

Collective Bargaining Agreement
between the
Fraternal Order of Police,
Portneuf Valley Fraternal Order of
Police Local Lodge #13



And the

City of Pocatello

CITY OF

POCATELLO

for the fiscal years:

FY2027 (October 1, 2026 to September 30, 2027)
FY2028 (October 1, 2027 to September 30, 2028)
FY2029 (October 1, 2028 to September 30, 2029)
FY2030 (October 1, 2029 to September 30, 2030)

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COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT is made this 18 day of September, 2025, between the City of Pocatello, a municipal corporation of Idaho, hereinafter referred to as the "CITY", and the Fraternal Order of Police, Portneuf Valley Fraternal Order of Police Local Lodge #13, hereinafter referred to as the "UNION".

ARTICLE 1 – PURPOSE AND WARRANTY OF AUTHORITY

The purpose of this Agreement is to promote and improve relations among the CITY and the UNION; to establish a formal understanding relative to all negotiated conditions of employment as provided for in this Agreement; and to provide the means of amicable and equitable adjustment of any and all differences or grievances which may arise, all of which the parties hereto believe and affirm will be to the welfare of the citizens of Pocatello, Idaho.

The parties signing this Agreement on behalf of the CITY and the UNION respectively declare they are executing this Agreement by the authority granted them from their respective bodies, and are acting in good faith with the intent to bind the respective parties and fully perform the Agreement.

It is also agreed that where there are clear differences in the wording in the text of following documents, said documents shall be enforceable in the following order and priority: 1) the Collective Bargaining Agreement, 2) Pocatello Personnel Policy Handbook, 3) Police Department Personnel Administration Rules, 4) Pocatello Police Department Policy Manual.

All parties at the time of the contracting should make every effort to point out differences so that the documents are not in conflict.

ARTICLE 2 – UNION RECOGNITION

The CITY recognizes the UNION as the sole and exclusive bargaining agency for all employees in the Police Department, hereinafter referred to as Bargaining Unit members, excluding the Chief of Police, Police Major, Police Captains, and Police Lieutenants for the purpose of negotiating wages, rates of pay, working conditions, and all other terms and conditions of employment.

ARTICLE 3 – ANNUAL CITY/UNION FEEDBACK MEETING

It is agreed that the UNION and the CITY, through the management of the Pocatello Police Department, will meet on an annual basis in September of each year to review concerns the UNION may have and receive input and feedback on changes that should be considered to the Police Department Personnel Administration Rules. It is further agreed that no changes will be made to the Police Department Personnel Administration Rules without first giving notice to the UNION of the proposed change(s) and allow the UNION fourteen (14) calendar days to comment prior to any such

changes becoming effective. Any changes to controlling documents that affect wages, rates of pay, working conditions, and all other terms and conditions of employment will be negotiated between the parties and memorialized in the form of a CBA or Memorandum of Understanding (MOU).

ARTICLE 4 – UNION DUES AND FEES

Section A. Union Written Authorization for Dues

The Union shall request present and future bargaining unit members to pay to the union a uniform monthly service charge. For Union members that service charge will constitute that member's Union dues, fees, and assessments. The Union shall request each bargaining unit employee to sign and submit to the CITY a written authorization authorizing the deduction and remittance of this uniform monthly service charge from their wages/salary. Any such authorization shall remain in effect until and unless revoked by the employee by giving written notice of such revocation to the CITY. Dues will be pulled from paychecks for the first pay period of each month.

Section B. Dues Remittance to Union

The CITY agrees to deduct the amount legally deductible for uniform monthly service charges, in amounts specified by the authorized officer of the Union, from the pay of bargaining unit employees upon written authorization from the employee. The CITY further agrees to remit those amounts monthly to the Secretary/Treasurer of the Union by the 15th of the following month.

Section C. Fraternal Order of Police Legal Defense Fund

The CITY will pay 25% of the insurance premiums due for those members of the Bargaining Unit who elect to participate in the Fraternal Order of Police Legal Defense Fund. Members may elect to opt into the FOP Legal Defense fund during their first 30 day of employment, during the insurance benefit annual enrollment, or with a qualifying life event. Elections shall be effective until and unless revoked by the employee by giving written notice of such revocation to the CITY. The FOP Legal Defense Fund employee portion will be pulled from paychecks for the first pay period of each month.

ARTICLE 5 – UNION BUSINESS

Section A. Bargaining Unit Elected Representatives

Bargaining Unit members elected or duly appointed to a local Union office, shall be granted reasonable time in which to perform the duties related to such office, including pension meetings, in-CITY union meetings and Personnel Committee meetings. Leave necessary to perform the required duties outside the City of Pocatello during normal duty hours for the member shall be granted by the Chief of Police, providing that the granting of such leave does not adversely affect the ability of the Department to have the necessary staff available to provide for public safety. On-duty Union Officers serving on a committee or performing other required UNION business as dictated by the duties of the office held by such person are expected to reschedule such required activities in the event that the member is needed for actual police duties. Off-duty personnel committee members (shop stewards) are entitled to compensatory time at the

straight time rate for attending meetings with the Chief of Police concerning UNION and Department issues.

Section B. Shop Steward Notification

It is the responsibility of the UNION to at all times provide the CITY with a current list of shop stewards. An annual list must be provided to Human Resources by January 15 of each year.

