

# **Nampa Police Protective Association Negotiations**

Minutes of Meeting held 09/16/22

Prepared by Nampa City Clerk's Office

## **Call to Order at 1:05 PM**

Rick Hogaboam opened the Meeting at 1:00PM and asked that they start with introductions. Representing the City was: Rick Hogaboam, Doug Racine, Darl Bruner & Eric Skoland. Representing the NPPA was: Eric Duke, Jon Davis, Chris Barrier, Tyler Gray.

Discussion opened on the potential amendments to the current contract

Rick Hogaboam distributed the cities' proposal (Exhibit "A") and gave details on the proposal.

Doug Racine spoke on the current financial state of the police department budget and the impact of the proposal to the budget. (Exhibit "B")

The City of Nampa and the NPPA had continued discussion on the proposal.

## **Meeting adjourned at 2:59 PM**

THE CITY OF NAMPA AND NAMPA POLICE DEPARTMENT  
TENTATIVE AGREEMENT

Entered into this \_\_\_\_\_ day of \_\_\_\_\_ 2022.

City of Nampa Proposal

The City has a series of items packaged as part of one proposal for amending the FY22-23 NPPA contract:

A. In order to advance new entry level officers more rapidly into the paygrade, the City proposes to remove the "Entry Level" designation, currently applied to hires with "no experience," and advance those hires directly into the "PO I" rank, which will no longer require one (1) year of experience. The proposed edits, as applied to the existing wage table, is as follows:

POLICE OFFICER	FY 2023	Requirements
<del>Entry Level</del>	<del>\$22.76</del>	<del>No Experience</del>
PO I	<del>\$26.11</del> \$26.93	Completion of one (1) years' experience "No Experience" OR "0-23 months of experience"
PO II	<del>\$28.22</del> \$29.97	Completion of Two (2) years' experience

- Please note that this wage table will adjust for the finalized FY23 amount. This is provided as an illustration for the removal of the Entry Level Position and the updated requirement definition for the PO I position.

B. In order to advance lateral hires more competitively into the paygrade, the City proposes to amend the contract as follows:

**Lateral Hire Employees:**

Lateral Entry into the Nampa Police Pay Scale will be based on experience at the rate of one (1) for every ~~two (2)~~ one (1) to the nearest month.

C. In order to help meet the economic challenges facing our employees, the City is offering to increase the negotiated pay chart for FY23. The total cost to the City from FY22 to FY23 for negotiated changes in FY23 plus the changes represented in A, B, and C for wages and benefits is \$1,455,996. See the proposed pay charts in **Exhibit 1**.

D. In order to better align with other agencies and focus the bargaining unit more specifically on qualified *PERSI Rule of 80* employees (excluding command staff), the City is proposing that all *PERSI Rule of 90* employees be removed from the provisions of the labor agreement with the NPPA, effective October 1, 2022 for new hires and October 1, 2023 for all then-current *Rule of 90* employees. Edits are attached in **Exhibit 2**.

E. The City does intend to move *PERSI Rule of 90* employees out of iiiA and into the city's insurance benefits coverage, effective 10/1/2022 for new hires and 10/1/2023 for all then-current employees. The City will provide *PERSI Rule of 90* employees a one-time \$5,000 payout as part of the transition, to be applied to the affected employees who are currently employed at the time of the transition on October 1, 2023.

- If *PERSI Rule of 90* employees are within four (4) years of satisfying their full *PERSI* retirement qualification, they may be grandfathered for purposes of receiving iiiA insurance benefits until their retirement. They may also opt for the \$5,000 payout if they prefer to transition to the city's health benefits.

Tentative Agreement

Yes \_\_\_\_\_

No \_\_\_\_\_

Date: \_\_\_\_\_

### Exhibit 1

Nampa Police Pay Scale FY 2022-2023 (as proposed in potential amendment)

- The red, crossed out amount is what is currently negotiated as part of the contract; The new amount below represents the increase as part of the amendment.

