

Nampa Police Protective Association Negotiations

Minutes of Meeting held 06/16/2020

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 was Curt Shankel

Also present were City of Nampa Finance Director Doug Racine, City of Nampa Work Force Development director Jamie Chapman and III-A Executive Director Amy Manning

The meeting opened at 3:00 PM

Review of minutes

Rick Hogaboam opened and the meeting with a review of past discussion and noted that the current focus is to work towards a one-year contract. Contract discussion continued about future healthcare costs which include medical (III-A), dental (Willamette Dental & Delta Dental) and vision (Metlife Vision) coverage. Amy answered questions about the funding of the current medical policy and how cost increases are calculated each year.

Executive Session from 3:47 PM – 3:59 PM

Discussion of Existing Contract

- NPPA monetary proposal #1 Article 11 Health and Welfare Section A (Health Benefits and Providers) The NPPA has chosen to contract for health, dental and vision insurance for its members from a private insurance producer(s), instead of remaining as beneficiaries of the City sponsored Employee Benefit Trust Plan. Therefore, the City agrees to provide an increase of 7% equal to \$17,257.00 for FY 2021 per member.

The health insurance plan NPPA has chosen is with Idaho Independent Intergovernmental Authority ("III-A"). In the event that III-A is mandated pursuant to state law or by the Idaho Department of Insurance to take action that requires additional funding in order to carry out its health benefit plan, the NPPA and City shall cooperate with III-A to ensure additional funding. III-A shall make every effort to prevent any mandated assessments from Occurring. The III-A is a third party beneficiary of this Article 11, Section A.

It is further agreed that within the plan benefits selected and procured by the NPPA, any and all wellness plans and incentives shall be provided for within the plans schedule of benefits and the City has no further cost than that which is listed above. In the event, the NPPA chooses to use a portion of the cost above to be toward a medical flex account, the NPPA shall notify the City at least sixty days prior to the beginning of the plan year to coordinate any employee deductions, offset, or card plan details.

It is further agreed that should the NPPA determine that it would prefer for the members to return to the City sponsored Employee Benefit Trust Plan at some time in the future, the City and NPPA will meet and confer to determine the feasibility and timing of the return to the trust.

Nampa Police Protective Association Negotiations

Minutes of Meeting held 06/16/2020

Prepared by Nampa City Clerk's Office

Doug Racine gave a financial update.

The City of Nampa and NPPA had a discussion on the CARES Act and reimbursement for COVID-19 related expenses.

Executive session from 4:34 PM – 4:48 PM

Continued NPPA proposals which are:

- NPPA monetary proposal #4 Article 19 Section A (Clothing Allowance) The City agrees to the following clothing allowance option for each member beginning October 1, 2020 and ending September 30, 2021 except as defined in section C below. Annual on-account clothing allowance must be spent by July 31st of each year. Each member must choose between the on-account or cash option. In the event a new contract is not agreed upon prior to September 30th of any expiring year, the City will maintain the clothing allowance rate of the last agreed upon contract until a new agreement is in place.

	On Account	Cash Option
Sworn Personnel	\$1250.00	\$938.00
ACO	\$1000.00	\$750.00
CSO	\$700.00	\$525.00
Dispatch	\$600.00	\$450.00
Records	\$600.00	\$450.00

- NPPA monetary proposal #4A Article 19 Section B (On Account) It will be the responsibility of each member of the bargaining unit to use their uniform allowance for the purpose intended. Those members who chose the "On Account" option will have statement balances mailed from the issuing bank to the City and the member. The City will not deposit funds into an account which would cause the account for Sworn Personnel to exceed a \$2500.00 credit, ACO not to exceed a \$2000.00 credit, CSO not to exceed a \$1400.00 credit, Dispatch not to exceed a \$1200.00 credit, and Records not to exceed a \$1200.00 credit.
- NPPA monetary #5 Article 19 Section E (Body Armor) The City will purchase body armor for an Officer who does not currently have body armor, or, who has body armor that is five years or older. The City will then purchase body armor as required when they reach the five-year mark. The City of Nampa's contribution will not exceed \$1000.00 per vest.

Nampa Police Protective Association Negotiations

Minutes of Meeting held 06/16/2020

Prepared by Nampa City Clerk's Office

- NPPA Monetary proposal #6

Salary Increase for Corporals and Sergeants:

Corporal

Current Base	\$37.79	
New Base	\$39.60	10% above current MPD of \$36
3 Year	\$40.79	3% Increase
5 Year	\$42.01	3% Increase

Sergeant

Current Base	\$40.43	
New Base	\$43.27	3% above 5-year Corporal
3 Year	\$44.57	3% Increase
5 Year	\$45.91	3% Increase

- NPPA Monetary proposal #7

Excluding NPPA sworn supervisors, the City agrees to pay a one-time 3% payout (bonus) of employees' base wages on Oct. 1st 2020.

The City of Nampa and the NPPA discussed the current budget outlook and discussed a possible switch to the cities HRA VEBA plan.

Meeting adjourned at 5:30 PM