



GATEWAY TO THE NORTHWEST

### Fire Union Negotiation Meeting Minutes

<b>Meeting Date &amp; Time:</b>	7/1/2016; 11:12am-12:10pm	
<b>Attendee</b>	<b>Position</b>	<b>Company/Department</b>
Scott Marotz	Professional Negotiator	
David Gates	Chief	Fire
Joyce Stroschein	CFO	Finance
Nichole Harms	HR Consultant	HR
Anne Butler	HR Interim Director	HR
Lynette Sampson	Legal Asst.	Legal
Ryan O’Hearn	President, IAFF 187	Fire
Curtis Smith	Negotiation member, IAFF 187	Fire
Andy Moldenhauer	Vice President, IAFF 187	Fire
David Scott	Negotiation member, IAFF 187	Fire
Eric Anderson	Negotiation member, IAFF 187	Fire
(Mick Coward- <i>absent</i> )	Negotiation member, IAFF 187	Fire

#### Meeting Notes

<p><b><u>City of Pocatello and IAFF #187 Union Negotiation</u></b></p>	<ul style="list-style-type: none"> <li>Meeting opened at 11:12a.m. by Scott Marotz</li> </ul>
<p><b><u>Session #3:</u></b></p>	<ul style="list-style-type: none"> <li>S. Marotz started the meeting by presenting the City’s <b>Counter Proposal to #F-2 (Counter F-2)</b> and explained the language change wherein both the Union and Fire Chief would meet at the same time with the Mayor and/or panel selected by the Mayor to hear grievances. Discussion ensued regarding the intent of the City’s language and how the joint meeting would work. R. O’Hearn indicated the Union would take the language under consideration.</li> <li>R. O’Hearn presented the Union’s <b>Counter Proposal to #C-15 (Counter C-15)</b> regarding Prevailing Rights. R. O’Hearn indicated that the Union cleared up the language by removing reference to an individual’s rights and inserted language referencing the Bargaining Unit. S. Marotz indicated that although their suggested language addressed one concern, it failed to address others including clarity of the provision. S. Marotz also stated that the language as presented gives power of determining past practices only to the Union and does not give management the same ability. Additional discussion ensued regarding grievance procedures, arbiters, and standards. S. Marotz indicated that standards for determination needed to be included in the provision. D. Gates provided S. Marotz with information on a 3-step test for past practice determination</li> </ul>

and S. Marotz will use to prepare new language for this provision.

- Discussion moved to the list of training prepared by D. Gates and distributed by S. Marotz. R. O'Hearn indicated the Union would like a chance to review the list and discuss timeframes for completing any agreed upon training.
- S. Marotz distributed 2 financial documents prepared by D. Gates regarding the cost savings of reorganizing the Fire Department. R. O'Hearn asked questions about various line items; D. Gates and J. Stroschein answered. R. O'Hearn and C. Smith asked if the Fire Station would have to be remodeled and a new vehicle purchased under the reorganization. Additional discussion of numbers. R. O'Hearn indicated the Union team would consider the information.
- S. Marotz distributed a financial spreadsheet prepared by J. Stroschein regarding the general fund as requested by R. O'Hearn at the previous meeting. R. O'Hearn said the Union would look at document.
- R. O'Hearn requested caucus break at **11:54a.m.**; caucus ended at **12:05p.m.**
- S. Marotz submitted City's final proposal: #C-17- Article 8, FLSA Platoon start dates. Discussion ensued.
- Meeting dates were confirmed for next week: Tuesday July 5 from 10-1:00; Wednesday July 6 from 10-5:00.
- Documents attached to the July 1, 2016 meeting minutes: Proposal C-17, Counter Proposals Counter F-2 and Counter C-15; General Fund impact spreadsheet prepared by J. Stroschein; Reorganization budget, calculation information, and list of training prepared by D. Gates.
- **Session #3 adjourned at 12:10pm**

By:   
Lynette Sampson, Legal Department

Approved as to Substance and Form:

By:   
Ryan O'Hearn, President  
IAFF #187

Counter proposal to Fire proposal # 2.

**Section C.** If the Union concludes that there is a factual basis to support a grievance, the Union shall notify the Fire Chief, in writing, setting out the factual basis for the grievance. Such notice must be submitted within thirty (30) calendar days of the date that the Union received notice from the employee of the facts upon which the grievance is based. The Union and the Fire Chief shall have 30 calendar days to agree upon a resolution of the grievance. In the event no resolution is reached, the Union has the option of requesting a review by the Mayor of the grievance, based on the facts submitted to the Fire Chief. Such request must be in writing and set out the factual basis for the grievance and the proposed resolution by the Union and the proposed resolution of the Fire Chief. The facts submitted to the Mayor must be the same facts submitted to the Fire Chief. The Fire Chief shall have the right to submit to the Mayor a written response to the Unions submittal.