Section C. Representatives Facility Access

UNION representative(s) shall be allowed access to all facilities of the CITY wherein the employees covered by this agreement may be working for the purpose of representation as long as it does not interfere with the normal work process at such facility or of staff of that facility.

ARTICLE 6 – DISCRIMINATORY HARASSMENT, ADA, AND EEO

The CITY agrees not to discriminate against any employee for his/her activities on behalf of, or membership in, the UNION.

It is the policy, intent and purpose of both the CITY and the UNION that there should be no discrimination as between members with respect to compensation, terms, conditions or privileges of employment on account of race, color, ethnic or national origin; age; religion or religious creed (or belief, where applicable); sex, including pregnancy, childbirth, breastfeeding, or related medical conditions; sexual orientation; gender, or gender identity; nationality, immigration status, citizenship, or ancestry; marital status; protected military or veteran status; physical or mental disability, medical condition, genetic information or characteristics (or those of a family member); political views or activity; status as a victim of domestic violence, sexual assault, or stalking; or any other basis prohibited under federal, state, or local law.

Any complaint that falls under the City of Pocatello Personnel Policy Handbook, General Policies Sections: 1) Equal Employment Opportunity (EEO), 2) Americans with Disabilities Act (ADA) or 3) Discriminatory Harassment will require the full participation of Human Resources in regards to any and all matters of investigation or review. Human Resources will lead the investigation into any complaint subject to any of the listed categories. Additionally, HR will have full access to all data and records associated with the investigation and findings, even those housed within any police department computer system. All original investigation records that are a result of EEO, ADA or Discriminatory Harassment will be housed in Human Resources files. All discipline proceedings will be attended by the HR employee involved in the investigation. In addition, all policies, or procedures, that address discrimination must be reviewed and approved by Human Resources and the Legal department, with adoption by the City Council.

ARTICLE 7 –COMPENSATION DETAILS AND POLICY

Section A. Direct Deposit

All members shall participate in mandatory direct payroll deposit. First pay checks, and any checks that occur after a direct deposit account change, may result in paper check or a pre-paid card due to the pre-note process utilized to accurately check bank account validity. This plan shall make the members' deposit available no later than the normal pay date. Paycheck stubs will be based on the CITY's financial system standard. Options to receive a pay stub may include an email or access to a secure employee portal.

Section B. Training Officer Compensation

- Sworn Field Training Officers
- Emergency Communication Training Officers
- Ordinance Enforcement Training Officers

Members who are working as a Training Officer will paid \$4.50 per hour, in addition to base wage, while engaged in training a member in the FTO program.

The training member will log into the correct training position in the timekeeping system to receive the additional compensation.

Section C. Canine (K-9) Officers

The CITY maintains the discretion to assign a Sworn Officer a K9. With the assignment, the Officer agrees to the responsibility to care for the canine daily. The established daily pay shall compensate for any ordinary off-duty "care" to include bathing, brushing, exercising, feeding, grooming, related cleaning of the dog's kennel or transport vehicle, and similar activities performed by the canine officer at home on workdays as well as on days off duty or during vacation periods. Care also includes time spent in administering drugs or medicine for illness and/or transporting the dog to and from an animal hospital or veterinarian. Likewise, time spent training the dog at home is considered care. All the foregoing activities are, of course, illustrative but not all inclusive. It is agreed that commuting to work with the dog does not constitute "hours of work" solely because the dog is in the vehicle.

K-9 officers will be paid for thirty (30) minutes each day at the rate of one and one-half (1½) times their regular rate of pay for care and maintenance of the police dog.

Section D. Step-Up Pay

Any sworn members who steps into a higher ranks' responsibilities and duties for time worked during their scheduled work week shall receive step up pay equivalent to the step-up rank. Pay will be determined as the step of the higher rank pay scale that is closest to a 5% minimum increase.

Members Current Rank	Members Acting Rank
----------------------	---------------------

Corporal	Sergeant
Sergeant	Lieutenant

- 1) Step up pay under this section is paid only for the shift the member was assigned the responsibilities and duties of the step-up grade.
- 2) The member will log time in the timekeeping system for time worked.
- 3) The step-up position will be added to the members timekeeping system based on the individual members' current pay/step.
- 4) Changes to step up achievement and placement will be done on a case-by-case basis through the most current CITY adopted HR/Payroll form.

Section E. Shift Differential.

Shift differential is a premium pay rate for hours worked at untraditional times, such as evening shifts nights. Although not required by the Fair Labor Standards Act (FLSA), defined positions will be paid shift differential for time worked as detailed below.

- 1) Shift differential will apply to holdovers from a previous shift or overtime consecutive to a shift. Members must log time in the correct position.
- 2) Shift Differential is only paid for actual hours worked, and is not applied to sick, vacation, holiday, or comp time usage. (Workers Compensation time will include shift diff.)
- 3) The times/definition of each shift will be driven by business need and be adjusted by the Chief of Police, or their designee, as needed. A copy of the defined shift times will be posted and also available upon request.
- 4) Shift differentials shall not be applied to compensation paid out upon termination of employment for retirement, or any other reason.
- 5) Shift differential pay is considered employee compensation. As such, it is subject to all applicable federal, state and local taxes.
- 6) Shift differential pay will be applied to K9 officer defined compensation based on the employees' actual hours worked

