

**Local 804 Contract Labor Internal Negotiation Minutes
September 24, 2019
Brisban Room, moved from Baker Room, HNPSB**

Call to Order 3:03 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
Robert Hunt, NFD Negotiator
Clay Long, Nampa Chief of Staff
Doug Racine, Nampa Finance Director
Jamie Chapman, Nampa City Human Resource Manager

A letter from Mayor Kling was distributed to all present.

Councilman Bruce Skaug opened stating that he did not have an official approval from council, but the city would like to accept the local 804 offer with minimal change to longevity pay.

Breakout discussions at 3:05 pm

Back in at 3:17 pm

Local 804 negotiators came back wanting a review of exactly what the offer is from the city.

Breakout discussions at 3:24 pm

Back in at 3:25 pm

Local 804 agreed putting a cap on 25 years as the city presented.
Details of contract were reviewed and agreed upon by both negotiation parties.

Breakout discussions at 3:30 pm

Back in at 3:32 pm

Councilman Skaug will present agreed upon offer to council at the special council meeting Thursday 26th at 8:00 am.

Adjourn at 3:34 pm

Proposal Y-2019 City

2-Year Contract

9/24/2019

For FY 2020

- 2% Cost of Living Increase
- 9% Health Insurance Increase

For FY 2021

- Longevity Formula (base rate x .0055 x years of service) initiating upon 5th anniversary and capped at 25th anniversary.
- 7% Health Insurance Increase

Debbie Kling
Mayor



City of Nampa
411 3rd Street South
Nampa, ID 83651
208-468-5401

OFFICE OF THE MAYOR

September 18, 2019

Dear Members of the Local 408 Negotiation Team:

Your passion to save lives and protect property is very much appreciated. Please know we value the service you provide to the citizens of our community! I understand the Local's responsibility to advocate for its membership in the areas of working environment and compensation. As Mayor, I am committed to ensuring we provide an environment attractive to firefighters who have the desire to serve their community. I recognize that in past years our firefighters went without increases in compensation in order for the City to maintain the level of service our citizens have come to expect. That said, I trust you recognize the City's efforts in recent negotiations to correct that shortfall.

Since taking office, intentional efforts have been made to collaborate with Fire Administration to upgrade equipment, add personnel, and ensure the City of Nampa is providing a highly competitive compensation. I appreciate the collaboration from our firefighters and leadership to foster a department that supports our core values of stewardship, integrity and team work. I am pleased we have ample applicants when there are openings and the Nampa Fire Department has a history of long-term dedicated members. This, in combination with adequate staffing, will make both the City of Nampa and the Nampa Fire Department a model of excellence in the industry.

In looking to the future, we are building both a 5-year and 10-year budget to ensure the City's viability to meet the obligations that come with growth. We know with growth comes need for expansion of services, facilities, and equipment. I also recognize the need to ensure we provide competitive compensation for all City employees and do our best to not pit departments against each other when increases in compensation are not aligned. While we need to ensure we meet the needs for the entire City of Nampa, this is a fine line I focus on frequently to keep the city attractable as a whole.

We have an amazing City and I am humble to continue championing public safety for our community. I recognize negotiations are challenging and I would like to thank you again for your collaboration with the City Negotiation Team. I look forward to hearing the positive outcome of the negotiation process.

Sincerely,

A handwritten signature in cursive script that reads "Debbie Kling".

Debbie Kling
Mayor



NAAMPA

Signup Sheet
Tuesday September 24, 2019

Name	Position		
Bruce Skaug	Council		
Richard Davies	Fire Deputy Chief		
Adam Swift	L804 Negotiator		
Hank Carpenter	FIRE DEPT.		
Joel Baker	LOCAL 804 NEGOTIATOR		
Eric White	"		
Robert Hunt	"		
Janice Chapman	Sr. Human Resource Mgr		
Doug Racine	DIR OF FINANCE		
Clay Long	Chief of Staff		