Upon receipt of the grievance, the Mayor shall convene a panel made up of those city staff who the Mayor believes have the knowledge to assist the Mayor in resolving the grievance. That panel will review the written materials provided and schedule a date when both the Union and the Fire Chief have the right to appear and present the grievance orally and answer any questions that the Mayor and the panel may have. Each side will have no more than 15 minutes to present their respective position at the hearing and the presentation is limited to the factual basis included in the original written submittals. The Union shall present first and, in the event that the Fire Chief makes an oral presentation, the Union will have an additional 5 minutes for a rebuttal presentation.

File  
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C-9

Position	Pay & Benefits	Wages Only	OT Rate/Hr	OT+ Bene/Hr	Wages & On-Call	Call Pay
AC Operations	\$128,047.49	\$91,845.61			\$98,274.80	6429.19
AC Safety and Support	\$128,047.49	\$91,845.61			\$98,274.80	6429.19
DC Training	\$123,751.14	\$86,420.48			\$92,469.91	6049.43
BC A platoon (Sp Teams)	\$124,168.90	\$87,995.63	\$54.02	\$69.02		
BC B platoon (Fire)	\$124,168.90	\$87,995.63	\$54.02	\$69.02		
BC C platoon (EMS)	\$124,168.90	\$87,995.63	\$54.02	\$69.02		
Current Position Total	\$752,352.81					
Total BC Step-up	\$13,032.86					
OT - Other Differential	\$3,519.55					
OT - 1/25th of Backfill	\$11,000.00					
OT - BC Spec	\$21,810.75					
<b>Total Current Costs</b>	<b>\$801,715.97</b>					

- actual #s  
 - estimate what \$23.00 would have cost if cap

Reorganized Positions	Pay, Benefits & Call Pay
DC Training	\$129,800.57
DC Ops/Special Teams	\$129,800.57
DC Fire Prevention	\$129,800.57
DC EMS	\$129,800.57
Deputy Chief	\$134,476.68
<b>Total Projected Cost</b>	<b>\$653,678.97</b>
Fire Budget Saving	\$98,691.33
EMS Budget Savings	\$49,345.67
<b>Total Costs Saving Est.</b>	<b>\$148,037.00</b>

Meeting attendees

BC Specific Overtime

	Total BC OT	SP Teams	Other	PM	Staff	Total Hours	OT - BC Spec
Davies, R FO	\$35,540.20	84.00	48.00	22.40	25.6	180.00	\$12,423.84
Smith, C FO	\$5,073.07	16.00		22.40	25.6	64.00	\$4,417.37
Vickers, G FO	\$4,727.96		24.00	22.40	25.6	72.00	\$4,969.54
<b>Total OT Costs</b>	<b>\$45,341.23</b>					<b>316.00</b>	<b>\$21,810.75</b>
OT - Other	\$23,530.48						

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C-9  
#2 doc

**Fire Department Full-Time Wage Calculator including Fringe Benefit Costs  
Captian-Shift**

Grade 7 thru 36, including "F"	24F
Years of Service - 5 thru 25	18
Work Schedule - 40, 56	56
Position Type - Adm, Amb, Fire	FIRE
Social Security Match - 0 thru 6 or ADM	6
Medical Plan - Single, Couple or Family	Family
Dental Plan - Single, Couple or Family	Family
Step-up Special Pay - Amb, SU D/O, SU Capt	N/A
Step-up Hours	0.00
Assign Special Pay - ARFF Captain or HM Call	N/A
Special Assignment Hours	0.00
Overtime Rate	\$45.94
Overtime Hours	0.00

Annual Base Salary		Per pay period	Annual Costs
Hourly	<b>\$21.878</b>		
Budgeted Hours per pay peiod	112		
Annual Base Salary	\$2,450.34	26	\$63,708.74
Step-up Special Pay	\$0.00	26	\$0.00
Assign Special Pay	\$0.00	26	\$0.00
Overtime Pay	\$0.00	26	\$0.00
Holiday Pay (Bi-weekly)	\$122.52	26	\$3,185.44
Clothing Allowance	\$28.64	26	\$744.64
Longevity (Bi-weekly) - ? years	\$196.48	26	\$5,108.56
FLSA	95.55	26	\$2,484.37
<b>Salary with longevity</b>	<b>\$2,893.53</b>		<b>\$75,231.75</b>