Shift	Eligible Positions	Amount of Pay
Shift 1: Days	All Members	No Diff. Paid
Shift 2: Swings	Sworn Officers and ECO's	2.50%
Shift 3: Midnights	Sworn Officers and ECO's	5.00%
Shift 4: Mid-Day Cover	ECO's	1.25%

Section F. Court Time Pay

This provision applies to all members of the Bargaining Unit. The CITY will pay off-duty members one and a half (1.5) hours for preparation time at their normal rate of pay for any scheduled morning court appearance and one and a half hours (1.5) for preparation time at their normal rate of pay for any scheduled afternoon court appearance. The officer will also be paid a minimum of two (2) hours at their normal rate of pay for each court appearance at which an officer is called to testify that is not canceled by 1800 hours the day prior. In the event that the appearance lasts for longer than 2 hours the

officer shall be paid for the total time spent at the court that is related to the appearance. Off-duty members not notified by 1800 hours the day prior to a scheduled court appearance, but notified of cancellation prior to reporting to court, will be paid two (2) hours prep time at their normal rate of pay instead of the preparation time pay set out above.

No additional compensation shall be paid to on-duty members for preparation or court appearances. No employee shall be allowed to apply for or receive court-paid witness fees for Bannock County court appearances.

Section G. Workers' Compensation

Bargaining Unit members unable to work due to a job-related injury or illness will continue to receive their full salary and benefits, during the period of their incapacity to work. The receipt of this benefit requires the member to assign to the CITY all of the worker compensation monetary benefits received by such member resulting from the incapacitating injury or illness. (This provision does not apply to any worker's compensation benefits received as a result of death of the employee.) If the member is limited by the injury and unable to perform all job duties, the CITY may seek an evaluation from a physician to determine if and when a member is able to participate in light duty activities with the required restrictions and accommodations recommended, if any, by the physician. The member's supervisor and department head will determine if temporary light duty work is available based on the restrictions and accommodations determined by the physician on the treatment report. Temporary reassignment to a department may be given, with preference to the Police Department, and may include a change in the employee's regular duties. Refusal to accept available light duty work may be cause to discontinue worker's compensation benefits and could subject the member to disciplinary action by the CITY.

Section H. Step Increases

Effective with FY2026, sworn officers, even within an introductory period, are eligible for a step movement at fiscal year if they are not at the scale max.

Effective with FY2026, Civilian members, on the general pay scale, even within an introductory period are eligible for a step movement, if steps are granted by City Council, at fiscal year if they are not as the scale max.

There are no midyear steps granted and there is no retro step given for previous fiscal years.

Section I. Probationary Periods

A probationary period is defined as a "period of evaluation of on-the-job performance to ascertain ability and fitness for continued employment". There will be no additional compensation for the completion of the probationary/introductory period.

221 **Item 1. Probationary Period Time**

	New Hire	New Hire Extension at Mgt discretion	Promotions	Promotion Extension at Mgt discretion
Sworn officers	12 months	6 additional months	12 months	6 additional months
Emergency Communications Officers	12 months	6 additional months	12 months	6 additional months
Ordinance Enforcement Officers	12 months	6 additional months	12 months	6 additional months
All Civilian Lead and Supervisor positions	12 months	6 additional months	12 months	6 additional months
All other Civilian Positions	6 months	6 additional months	6 months	6 additional months

222 **Item 2. Extension of Introductory Period**

223 At the discretion of the Chief of Police, this probationary period may be extended
224 as defined in the chart above, with the approval of Human Resources. Human
225 Resources will review and approve a written statement from the Chief of Police,
226 or their designee for the member's personnel file regarding the reason for the
227 extension.

228 Members who are in a probationary period and are unable to complete the
229 functions of their positions due to a worker's comp claim, light duty
230 accommodation, FMLA*, ADA, an unpaid leave of absence*, or vacation/comp*
231 time (*if more than 80 cumulative hours) may have their probationary time
232 extended by the length of the member's leave. The time will be calculated at the
233 end of the member's absence and added to the probationary/introductory period.

234 **Item 3. Termination of Employment While in Probationary/Introductory Period**

235 During the probationary period, employees serve at-will. This means the
236 employment relationship may be terminated by either party at any time, with or
237 without notice, cause or due process. If either the conduct or performance of
238 duty, or both, of any probationer shall be found unsatisfactory, or if it is
239 determined that retention would diminish efficiency and public service within the
240 department, the Chief of Police will cause to be delivered to the probationer a
241 written statement setting forth concerning the inadequacy of performance or
242 conduct and the effective date of dismissal. The member may submit a written
243 statement to be included in their personnel file.

Terminations during or at the conclusion of an employee's probationary period require Human Resources and approval prior to action being taken. A CITY benefits transition letter will be sent to the member explaining the transition of CITY benefits.

Section J. On-Call Pay

In accordance with Pocatello Police Department Policy Manual one scheduled Detective and one Detective Sergeant to be "on call" for weekend duties shall be paid for one and one half (1 ½) hours at their then current normal rate for each 12-hour period for which they are on call. This amount shall be paid regardless of whether or not they are called out during that 12-hour period. If a Detective/Detective Sergeant is called out to work, they will receive the appropriate call out pay for that 12-hour period instead of the on-call pay.

Additionally, the Department shall implement an on-call rotation for Ordinance Enforcement Officers. One Ordinance Enforcement Officer shall be designated as "on call" for weekend duties. Compensation for the on-call assignment shall be paid for one and one half (1½) hours at their then current normal hourly rate for each on-call period, regardless of whether or not the employee is called out to respond. If an Ordinance Enforcement Officer is called out to work, they will receive the appropriate call out pay for that day instead of the on-call pay.

