

Nampa Police Protective Association Negotiations

Minutes of Meeting held 04/29/20

Prepared by Nampa City Clerk's Office

Call to Order

Representing the NPPA were: Josh Schouman, Eric Duke, Chad Shepperd, Tyler Gray

Representing the City of Nampa were Rick Hogaboam, Darl Bruner

Representing the Nampa Police Administration were Curt Shankel, Jason Kimball

Introductions and Opening Statements

Rick Hogaboam opened the meeting at 4:00 PM and asked City of Nampa finance director Doug Racine to give an update on the City of Nampa's current financial position and financial outlook going forward. The NPPA asked had questions for Doug based on his report.

Agree Upon Negotiation Rules

Rick Hogaboam presented a draft copy of the negotiation rules, possible changes to the rules was discussed.

Discuss Existing Contract

Highlights from previous two-year contract were: 2% COLA + 2.25% salary increase and workout hour buyout, other significant changes from prior contracts were reviewed as well.

Break for Executive session from 5:30 PM – 5:38 PM

Chad Shepperd presented their first non-monetary proposal:

Article 4 TERM OF AGREEMENT Section A This contract shall be effective as of the 1st day of October 2020 and thereafter shall remain in full force and effect until the 30th day of September 2021 and shall cover a term of one (1) year. The provisions of this contract may be modified by agreement of the parties at any time prior to the termination of the contract. The provisions of this contract which do not otherwise expire by their expressed terms on September 30, 2021 shall automatically remain in full force and effect until a new contract is executed for a successive period.

Chad Shepperd presented the second non-monetary proposal:

Article 9 - MANAGEMENT AND EMPLOYEE'S RIGHTS Section I Disciplinary Hearings An employee who is subject to a disciplinary hearing has the right to representation of an attorney and an NPPA representative. Both the attorney and the NPPA representative will be allowed in any interview of the employee who is subject to the disciplinary hearing.

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Chad Shepperd presented the third non-monetary proposal:

ARTICLE 9 - MANAGEMENT AND EMPLOYEES RIGHTS Section J Last Chance Agreements *Last chance agreements between the Nampa Police Department and an employee will be reviewed by the NPPA board and their labor services counsel prior to an employee being able to enter the agreement. This review will only be to determine if any requirements violate a contractual right of the employee or damages another employees' contractual rights.*

If a contractual violation is found, the NPPA board will advise the Department, and an amended Last Chance Agreement will be presented for review. The Department cannot leave a requirement in a Last Chance Agreement that an employee cannot meet, due to contractual matters and then use that requirement as a means of termination.

Establish Future Negotiation Dates

Next Meeting: Friday May 1, 2020 at 4:00 PM

Meeting adjourned at 5:57 PM