Benefits		Bi Weekly	
Social Security	0.062	26	3,949.94
Medicare	0.0145	26	923.78
PERSI (Retirement)	0.1666	26	10,613.88
Worker's Comp.	0.0207	26	1,557.30
		Monthly	
Fire Medical Savings, except FC and AC Ops	\$75.00	12	900.00
Medical Insurance	\$1,202.30	12	14,427.60
Dental Insurance	\$65.78	12	789.36
Life Insurance	\$2.05	12	24.60

Fringe Benefit Amount	<b>\$33,186.45</b>
Fringe Benefit Percent	44.11%

<b>Total including fringe benefits:</b>	<b>\$108,418.20</b>
	Per Pay period \$4,169.93

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#1

**Fire Department Full-Time Wage Calculator including Fringe Benefit Costs  
Battalion Chief**

Grade 7 thru 36, including "F"	27F
Years of Service - 5 thru 25	20
Work Schedule - 40, 56	56
Position Type - Adm, Amb, Fire	FIRE
Social Security Match - 0 thru 6 or ADM	6
Medical Plan - Single, Couple or Family	Family
Dental Plan - Single, Couple or Family	Family
Step-up Special Pay - Amb, SU D/O, SU Capt	N/A
Step-up Hours	0.00
Assign Special Pay - ARFF Captain or HM Call	N/A
Special Assignment Hours	0.00
Overtime Rate	\$54.02
Overtime Hours	0.00

Annual Base Salary		Per pay period	Annual Costs
<b>Hourly</b>	<b>\$25.724</b>		
Budgeted Hours per pay peiod	112		
Annual Base Salary	\$2,881.09	26	\$74,908.29
Step-up Special Pay	\$0.00	26	\$0.00
Assign Special Pay	\$0.00	26	\$0.00
Overtime Pay	\$0.00	26	\$0.00
Holiday Pay (Bi-weekly)	\$144.05	26	\$3,745.41
Clothing Allowance	\$28.64	26	\$744.64
Longevity (Bi-weekly) - ? years	\$218.31	26	\$5,676.18
FLSA	112.35	26	\$2,921.10
<b>Salary with longevity</b>	<b>\$3,384.45</b>		<b>\$87,995.63</b>

Benefits		Bi Weekly	
Social Security	0.062	26	4,644.31
Medicare	0.0145	26	1,086.17
PERSI (Retirement)	0.1666	26	12,479.72
Worker's Comp.	0.0207	26	1,821.51
		Monthly	
Fire Medical Savings, except FC and AC Ops	\$75.00	12	900.00
Medical Insurance	\$1,202.30	12	14,427.60
Dental Insurance	\$65.78	12	789.36
Life Insurance	\$2.05	12	24.60
<b>Fringe Benefit Amount</b>			<b>\$36,173.27</b>
<b>Fringe Benefit Percent</b>			<b>41.11%</b>

<b>Total including fringe benefits:</b>	<b>\$124,168.90</b>
	Per Pay period \$4,775.73

**Fire Department Full-Time Wage Calculator including Fringe Benefit Costs  
Division Chief**

Grade 7 thru 36, including "F"	29
Years of Service - 5 thru 25	20
Work Schedule - 40, 56	40
Position Type - Adm, Amb, Fire	FIRE
Social Security Match - 0 thru 6 or ADM	6
Medical Plan - Single, Couple or Family	Family
Dental Plan - Single, Couple or Family	Family
Step-up Special Pay - Amb, SU D/O, SU Capt	N/A
Step-up Hours	0.00
Assign Special Pay - ARFF Captain or HM Call	N/A
Special Assignment Hours	0.00
Overtime Rate	\$57.55
Overtime Hours	0.00

<b>Annual Base Salary</b>	<b>Per pay period Annual Costs</b>		
<b>Hourly</b>	<b>\$38.367</b>		
Budgeted Hours per pay peiod	80		
Annual Base Salary	\$3,069.36	26	\$79,803.36
Step-up Special Pay	\$0.00	26	\$0.00
Assign Special Pay	\$0.00	26	\$0.00
Overtime Pay	\$0.00	26	\$0.00
Holiday Pay (Bi-weekly)	\$0.00	26	\$0.00
Clothing Allowance	\$36.19	26	\$940.94
Longevity (Bi-weekly) - ? years	\$218.31	26	\$5,676.18
FLSA	0.00	26	\$0.00
<b>Salary with longevity</b>	<b>\$3,323.86</b>		<b>\$86,420.48</b>