During the period when they are deemed "on call" the Detective/Detective Sergeant/Ordinance Enforcement Officer shall at all times be within 30 minutes of Pocatello, based upon normal transportation time frames, unless otherwise approved by the Chief of Police. Each on-call member shall ensure that they can be contacted by phone at all times during each of their scheduled on-call periods.

Section K. Physical Training and Recreation

All Bargaining Unit members are allotted three (3) hours per 40-hour work week of physical fitness time while on duty. Sworn members shall take this in three (3) 1-hour blocks as staffing levels and workloads permit. Non-sworn members may take this in 45-minute blocks with authorization from their immediate supervisor. This time does not accumulate if it is not available to a member during their 40-hour week.

Section L. Bilingual Incentive Pay Program

Item 1. Program Eligibility

Full Time Bargaining Unit members who work in a position that serves the public or supports law enforcement operations and have a reasonable likelihood of utilizing bilingual skills may be considered for participation. Eligibility for the bilingual incentive is restricted to languages with an identified, demonstrated, and documented need in the City of Pocatello.

Item 2. Responsibilities of Participation

1. It is the responsibility of the member participating in the program to be available, when required, to use their bilingual skill.
2. The participating member may be required to use their skill in another department or CITY location.
3. The member may be required to be available for call-out situations during non-working hours when the circumstances warrant.
4. The member is expected to maintain acceptable performance standards and remain proficient in the bilingual skill. Proficiency is demonstrated through successful completion of a competency exam every five years, beginning at the date of their last exam.
5. For sworn personnel, the member must be capable and available to testify in a court of law regarding translations or statements taken.
6. For non-sworn personnel, the member must be able to accurately facilitate department business, emergency communications, or public assistance in the secondary language.

Item 3. Selection of Members for Participation

It is at the discretion of the Chief of Police based on the business needs of the department to recommend a member for participation in the bilingual pay incentive program. Written justification for the need for the bilingual skill must be submitted to the Human Resources Director for consideration. The justification must include a demonstrated public need that requires regular use of the bilingual skill.

Item 4. Benefit Amount and Payment Method

Members will be paid a per pay check amount based on their level of proficiency in listening and speaking skills. Testing vendors may change, but the proficiency levels are stable across testing platforms.

1. Members who show proficiency at an Intermediate Mid or Intermediate High level will receive a \$50 per pay period incentive.
2. Members who show proficiency at any Advanced level will receive a \$75 per pay period incentive.
3. Effective FY2027, Bargaining Unit members who are already receiving the bilingual incentive will be moved to the Advanced level incentive, and they must complete another competency exam five years from the last exam on file in order to continue to be eligible for the Bilingual incentive Pay Program.

Item 5. Administration

The Bilingual Incentive Pay Program is administered by the Human Resources department. Bilingual skill proficiency will be determined by a standardized testing process selected by the Human Resources department based on test content, efficiency in administering, and cost.

321 The cost of the testing will be borne by the department.
322
323 The department will pay for testing once a year for members. If a member
324 chooses to test more frequently the member may pay the testing costs, however
325 they will not be reimbursed by the CITY.

326 **ARTICLE 8 – SWORN OFFICER PAY SCALE**

327 **Section A. Step Calculations**

- 328 • Pay step calculations are as follows:

Step Increase %s	Step 1 to 2	Step 2 to 3	Step 3 to 4	Step 4 to 5	Step 5 to 6	Step 6 to 7	Step 7 to 8	Step 8 to 9	Step 9 to 10	Step 10 to 11	Step 11 to 12
Patrol	103.50%	103.50%	103.00%	103.00%	102.00%	102.00%	101.50%	101.50%	101.00%	101.00%	101.00%
Corporal and Sergeant	103.25%	103.25%	103.00%	103.00%	102.75%	102.75%	102.50%	102.50%	102.00%	102.00%	101.50%

329
330 **Section B. FY2027 – FY2030 Scale**

331 **Item 1. Detective Special Assignment Grades**

- 332 • This is a special assignment pay that is only paid while the member works in that division. If the member moves to
333 patrol, they will retain their step at the correct pay grade, the detective incentive will not continue.
334 • The Detective Division includes sworn officers in general investigations, street crimes, narcotics, and ICAC.
335 • Promotion pay calculations for a member in the detective division will include the detective incentive pay.
336 ○ Promotion pay calculations will take the current grade and step, then calculate the 5% promotion rate and then
337 be placed at the Sergeant 1 paygrade (depending on degree), NOT at the Detective Sergeant paygrade. This
338 ensures no pay cut if detective assignment ends.

339 **Item 2. Bachelor's Degree Incentive Grades (w/ deg)**

- 340 • \$1.25 an hour.

341 **Item 3. Field Training Grades (Trainer)**

- 342 • \$4.50 an hour. No FTO for Patrol Officers until step 3. No FTO for any rank/assignment above Corporal.

343 **Item 4. Shifts**

- 344 • Shift 1 (1) Days – no differential
345 • Shift 2 (2) Swings – 2.50%
346 • Shift 3 (3) Midnights – 5.00%

347 **Item 5. Table Adjustment from Base**

- 348 • Corporal Step 1 is 15.50% higher than Patrol Officer Step 1.

