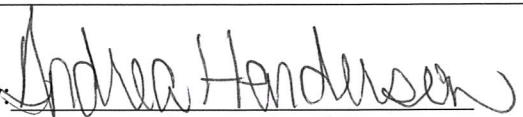


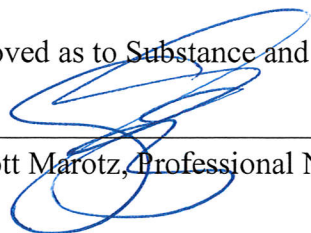


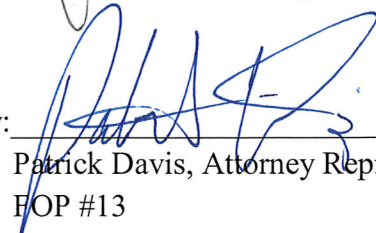
GATEWAY TO THE SUNBELT

### Police Union Negotiation Meeting Minutes

<b>Meeting Date &amp; Time:</b>	May 10, 2019; 7:34 a.m.	
<b>Attendee</b>	<b>Position</b>	<b>Company/Department</b>
Scott Marotz	Professional Negotiator	
Scott Marchand	Chief	Police
Roger Schei	Major	Police
Jared Johnson	City Attorney	Legal
Heather Buchanan	HR Director	HR
Ashley Linton-Welsh	Senior Accountant	Finance
Patrick Davis	Attorney	Police
Val Wadsworth	President, FOP 13	Police
Brandon Vail	Secretary, FOP 13	Police
Mary Rasmussen	Civil Representative	Police
<b>Meeting Notes</b>		
<b><u>City of Pocatello and FOP #13 Union Negotiation</u></b>	<b>Meeting opened at 7:34 a.m.</b>	
	<ul style="list-style-type: none"> <li>▪ P. Davis presented a new proposal (Exhibit “U-12”) which would create an annual retention incentive for all PPD personnel. There was discussion on how the incentive would be calculated and funded. V. Wadsworth clarified the incentive would be paid only from the department’s annual salary savings at the end of each fiscal year.</li> <li>▪ <b>Caucus began at 9:11 a.m. to continue mediation with Darrell Clark.</b></li> <li>▪ The parties were unable to reach an agreement and mediation was held open should the parties desire to continue discussions.</li> </ul>	

By:   
 Andrea Henderson, Legal Department

Approved as to Substance and Form:  
 By:   
 Scott Marotz, Professional Negotiator

By:   
 Patrick Davis, Attorney Representing  
 FOP #13

Negotiations 2019

Union Proposal #01

Article # [6] – [Compensation]

Section [4]

1 Section (X) Retention Incentive

2 Any member of the Bargaining Unit who works during the fiscal year shall be entitled to a  
3 retention bonus in the amount to be determined by taking 90% of the remaining personnel  
4 savings in September of the fiscal year and dividing it out to all members of the bargaining unit  
5 evenly based on the number of full months of service they were employed for the fiscal year.  
6 Members who leave prior to the last paycheck in September shall not be eligible for the  
7 retention incentive. The City shall not use the personnel savings for any other purpose during  
8 the year.