#### Sworn Personnel

<b>POLICE OFFICER</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>Requirements</b>
<b>Entry Level</b>	<del>\$22.76</del>	<del>\$23.45</del>	<b>No Experience</b>
<b>PO I</b>	\$25.35	<del>\$26.11</del> \$26.93	Completion of One (1) year experience
<b>PO II</b>	\$28.22	<del>\$29.07</del> \$29.97	Completion of Two (2) years' experience
<b>PO II ADV</b>	\$28.78	<del>\$29.64</del> \$30.56	Completion of Two (2) years' experience with Advanced Certificate
<b>PO III</b>	\$33.65	<del>\$34.66</del> \$35.75	Completion of Five (5) years' experience
<b>PO III ADV</b>	\$34.29	<del>\$35.32</del> \$36.43	Completion of Five (5) years' experience with Advanced Certificate
<b>PO IV</b>	\$34.88	<del>\$35.92</del> \$37.05	Completion of Eight (8) years' experience
<b>Master Police Officer</b>	\$37.08	<del>\$38.19</del> \$39.38	Completion of Eight (8) years' experience with advanced certificate
<b>Corporal</b>	\$39.92	<del>\$42.12</del> \$43.44	Two (2) years as NPD Officer
<b>Sergeant</b>	\$43.14	<del>\$45.93</del> \$47.37	One (1) year as NPD Corporal

**Exhibit 1 (cont)**

Nampa Dispatch Pay Scale FY 2022-2023 (as proposed in potential amendment)

<b>CALL TAKER</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>Requirements</b>
<b>CT I</b>	\$16.30	<del>\$16.70</del> \$17.22	Probationary Period
<b>CT II</b>	\$17.10	<del>\$17.52</del> \$18.06	Completion of One (1) year experience
<b>CT III</b>	\$19.24	<del>\$19.72</del> \$20.34	Completion of Three (3) years' experience
<b>COMMUNICATIONS OFFICER</b>			
<b>Entry</b>	\$19.55	<del>\$20.04</del> \$20.67	Probationary Period
<b>Dispatch I - Lv I Certified</b>	\$22.40	<del>\$22.96</del> \$23.68	Level I or Basic POST Certified
<b>Dispatch I - Lv II Certified</b>	\$24.46	<del>\$25.07</del> \$25.86	Level II or Intermediate POST Certified
<b>Dispatch II - Lv I Certified</b>	\$24.89	<del>\$25.51</del> \$26.31	Level I or Basic POST Certified & three (3) years' experience
<b>Dispatch II - Lv II Certified</b>	\$27.19	<del>\$27.87</del> \$28.74	Level II or Intermediate POST Certified & three (3) years' experience
<b>Dispatch II - Lv III Certified</b>	\$29.69	<del>\$30.44</del> \$31.39	Level III or Advanced POST Certified & three (3) years' experience
<b>Dispatch Supervisor</b>	\$33.94	<del>\$34.79</del> \$35.88	Minimum Level II or Intermediate POST Certified & two (2) years' of service with NPD

**Exhibit 1 (cont)**

Nampa Non-Sworn Pay Scale FY 2022-2023 (as proposed in potential amendment)

**Non-Sworn Personnel**

<b>COMMUNITY SERVICE</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>Requirements</b>
<b>Community Service Officer I</b>	\$19.81	<del>\$20.31</del> \$20.95	
<b>Community Service Officer II</b>	\$21.84	<del>\$22.39</del> \$23.09	Completion of two (2) years' experience
<b>Community Service Officer III</b>	\$22.96	<del>\$23.53</del> \$24.27	Completion of two (2) years' experience
<b>Analyst I</b>	\$22.96	<del>\$23.53</del> \$24.27	
<b>Analyst II</b>	\$25.92	<del>\$26.57</del> \$27.40	Completion of two (2) years' experience
<b>RECORDS</b>			
<b>Police Assistant I</b>	\$19.28	<del>\$19.66</del> \$20.28	
<b>Police Assistant II</b>	\$20.24	<del>\$20.64</del> \$21.29	Completion of two (2) years' experience
<b>TAC</b>	\$21.29	<del>\$21.71</del> \$22.39	
<b>Records Supervisor</b>	\$26.67	<del>\$27.21</del> \$28.06	
<b>EVIDENCE</b>			
<b>Evidence Technician I</b>	\$22.80	<del>\$23.37</del> \$24.10	
<b>Evidence Technician II</b>	\$24.00	<del>\$24.60</del> \$25.37	Completion of two (2) years' experience
<b>Forensic Evidence Tech</b>	\$30.40	<del>\$31.16</del> \$32.14	