- Sergeant Step 1 is 15.50% higher than Corporal Step 1.

Item 6. Pay Scale Charts for Sworn Officers

- Sworn Officers will receive one (1) step movement at beginning of fiscal year. Pay is effective with the first pay period of the listed fiscal year.

Sworn Officer FY2027 Pay Scale

FY2027 Sworn Officer Scale CBA	Grade	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12
P1A Patrol Officer	P01	\$29.41	\$ 30.44	\$31.51	\$32.46	\$33.43	\$34.10	\$34.78	\$35.30	\$35.83	\$ 36.19	\$36.55	\$36.92
P1B Patrol Officer w/ deg	P02	\$30.66	\$ 31.69	\$32.76	\$33.71	\$34.68	\$35.35	\$36.03	\$36.55	\$37.08	\$ 37.44	\$37.80	\$38.17
P1C Patrol Officer 1 Trainer	P03			\$36.01	\$36.96	\$37.93	\$38.60	\$39.28	\$39.80	\$40.33	\$ 40.69	\$41.05	\$41.42
P1D Patrol Officer 1 Trainer w/ deg	P04			\$37.26	\$38.21	\$39.18	\$39.85	\$40.53	\$41.05	\$41.58	\$ 41.94	\$42.30	\$42.67
P1E Patrol 2	P05	\$30.15	\$ 31.21	\$32.30	\$33.27	\$34.26	\$34.95	\$35.65	\$36.18	\$36.73	\$ 37.09	\$37.46	\$37.84
P1F Patrol 2 w/ deg	P06	\$31.40	\$ 32.46	\$33.55	\$34.52	\$35.51	\$36.20	\$36.90	\$37.43	\$37.98	\$ 38.34	\$38.71	\$39.09
P1G Patrol Officer 2 Trainer	P07			\$36.80	\$37.77	\$38.76	\$39.45	\$40.15	\$40.68	\$41.23	\$ 41.59	\$41.96	\$42.34
P1H Patrol Officer 2 Trainer w/ deg	P08			\$38.05	\$39.02	\$40.01	\$40.70	\$41.40	\$41.93	\$42.48	\$ 42.84	\$43.21	\$43.59
P1I Patrol 3	P09	\$30.89	\$ 31.97	\$33.09	\$34.08	\$35.10	\$35.80	\$36.52	\$37.07	\$37.62	\$ 38.00	\$38.38	\$38.76
P1J Patrol 3 w/ deg	P10	\$32.14	\$ 33.22	\$34.34	\$35.33	\$36.35	\$37.05	\$37.77	\$38.32	\$38.87	\$ 39.25	\$39.63	\$40.01
P1K Patrol Officer 3 Trainer	P11			\$37.59	\$38.58	\$39.60	\$40.30	\$41.02	\$41.57	\$42.12	\$ 42.50	\$42.88	\$43.26
P1L Patrol Officer 3 Trainer w/ deg	P12			\$38.84	\$39.83	\$40.85	\$41.55	\$42.27	\$42.82	\$43.37	\$ 43.75	\$44.13	\$44.51
P3A Corporal	P20	\$33.97	\$ 35.08	\$36.22	\$37.30	\$38.42	\$39.48	\$40.57	\$41.58	\$42.62	\$ 43.47	\$44.34	\$45.01
P3B Corporal w/ deg	P22	\$35.22	\$ 36.33	\$37.47	\$38.55	\$39.67	\$40.73	\$41.82	\$42.83	\$43.87	\$ 44.72	\$45.59	\$46.26
P3C Corporal Trainer	P24	\$38.47	\$ 39.58	\$40.72	\$41.80	\$42.92	\$43.98	\$45.07	\$46.08	\$47.12	\$ 47.97	\$48.84	\$49.51
P3D Corporal Trainer w/ deg	P26	\$39.72	\$ 40.83	\$41.97	\$43.05	\$44.17	\$45.23	\$46.32	\$47.33	\$48.37	\$ 49.22	\$50.09	\$50.76
P3E Corporal 2	P28	\$34.82	\$ 35.96	\$37.12	\$38.24	\$39.38	\$40.47	\$41.58	\$42.62	\$43.69	\$ 44.56	\$45.45	\$46.13
P3F Corporal 2 w/ deg	P30	\$36.07	\$ 37.21	\$38.37	\$39.49	\$40.63	\$41.72	\$42.83	\$43.87	\$44.94	\$ 45.81	\$46.70	\$47.38
P3G Corporal 2 Trainer	P32	\$39.32	\$ 40.46	\$41.62	\$42.74	\$43.88	\$44.97	\$46.08	\$47.12	\$48.19	\$ 49.06	\$49.95	\$50.63
P3H Corporal 2 Trainer w/ deg	P34	\$40.57	\$ 41.71	\$42.87	\$43.99	\$45.13	\$46.22	\$47.33	\$48.37	\$49.44	\$ 50.31	\$51.20	\$51.88