<b>Benefits</b>		<b>Bi Weekly</b>	
Social Security	0.062	26	4,947.81
Medicare	0.0145	26	1,157.15
PERSI (Retirement)	0.1666	26	13,295.24
Worker's Comp.	0.0207	26	1,788.90
		<b>Monthly</b>	
Fire Medical Savings, except FC and AC Ops	\$75.00	12	900.00
Medical Insurance	\$1,202.30	12	14,427.60
Dental Insurance	\$65.78	12	789.36
Life Insurance	\$2.05	12	24.60
 Fringe Benefit Amount			<b>\$37,330.66</b>
Fringe Benefit Percent			<b>43.20%</b>

<b>Total including fringe benefits:</b>	<b>\$123,751.14</b>
	Per Pay period \$4,759.66

ARFF Firefighter

Fire Apparatus Operator

Firefighter I and II

Fire Inspector I, II, and III

Fire Instructor I, II, and III

Fire Investigator I and II

Fire Officer I, II, III, IV

Hazmat Tech

ACBIRC, CBRNE, NFA R0233 or the equivalents

Hazmat Awareness/ Ops

Live Fire Instructor

Incident Command 300, 400

NFA Classes relevant to job description

Plans Examiner I and II

Public Fire and Life Safety Educator

Public Information Officer

Wildland Intervention Crew

Rescue Technician (RT) (OPS replaced by numbering)

RT: Rope I and II

RT: Structure Collapse I and II

RT: Trench I and II

RT: Confined Space I and II

Vehicle Extrication I

Machinery Extrication I

Safety Officer

Emergency Vehicle Operator

Building Construction

Advanced Hose Control

Emergency Medicine

Paramedic

EMT

Pre Hospital Trauma Life Support

Advanced Cardiac Life Support

Pediatric advanced life support

Emergency Pediatric Care

Advanced Pediatric Life Support

Advanced Medical Life Support

Critical Care Paramedic

CPR for Providers

EMS Field Training Officer

Wildland

S-110, S-130(1), S-190, S-200, S-203, S-215,  
S-230, S-231, S-290, S-339, S-400, S-404, S-430,  
S-440, S-450,

Train the trainer of any of the above listed course

Miscellaneous fire academies or similar training

Note: The intention of this list is not to identify a course by name as course names change often during revision. It is the course content and scope that is important.

7-1  
WS CPM

F-1 Handout #1 from D. Gates



**POCATELLO FIRE FIGHTERS LOCAL #187**  
**NEGOTIATION PROPOSAL #** *Counter C-15*

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**Proposal:** The following changes to Article 25

**ARTICLE 25 - PREVAILING RIGHTS**

All rights and privileges held by the ~~employee~~ Bargaining Unit at the present time, which are not included in this Agreement, shall remain in force.

*7.1.16*  
*(AFL-CIO)*

1 | PROPOSAL # C-17

2 | ARTICLE 8 - REGULAR WORK WEEK

3 | The regular work week for each employee is one twenty-four (24) hour period every  
4 | other day for five (5) days, followed by four (4) consecutive twenty-four (24) hour days off,  
5 | consisting of 72 hours actually worked in every nine (9) day period, or a 2912 hour work year,  
6 | except for the 40 hour per week employees. FLSA requirements are in effect and the workweek  
7 | for each employee is based on seventy-two (72) hours actually worked in each nine (9) day  
8 | period established by the City, except for the 40 hour per week employees.

9 | The FLSA nine (9) day work period begins on the following dates for fiscal year 2016:  
10 | Platoon A is September ~~23, 2015~~17, 2016; Platoon B is September ~~26, 2015~~20, 2016; and  
11 | Platoon C is September ~~30, 2015~~23, 2016. To allow transfer amongst platoons, a singular 9-day  
12 | period will be used. This period will begin September 18, 2016. It will only be used to determine  
13 | the seventy-two (72) hours worked for a platoon change.

14 | It shall be the Fire Chief's prerogative to transfer any person temporarily from the  
15 | Training or Fire Prevention Division sector to a fire combat status as long as it does not disrupt  
16 | the regular crew of the apparatus or platoon, thus maintaining the step-up procedure.

17 | It is further agreed that when circumstances in the opinion of the Fire Chief warrant, a  
18 | forty (40) hour employee may have his/her normal 8:00 a.m. to 5:00 p.m. work period changed  
19 | through regular scheduling.

18  
7-1-16