

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, Darl Bruner, Brad Daniels, 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 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

**THE CITY OF NAMPA AND NAMPA POLICE DEPARTMENT
TENTATIVE AGREEMENT**

Entered into this _____ day of _____ 2022.

City of Nampa Proposal

The City has a series of items packaged as part of one proposal for amending the FY22-23 NPPA contract:

- A. In order to advance new entry level officers more rapidly into the paygrade, the City proposes to remove the “Entry Level” designation, currently applied to hires with “no experience,” and advance those hires directly into the “PO I” rank, which will no longer require one (1) year of experience. The proposed edits, as applied to the existing wage table, is as follows:

POLICE OFFICER	FY 2023	Requirements
Entry Level	\$22.76	No Experience
PO I	\$26.11 \$26.93	Completion of one (1) years’ experience “No Experience” OR “0-23 months of experience”
PO II	\$28.22 \$29.97	Completion of Two (2) years’ experience

- Please note that this wage table will adjust for the finalized FY23 amount. This is provided as an illustration for the removal of the Entry Level Position and the updated requirement definition for the PO I position.

- B. In order to advance lateral hires more competitively into the paygrade, the City proposes to amend the contract as follows:

Lateral Hire Employees:

Lateral Entry into the Nampa Police Pay Scale will be based on experience at the rate of one (1) for every ~~two (2)~~ one (1) to the nearest month.

- C. In order to help meet the economic challenges facing our employees, the City is offering to increase the negotiated pay chart for FY23. The total cost to the City from FY22 to FY23 for negotiated changes in FY23 plus the changes represented in A, B, and C for wages and benefits is \$1,455,996. See the proposed pay charts in **Exhibit 1 (as amended on 10/6/22)**.
 - a. 10/6/22 AMENDMENT on chart modifies Dispatch Supervisor requirement

- D. In order to better align with other agencies and focus the bargaining unit more specifically on qualified *PERSI Rule of 80* employees (excluding command staff), the City is proposing that all *PERSI Rule of 90* employees be removed from the provisions of the labor agreement with

the NPPA, effective October 1, 2022 for new hires and October 1, 2023 for all then-current *Rule of 90* employees. Edits are attached in **Exhibit 2**.

- E. The City does intend to move *PERSI Rule of 90* employees out of iiiA and into the city's insurance benefits coverage, effective 10/1/2022 for new hires and 10/1/2023 for all then-current employees. The City will provide *PERSI Rule of 90* employees a one-time \$5,000 payout as part of the transition, to be applied to the affected employees who are currently employed at the time of the transition on October 1, 2023.
- If *PERSI Rule of 90* employees are within four (4) years of satisfying their full *PERSI* retirement qualification, they may be grandfathered for purposes of receiving iiiA insurance benefits until their retirement. They may also opt for the \$5,000 payout if they prefer to transition to the city's health benefits.

Tentative Agreement

Yes _____

No _____

Date: _____

Exhibit 1 (as amended on 10/6/22)

Nampa Police Pay Scale FY 2022-2023 (as proposed in potential amendment)

- The red, crossed out amount is what is currently negotiated as part of the contract; The new amount below represents the increase as part of the amendment.

Sworn Personnel

POLICE OFFICER	FY 2022	FY 2023	Requirements
Entry Level	\$22.76	\$23.45	No Experience
PO I	\$25.35	\$26.11 \$26.93	Completion of One (1) year experience
PO II	\$28.22	\$29.07 \$29.97	Completion of Two (2) years' experience
PO II ADV	\$28.78	\$29.64 \$30.56	Completion of Two (2) years' experience with Advanced Certificate
PO III	\$33.65	\$34.66 \$35.75	Completion of Five (5) years' experience
PO III ADV	\$34.29	\$35.32 \$36.43	Completion of Five (5) years' experience with Advanced Certificate
PO IV	\$34.88	\$35.92 \$37.05	Completion of Eight (8) years' experience
Master Police Officer	\$37.08	\$38.19 \$39.38	Completion of Eight (8) years' experience with advanced certificate
Corporal	\$39.92	\$42.12 \$43.44	Two (2) years as NPD Officer
Sergeant	\$43.14	\$45.93 \$47.37	One (1) year as NPD Corporal