P3I Corporal 3	P36	\$35.67	\$ 36.83	\$38.03	\$39.17	\$40.35	\$41.45	\$42.59	\$43.66	\$44.75	\$ 45.65	\$46.56	\$47.26
P3J Corporal 3 w/ deg	P38	\$36.92	\$ 38.08	\$39.28	\$40.42	\$41.60	\$42.70	\$43.84	\$44.91	\$46.00	\$ 46.90	\$47.81	\$48.51
P3K Corporal 3 Trainer	P40	\$40.17	\$ 41.33	\$42.53	\$43.67	\$44.85	\$45.95	\$47.09	\$48.16	\$49.25	\$ 50.15	\$51.06	\$51.76
P3A Corporal 3 Trainer w/ deg	P42	\$41.42	\$ 42.58	\$43.78	\$44.92	\$46.10	\$47.20	\$48.34	\$49.41	\$50.50	\$ 51.40	\$52.31	\$53.01
P5A Detective	P45	\$35.23	\$ 36.38	\$37.56	\$38.68	\$39.85	\$40.94	\$42.07	\$43.12	\$44.20	\$ 45.08	\$45.98	\$46.67
P5B Detective w/ deg	P47	\$36.48	\$ 37.63	\$38.81	\$39.93	\$41.10	\$42.19	\$43.32	\$44.37	\$45.45	\$ 46.33	\$47.23	\$47.92
P5C Detective 2	P49	\$36.11	\$ 37.29	\$38.50	\$39.65	\$40.84	\$41.96	\$43.12	\$44.20	\$45.30	\$ 46.21	\$47.13	\$47.84
P5D Detective 2 w/ deg	P51	\$37.36	\$ 38.54	\$39.75	\$40.90	\$42.09	\$43.21	\$44.37	\$45.45	\$46.55	\$ 47.46	\$48.38	\$49.09
P5E Detective 3	P53	\$36.99	\$ 38.19	\$39.44	\$40.62	\$41.84	\$42.99	\$44.17	\$45.27	\$46.41	\$ 47.33	\$48.28	\$49.01
P5F Detective 3 w/ deg	P55	\$38.24	\$ 39.44	\$40.69	\$41.87	\$43.09	\$44.24	\$45.42	\$46.52	\$47.66	\$ 48.58	\$49.53	\$50.26
P7A Sergeant	P60	\$39.24	\$ 40.52	\$41.83	\$43.09	\$44.38	\$45.60	\$46.85	\$48.03	\$49.23	\$ 50.21	\$51.21	\$51.98
P7B Sergeant w/ deg	P62	\$40.49	\$ 41.77	\$43.08	\$44.34	\$45.63	\$46.85	\$48.10	\$49.28	\$50.48	\$ 51.46	\$52.46	\$53.23
P7C Sergeant 2	P64	\$40.22	\$ 41.53	\$42.88	\$44.16	\$45.49	\$46.74	\$48.03	\$49.23	\$50.46	\$ 51.47	\$52.50	\$53.28
P7D Sergeant 2 w/ deg	P66	\$41.47	\$ 42.78	\$44.13	\$45.41	\$46.74	\$47.99	\$49.28	\$50.48	\$51.71	\$ 52.72	\$53.75	\$54.53
P7E Sergeant 3	P68	\$41.20	\$ 42.54	\$43.92	\$45.24	\$46.60	\$47.88	\$49.20	\$50.43	\$51.69	\$ 52.72	\$53.78	\$54.58
P7F Sergeant 3 w/ deg	P70	\$42.45	\$ 43.79	\$45.17	\$46.49	\$47.85	\$49.13	\$50.45	\$51.68	\$52.94	\$ 53.97	\$55.03	\$55.83
P9A Detective Sergeant	P80	\$40.69	\$ 42.01	\$43.38	\$44.68	\$46.02	\$47.29	\$48.59	\$49.80	\$51.05	\$ 52.07	\$53.11	\$53.91
P9B Detective Sergeant w/ deg	P82	\$41.94	\$ 43.26	\$44.63	\$45.93	\$47.27	\$48.54	\$49.84	\$51.05	\$52.30	\$ 53.32	\$54.36	\$55.16
P9C Detective Sergeant 2	P84	\$41.71	\$ 43.06	\$44.46	\$45.80	\$47.17	\$48.47	\$49.80	\$51.05	\$52.32	\$ 53.37	\$54.44	\$55.25
P9D Detective Sergeant 2 w/ deg	P86	\$42.96	\$ 44.31	\$45.71	\$47.05	\$48.42	\$49.72	\$51.05	\$52.30	\$53.57	\$ 54.62	\$55.69	\$56.50
P9E Detective Sergeant 3	P88	\$42.73	\$ 44.12	\$45.55	\$46.92	\$48.32	\$49.65	\$51.02	\$52.29	\$53.60	\$ 54.67	\$55.77	\$56.60
P9F Detective Sergeant 3 w/ deg	P90	\$43.98	\$ 45.37	\$46.80	\$48.17	\$49.57	\$50.90	\$52.27	\$53.54	\$54.85	\$ 55.92	\$57.02	\$57.85