<b>Evidence Technician Supervisor</b>	\$31.92	<del>\$32.72</del> \$33.75	
<b>Criminalist</b>	\$36.64	<del>\$37.56</del> \$38.74	
<b>ANIMAL CONTROL (ACO)</b>			
<b>ACO I</b>	\$19.39	<del>\$19.88</del> \$20.50	
<b>ACO II</b>	\$20.56	<del>\$21.08</del> \$21.29	Completion of one (1) years' experience
<b>ACO III</b>	\$21.60	<del>\$22.14</del> \$22.83	Completion of three (3) years' experience
<b>VICTIM/WITNESS</b>			
<b>Victim/Witness Coordinator I</b>	\$21.76	<del>\$22.30</del> \$23.00	
<b>Victim/Witness Coordinator II</b>	\$25.18	<del>\$25.81</del> \$26.62	Completion of two (2) years' experience
<b>Victim/Witness Coordinator III</b>	\$28.11	<del>\$28.81</del> \$29.71	Completion of five (5) years' experience
<b>Victim/Witness Supervisor</b>	\$29.51	<del>\$30.25</del> \$31.20	Completion of one (1) year as V/W III, and in good standing to test for the position

## Exhibit 2

- (a) Add a qualifier to “employees” in Article 1, Section A:

### ARTICLE 1 – PURPOSE

**Section A** It is the intent of this contract to serve as written evidence of the rights and duties of the City of Nampa (CITY) and the employees (as recognized in Article 2, Section A) of the Nampa Police Department with regard to benefits, wages and working conditions.

- (b) Amend the Article 2 – Recognition – Section A definition of the members represented by the NPPA as the sole bargaining agent.

### ARTICLE 2 – RECOGNITION

**Section A** The City of Nampa, Idaho, hereby recognizes the Nampa Police Protective Association (NPPA) as the sole collective bargaining agent for all members of the Nampa Police Department, except for ~~the~~ all PERSI Rule of 90 employees hired after 10/1/2022 and all PERSI Rule of 90 employees as of 10/1/2023, and all employees above the rank of Sergeant and the Administrative Staff. The Administrative Staff includes all civilian support staff assigned to Administration, all civilian Managers, and Officers assigned to the *Office of Professional Standards*, unless expressly listed elsewhere in this contract as a beneficiary to a specific negotiated item.

- **The significance of these dates is to allow for all current Rule of 90 employees to benefit from iiiA for FY23 since benefits have been locked in for the year but to allow all new hires moving forward to be provided with city insurance benefits instead of iiiA who are hired after 10/1/2022. Effective 10/1/2023, however, all then current Rule of 90 employees would be transitioned to the city’s health benefits.**



**Nampa Police Department – Background****9/14/22****City of Nampa - Declining New Construction Revenues**

Budget Year	2% of 3% Allowed	New Construction	Total New Tax Revenues	Actuals/ Projected Annual Decrease	Disclaimed 1%
2022	657,688	2,573,450	<b>3,231,138</b>	(1,344,128)	-
2023	728,507	1,324,690	<b>2,053,197</b>	(1,177,940)	(364,254)
2024	769,568	786,960	<b>1,556,528</b>	(496,669)	(384,784)
2025	785,307	486,999	<b>1,272,306</b>	(284,222)	(392,654)

*\*The Declining New Construction Revenues shown above, were published in the FY23 budget book and presented to the council and general public during the budget review and approval process.*

**Budget Increases & Grants Impacts****Police Budgetary impacts**

- FY22 Budget Increase over FY21           \$2.9M (Wages, Benefits, Vehicles, Fleet, IT)
  - FY23 Budget increase over FY22       \$1.5M (Primarily Wages & Benefits)
  - DOJ Cops Grant FY24                     \$94k,
  - DOJ Cops Grant FY25                     \$337k (\$431k combined)
- An additional COPS grant has been applied for, but not yet granted, by the DOJ*

**Nampa Police Department – Financial Impacts****9/14/22**

- Current lift Association Contract       \$ 530,424 (Wages & Benefits, Excl Cmnd Staff 3.6%)
- Max Gross Wages & Benefits increase of \$751,620

	Wage	%	Benefits	Total
Base Pay	394,106	3.1%	91,630	485,735
Specialty	18,048	0.1%	4,196	22,244
Promotions	9,923	0.1%	2,307	12,230
	<b>422,076</b>	<b>3.3%</b>	<b>98,133</b>	<b>520,209</b>
Lateral 1:1	151,593	1.2%	35,245	186,838
Entry to 01	36,164	0.3%	8,408	44,572
	<b>609,833</b>	<b>4.8%</b>	<b>43,654</b>	<b>751,620</b>

- Annual increase in Health care contributions                     \$ 173,952
- Combined Wage & Benefits Lift   \$1,455,996
- Savings Offset (Admin to Blue Cross)