Exhibit 1 (cont)

Nampa Dispatch Pay Scale FY 2022-2023 (as proposed in potential amendment)

CALL TAKER	FY 2022	FY 2023	Requirements
CT I	\$16.30	\$16.70 \$17.22	Probationary Period
CT II	\$17.10	\$17.52 \$18.06	Completion of One (1) year experience
CT III	\$19.24	\$19.72 \$20.34	Completion of Three (3) years' experience
COMMUNICATIONS OFFICER			
Entry	\$19.55	\$20.04 \$20.67	Probationary Period
Dispatch I - Lv I Certified	\$22.40	\$22.96 \$23.68	Level I or Basic POST Certified
Dispatch I - Lv II Certified	\$24.46	\$25.07 \$25.86	Level II or Intermediate POST Certified
Dispatch II - Lv I Certified	\$24.89	\$25.51 \$26.31	Level I or Basic POST Certified & three (3) years' experience
Dispatch II - Lv II Certified	\$27.19	\$27.87 \$28.74	Level II or Intermediate POST Certified & three (3) years' experience
Dispatch II - Lv III Certified	\$29.69	\$30.44 \$31.39	Level III or Advanced POST Certified & three (3) years' experience
Dispatch Supervisor	\$33.94	\$34.79 \$35.88	Minimum Level II or Intermediate POST Certified & two (2) years' one (1) year of service with NPD

Exhibit 1 (cont)

Nampa Non-Sworn Pay Scale FY 2022-2023 (as proposed in potential amendment)

Non-Sworn Personnel

COMMUNITY SERVICE	FY 2022	FY 2023	Requirements
Community Service Officer I	\$19.81	\$20.31 \$20.95	
Community Service Officer II	\$21.84	\$22.39 \$23.09	Completion of two (2) years' experience
Community Service Officer III	\$22.96	\$23.53 \$24.27	Completion of two (2) years' experience
Analyst I	\$22.96	\$23.53 \$24.27	
Analyst II	\$25.92	\$26.57 \$27.40	Completion of two (2) years' experience
RECORDS			
Police Assistant I	\$19.28	\$19.66 \$20.28	
Police Assistant II	\$20.24	\$20.64 \$21.29	Completion of two (2) years' experience
TAC	\$21.29	\$21.71 \$22.39	
Records Supervisor	\$26.67	\$27.21 \$28.06	
EVIDENCE			
Evidence Technician I	\$22.80	\$23.37 \$24.10	
Evidence Technician II	\$24.00	\$24.60 \$25.37	Completion of two (2) years' experience
Forensic Evidence Tech	\$30.40	\$31.16 \$32.14	

Evidence Technician Supervisor	\$31.92	\$32.72 \$33.75	
Criminalist	\$36.64	\$37.56 \$38.74	
ANIMAL CONTROL (ACO)			
ACO I	\$19.39	\$19.88 \$20.50	
ACO II	\$20.56	\$21.08 \$21.29	Completion of one (1) years' experience
ACO III	\$21.60	\$22.14 \$22.83	Completion of three (3) years' experience
VICTIM/WITNESS			
Victim/Witness Coordinator I	\$21.76	\$22.30 \$23.00	
Victim/Witness Coordinator II	\$25.18	\$25.81 \$26.62	Completion of two (2) years' experience
Victim/Witness Coordinator III	\$28.11	\$28.81 \$29.71	Completion of five (5) years' experience
Victim/Witness Supervisor	\$29.51	\$30.25 \$31.20	Completion of one (1) year as V/W III, and in good standing to test for the position