

City of Nampa and Nampa Police Protective Association

Minutes of Meeting held October 27, 2022

Prepared by Nampa City Clerk's Office

Call to Order at 1:04 PM

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

Rick Hogaboam referred to the meeting minutes of October 6, 2022. He also distributed the following handouts (attached at the end of the minutes):

- Revised Tentative Agreement;
- Amended Exhibit 1 [Nampa Police Pay Scale FY 2022-2023];
- Amended Exhibit 2 [Amendments to Articles I and II];
- New Exhibit 3 [Appendix C]; and
- Budget Numbers [Finance Department handout].

The various handouts were presented and discussed, including the City's responses to NPPA proposals, which are located on the second page of the Revised Tentative Agreement.

Significant discussion ensued on using the language "Rule of 80" and "Rule of 90" to identify specific employee groups in the agreement. Tyler Gray stated that it had recently come to his attention that Dispatch Supervisors were inadvertently not included in the recent legislation change, and, as a result, they are still identified as part of the "Rule of 90" employee group although the staff they supervise and perform similar non-supervisory duties are identified in the "Rule of 80" employee group. The intent was for all Dispatch staff to be included in the "Rule of 80" employee group. Doug Racine confirmed that this would not affect the count that was used in the City's calculations. Suggestions were discussed on how to differentiate the two groups in the agreement but still include all dispatch staff in the intended "Rule of 80" employee group. Rick Hogaboam requested Tyler Gray to email suggested language changes to him.

Significant discussion also ensued on the pay scale for staff that was moving from the Association into the City, as it related to those currently receiving Special Pay (i.e., On-call, Longevity, PTO). Rick Hogaboam and Doug Racine both stated that it was not the City's intent to pay less than what staff is currently receiving but would be contingent on budgetary restrictions and further review with Human Resources in relation to salary ranges. There was also discussion on PL buydown in order to comply with the City's maximum allowed level.

Clerk's Note: Tyler Gray requested a short recess at 1:55 PM to discuss proposal with the team. Doug Racine announced that he had another commitment and would not be able to return after the break. Meeting re-started at 2:05 PM

Tyler Gray requested City provide confirmation that staff would be able to select between Nationwide and PERSI Choice for deferred compensation. He stated that NPPA was agreeable to initially signing the revised tentative agreement as provided pending ratification from their members.

Rick Hogaboam stated that any necessary clean-up language in the revised tentative agreement and Exhibits could be handled offline between Tyler Gray and City staff.

Meeting adjourned at 2:09 PM