

City of Nampa and Nampa Police Protective Association

Minutes of Meeting held October 6, 2022

Prepared by Nampa City Clerk's Office

Call to Order at 3:36 PM

Rick Hogaboam opened the meeting and asked that they start with introductions. Representing the City was Rick Hogaboam, Doug Racine, and Darl Bruner. Representing the Nampa Police Protective Association (NPPA) was Jon Davis, Tyler Gray, Chris Barrier, Eric Duke, Brad Davis, and Eric Skoglund.

Rick Hogaboam referred to the meeting minutes of September 16, 2022. He stated that the purpose of today's meeting was to get a response to the City's package presented to NPPA at the last meeting. He also presented revised documents (Exhibit "A") based on previous discussions.

Tyler Gray stated that the goal was retention and recruitment. Due to the City requesting 50 people (Rule of 90 staff) be moved out of their Association, they felt that this was a negotiation and not just a proposed amendment. Therefore, he listed the following three additional requests:

- (1) Health benefits for the Rule of 90 staff to begin on January 1, 2023 instead of October 1, 2023;
- (2) Starting September 30, 2023, two percent deferred compensation match for current Rule of 80 staff, excluding administration and operations; and
- (3) Reduce required time in the following positions:
 - a. PO3 and PO3 Advanced: Change from 5 years to 4 years
 - b. PO4 and Master Patrol Officer: Change from 8 years to 6 years

Clerk's Note: Rick Hogaboam announced a short recess at 4:06 PM to discuss proposal with team. Meeting re-started at 4:27 PM

Rick Hogaboam provided the following responses to each new NPPA request:

- Request #1: City needs to determine if it is possible to have Rule of 90 staff start benefits after start of health contract. If the January 2023 date is allowed, then the proposed one-time bonus would need to be pro-rated as it was based on an October 2023 date as the rationale was for a one-year savings. A cost analysis would also need to be completed by the City for this request.
- Request #2: This is a new addition to the contract and would require negotiations, therefore, the City would defer discussion on this request to next year's negotiations.
- Request #3: City needs to do a cost analysis.

Discussion ensued on NPPA's new requests.

Doug Racine stated he would have the needed cost analysis completed by early next week and would provide it to NPPA.

Meeting adjourned at 4:48 PM