

Nampa Police Protective Association Negotiations

Minutes of Meeting held 05/12/2020

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

The meeting opened at 4:00 PM

Review of minutes

Discussion of Existing Contract

The City of Nampa presented their first proposal:

- Article 19 Uniforms - removal of July 31 deadline for purchase of uniforms

The City of Nampa responded to proposals brought by the NPPA which they found agreement:

- Non-Monetary Proposal #5 Article 18 Holidays The City agreed with this proposal with the addition of the following language "Other day(s) declared at the discretion of the Mayor for contract employees"
- Non-Monetary Proposal #6 Article 18 – Holidays Section C (Holiday Bank)
- Non-Monetary Proposal #8 Article 18 – Holidays Section D (Pay at Separation)
- Non-Monetary Proposal #9 Article 16 – Grievance Procedures

The City of Nampa responded to proposals brought by the NPPA which they did not find agreement:

- Non-Monetary Proposal #2 Article 9 - MANAGEMENT AND EMPLOYEE'S RIGHTS Section I

City Finance Director Doug Racine presented an update on the city budget process, current financial picture of the city and answered questions from the NPPA

Recess: 5:02 PM – 5:07 PM

Rick Hogaboam continued with updates from the FY21 budget meetings that have been held with other department staff.

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Discussion resumed on proposals that the city does not support:

- Non-Monetary Proposal #2 - Article 9 - MANAGEMENT AND EMPLOYEE'S RIGHTS Section I
- Non-Monetary Proposal #3 - ARTICLE 9 - MANAGEMENT AND EMPLOYEES RIGHTS Section J Last Chance Agreements
- Non-Monetary Proposal #4 - Article 11 - Health and Welfare Section C (PEHP)
- Non-Monetary Proposal #11 - Article 17 Section A - PL Accrual Rate & Article 17 Section B - Maximum Accumulation

The city responded to monetary proposals presented in previous meetings:

The city indicated an interest in 1-year contract with no COLA and an increase of the health insurance contribution.

NPPA and the city adjourned into executive session from 5:33 PM - 5:46 PM

Discussion paused from 6:00 - 6:05 PM to restart livestream

- Monetary Proposal #2 - ARTICLE 12 - PENSION Section B - Deferred Compensation The city does not support his proposal at this time.

Next meeting: To be Determined

Meeting adjourned at 6:30 PM