,614	0	621,356	
5220	State Retirement	1,107,622	1,133,825	1,176,966	594,114	1,216,604	0	0	1,216,604	
5240	Workers Comp	249,260	257,718	264,260	138,397	275,964	0	0	275,964	
5250	Health & Accident Ins	1,094,468	1,128,538	1,206,445	572,284	1,310,589	0	0	1,310,589	
5260	Unemployment Insurance	16,641	17,009	9,104	4,699	8,892	0	0	8,892	
5270	Clothing Allowance NT	0	3,158	0	0	0	0	0	0	
5280	Other Personnel Ins Benefit	23,354	20,457	23,040	10,746	23,437	0	0	23,437	
	Total Benefits	2,985,631	3,076,550	3,222,682	1,590,086	3,402,228	54,614	0	3,456,842	

Firefighters Negotiations Counter Offer 8/22/2018

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- 3% Cost of living adjustment
- 4.5% Certification pay
- 10% Paramedic Certification pay
- Increasing Extra Duty Pay from \$0.62/Hour to \$0.68/Hour and adding net four additional persons with Extra Duties.
- A change in the Longevity pay schedule or formula to equal .55% of base salary times years of service.
- A 9% increase in health insurance benefit for years 2019 and 2020.

Total cost of this proposal, not counting the Longevity pay proposal and health insurance costs, is a \$647,634 increase in the FY 2018 Salaries & Benefits budget or about \$115,805 above what has been approved in our FY 2019 budget. It included eliminating working out of classification pay.

We are proposing a counter offer of a 6.5% Cost of Living Adjustment increase for all members, no changes in Longevity pay, no certification pay for other than Paramedics, 8% certification pay for Paramedics and the Extra Duty Pay increase from \$0.62 to \$0.68 per hour as proposed. This is a \$526,003 increase in the budget from FY 2018. It includes reducing the Fire Department Overtime budget by \$92,000 to accommodate the pay increase. This reduction in the Overtime budget will be offset by eliminating the working out of classification pay. This increase is within our approved FY 2019 budget. The City will also agree to the 9% health insurance benefit increase for FY 2019.

This offer is contingent upon:

- Eliminating Working Out of Classification pay,
- Agreeing to contract language that would allow management to assign qualified members to positions above their normal job classification without additional pay when vacancies occur in their crew or on the shift,
- Staffing the Squad with one Driver Operator and one Firefighter, one of which will be a paramedic,
- A one-year Contract, and
- All other tentatively agreed to items being accepted.

This worksheet represents a 6.5% Cost of Living Adjustment with *8% pay for Paramedics.

Position	Composite 2018 Annual Base	Annual Base + COLA	Certification Pay	Additional Paramedic Certification Pa	Longevity @ Current Rates	PMP @ .68	QA/QI @ .68	STL @ .68	PFT @ .68	SCBA @ .68
	FY 2018	FY 2019	Certification Total	Paramedic Total	Longevity Total	PMP Total	QA/QI Total	STL Total	PFT Total	SCBA Total
Salaries	\$6,441,062	\$6,447,419	\$0	\$152,555	\$301,529	\$1,980	\$5,940	\$11,881	\$11,315	\$5,940
PL Payout	\$281,707	\$329,315								
Overtime	\$350,000	\$208,000								
Contracted Overtime	\$25,000	\$32,000								
28.26% Benefits	\$2,005,830	\$2,121,726								
Total Salaries & Benefits	\$9,103,599	\$9,629,602								\$9,635,428
COLA	6.50%	\$526,003	FY 2018 Increase							
Certification	0.00%									
Paramedic	8.00%									

City of Nampa		FY 2019 Budget							
Form 300 Budget Detail									
Department of Fire - Fire Operations - 001-020-0090-60									
Object Code	Description	FY 2016 Actual	FY 2017 Actual	FY 2018 Budget	FY 2018 at 03/31	FY 2019 A Budget	FY 2019 Form 10	FY 2019 Form 50	FY 2019 B Budget
5110	Regular Salaries	6,140,530	6,248,944	6,439,782	3,265,296	6,839,764	103,533	0	6,943,297
5111	PL Payout	249,839	284,559	281,707	195,580	329,315	0	0	329,315
5114	Employee Wellness	0	194	0	118	0	0	0	0
5140	Overtime	269,136	345,064	350,000	128,231	208,000	0	0	208,000
5141	Contracted Overtime	24,935	32,264	25,000	14,848	32,000	0	0	32,000
	Total Salaries	6,684,440	6,911,024	7,096,489	3,604,073	7,409,079	103,533	0	7,512,612
5210	FICA	494,286	515,845	542,866	269,845	566,742	54,614	0	621,356
5220	State Retirement	1,107,622	1,133,825	1,176,966	594,114	1,216,604	0	0	1,216,604
5240	Workers Comp	249,260	257,718	264,260	138,397	275,964	0	0	275,964
5250	Health & Accident Ins	1,094,468	1,128,538	1,206,445	572,284	1,310,589	0	0	1,310,589
5260	Unemployment Insurance	16,641	17,009	9,104	4,699	8,892	0	0	8,892
5270	Clothing Allowance NT	0	3,158	0	0	0	0	0	0
5280	Other Personnel Ins Benefit	23,354	20,457	23,040	10,746	23,437	0	0	23,437
	Total Benefits	2,985,631	3,076,550	3,222,682	1,590,086	3,402,228	54,614	0	3,456,842

*8% pay Paramedic pay is a net \$14,589 increase in the budget. It eliminates the current \$1.65/Hour Paramedic pay in lieu of 8% of the paramedic's base pay as Paramedic pay.