Sworn Officer FY2028 Pay Scale – 1.5% Increase over FY2027

FY2028 Sworn Officer Scale CBA		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
P1A	Patrol Officer	\$29.85	\$ 30.90	\$31.98	\$32.94	\$33.92	\$34.60	\$35.30	\$35.82	\$36.36	\$ 36.73	\$37.09	\$37.46
P1B	Patrol Officer w/ deg	\$31.10	\$ 32.15	\$33.23	\$34.19	\$35.17	\$35.85	\$36.55	\$37.07	\$37.61	\$ 37.98	\$38.34	\$38.71
P1C	Patrol Officer 1 Trainer			\$36.48	\$37.44	\$38.42	\$39.10	\$39.80	\$40.32	\$40.86	\$ 41.23	\$41.59	\$41.96
P1D	Patrol Officer 1 Trainer w/ deg			\$37.73	\$38.69	\$39.67	\$40.35	\$41.05	\$41.57	\$42.11	\$ 42.48	\$42.84	\$43.21
P1E	Patrol 2	\$30.60	\$ 31.67	\$32.78	\$33.76	\$34.77	\$35.47	\$36.18	\$36.72	\$37.27	\$ 37.64	\$38.02	\$38.40
P1F	Patrol 2 w/ deg	\$31.85	\$ 32.92	\$34.03	\$35.01	\$36.02	\$36.72	\$37.43	\$37.97	\$38.52	\$ 38.89	\$39.27	\$39.65
P1G	Patrol Officer 2 Trainer			\$37.28	\$38.26	\$39.27	\$39.97	\$40.68	\$41.22	\$41.77	\$ 42.14	\$42.52	\$42.90
P1H	Patrol Officer 2 Trainer w/ deg			\$38.53	\$39.51	\$40.52	\$41.22	\$41.93	\$42.47	\$43.02	\$ 43.39	\$43.77	\$44.15
P1I	Patrol 3	\$31.34	\$ 32.44	\$33.58	\$34.58	\$35.62	\$36.33	\$37.06	\$37.62	\$38.18	\$ 38.56	\$38.95	\$39.34
P1J	Patrol 3 w/ deg	\$32.59	\$ 33.69	\$34.83	\$35.83	\$36.87	\$37.58	\$38.31	\$38.87	\$39.43	\$ 39.81	\$40.20	\$40.59
P1K	Patrol Officer 3 Trainer			\$38.08	\$39.08	\$40.12	\$40.83	\$41.56	\$42.12	\$42.68	\$ 43.06	\$43.45	\$43.84
P1L	Patrol Officer 3 Trainer w/ deg			\$39.33	\$40.33	\$41.37	\$42.08	\$42.81	\$43.37	\$43.93	\$ 44.31	\$44.70	\$45.09
P3A	Corporal	\$34.48	\$ 35.60	\$36.76	\$37.86	\$38.99	\$40.07	\$41.17	\$42.20	\$43.25	\$ 44.12	\$45.00	\$45.67
P3B	Corporal w/ deg	\$35.73	\$ 36.85	\$38.01	\$39.11	\$40.24	\$41.32	\$42.42	\$43.45	\$44.50	\$ 45.37	\$46.25	\$46.92
P3C	Corporal Trainer	\$38.98	\$ 40.10	\$41.26	\$42.36	\$43.49	\$44.57	\$45.67	\$46.70	\$47.75	\$ 48.62	\$49.50	\$50.17
P3D	Corporal Trainer w/ deg	\$40.23	\$ 41.35	\$42.51	\$43.61	\$44.74	\$45.82	\$46.92	\$47.95	\$49.00	\$ 49.87	\$50.75	\$51.42
P3E	Corporal 2	\$35.34	\$ 36.49	\$37.67	\$38.80	\$39.97	\$41.07	\$42.20	\$43.25	\$44.33	\$ 45.22	\$46.12	\$46.82
P3F	Corporal 2 w/ deg	\$36.59	\$ 37.74	\$38.92	\$40.05	\$41.22	\$42.32	\$43.45	\$44.50	\$45.58	\$ 46.47	\$47.37	\$48.07
P3G	Corporal 2 Trainer	\$39.84	\$ 40.99	\$42.17	\$43.30	\$44.47	\$45.57	\$46.70	\$47.75	\$48.83	\$ 49.72	\$50.62	\$51.32
P3H	Corporal 2 Trainer w/ deg	\$41.09	\$ 42.24	\$43.42	\$44.55	\$45.72	\$46.82	\$47.95	\$49.00	\$50.08	\$ 50.97	\$51.87	\$52.57
P3I	Corporal 3	\$36.20	\$ 37.38	\$38.59	\$39.75	\$40.94	\$42.07	\$43.23	\$44.31	\$45.41	\$ 46.32	\$47.25	\$47.96
P3J	Corporal 3 w/ deg	\$37.45	\$ 38.63	\$39.84	\$41.00	\$42.19	\$43.32	\$44.48	\$45.56	\$46.66	\$ 47.57	\$48.50	\$49.21
P3K	Corporal 3 Trainer	\$40.70	\$ 41.88	\$43.09	\$44.25	\$45.44	\$46.57	\$47.73	\$48.81	\$49.91	\$ 50.82	\$51.75	\$52.46
P3A	Corporal 3 Trainer w/ deg	\$41.95	\$ 43.13	\$44.34	\$45.50	\$46.69	\$47.82	\$48.98	\$50.06	\$51.16	\$ 52.07	\$53.00	\$53.71
P5A	Detective	\$35.75	\$ 36.92	\$38.12	\$39.26	\$40.44	\$41.55	\$42.69	\$43.76	\$44.85	\$ 45.75	\$46.66	\$47.36
P5B	Detective w/ deg	\$37.00	\$ 38.17	\$39.37	\$40.51	\$41.69	\$42.80	\$43.94	\$45.01	\$46.10	\$ 47.00	\$47.91	\$48.61
P5C	Detective 2	\$36.65	\$ 37.84	\$39.07	\$40.24	\$41.45	\$42.59	\$43.76	\$44.85	\$45.97	\$ 46.89	\$47.83	\$48.55
P5D	Detective 2 w/ deg	\$37.90	\$ 39.09	\$40.32	\$41.49	\$42.70	\$43.84	\$45.01	\$46.10	\$47.22	\$ 48.14	\$49.08	\$49.80
P5E	Detective 3	\$37.54	\$ 38.76	\$40.02	\$41.22	\$42.46	\$43.63	\$44.83	\$45.95	\$47.10	\$ 48.04	\$49.00	\$49.73
P5F	Detective 3 w/ deg	\$38.79	\$ 40.01	\$41.27	\$42.47	\$43.71	\$44.88	\$46.08	\$47.20	\$48.35	\$ 49.29	\$50.25	\$50.98
P7A	Sergeant	\$39.82	\$ 41.12	\$42.45	\$43.73	\$45.04	\$46.28	\$47.55	\$48.74	\$49.96	\$ 50.96	\$51.97	\$52.75
P7B	Sergeant w/ deg	\$41.07	\$ 42.37	\$43.70	\$44.98	\$46.29	\$47.53	\$48.80	\$49.99	\$51.21	\$ 52.21	\$53.22	\$54.00
P7C	Sergeant 2	\$40.82	\$ 42.14	\$43.51	\$44.82	\$46.16	\$47.43	\$48.74	\$49.96	\$51.21	\$ 52.23	\$53.27	\$54.07
P7D	Sergeant 2 w/ deg	\$42.07	\$ 43.39	\$44.76	\$46.07	\$47.41	\$48.68	\$49.99	\$51.21	\$52.46	\$ 53.48	\$54.52	\$55.32
P7E	Sergeant 3	\$41.81	\$ 43.17	\$44.58	\$45.91	\$47.29	\$48.59	\$49.93	\$51.17	\$52.45	\$ 53.50	\$54.57	\$55.39
P7F	Sergeant 3 w/ deg	\$43.06	\$ 44.42	\$45.83	\$47.16	\$48.54	\$49.84	\$51.18	\$52.42	\$53.70	\$ 54.75	\$55.82	\$56.64
P9A	Detective Sergeant	\$41.30	\$ 42.64	\$44.02	\$45.34	\$46.70	\$47.99	\$49.31	\$50.54	\$51.80	\$ 52.84	\$53.90	\$54.71
P9B	Detective Sergeant w/ deg	\$42.55	\$ 43.89	\$45.27	\$46.59	\$47.95	\$49.24	\$50.56	\$51.79	\$53.05	\$ 54.09	\$55.15	\$55.96
P9C	Detective Sergeant 2	\$42.33	\$ 43.70	\$45.12	\$46.48	\$47.87	\$49.19	\$50.54	\$51.80	\$53.10	\$ 54.16	\$55.25	\$56.07
P9D	Detective Sergeant 2 w/ deg	\$43.58	\$ 44.95	\$46.37	\$47.73	\$49.12	\$50.44	\$51.79	\$53.05	\$54.35	\$ 55.41	\$56.50	\$57.32
P9E	Detective Sergeant 3	\$43.36	\$ 44.77	\$46.22	\$47.61	\$49.04	\$50.39	\$51.77	\$53.07	\$54.40	\$ 55.48	\$56.59	\$57.44
P9F	Detective Sergeant 3 w/ deg	\$44.61	\$ 46.02	\$47.47	\$48.86	\$50.29	\$51.64	\$53.02	\$54.32	\$55.65	\$ 56.73	\$57.84	\$58.69

Sworn Officer FY2029 Pay Scale – 1.5% Increase over FY2028

FY2029 Sworn Officer Scale CBA		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
P1A	Patrol Officer	\$30.30	\$ 31.36	\$32.46	\$33.43	\$34.43	\$35.12	\$35.82	\$36.36	\$36.91	\$ 37.28	\$37.65	\$38.02
P1B	Patrol Officer w/deg	\$31.55	\$ 32.61	\$33.71	\$34.68	\$35.68	\$36.37	\$37.07	\$37.61	\$38.16	\$ 38.53	\$38.90	\$39.27
P1C	Patrol Officer 1 Trainer			\$36.96	\$37.93	\$38.93	\$39.62	\$40.32	\$40.86	\$41.41	\$ 41.78	\$42.15	\$42.52
P1D	Patrol Officer 1 Trainer w/deg			\$38.21	\$39.18	\$40.18	\$40.87	\$41.57	\$42.11	\$42.66	\$ 43.03	\$43.40	\$43.77
P1E	Patrol 2	\$31.06	\$ 32.14	\$33.27	\$34.27	\$35.29	\$36.00	\$36.72	\$37.27	\$37.83	\$ 38.21	\$38.59	\$38.97
P1F	Patrol 2 w/deg	\$32.31	\$ 33.39	\$34.52	\$35.52	\$36.54	\$37.25	\$37.97	\$38.52	\$39.08	\$ 39.46	\$39.84	\$40.22
P1G	Patrol Officer 2 Trainer			\$37.77	\$38.77	\$39.79	\$40.50	\$41.22	\$41.77	\$42.33	\$ 42.71	\$43.09	\$43.47
P1H	Patrol Officer 2 Trainer w/deg			\$39.02	\$40.02	\$41.04	\$41.75	\$42.47	\$43.02	\$43.58	\$ 43.96	\$44.34	\$44.72
P1I	Patrol 3	\$31.81	\$ 32.93	\$34.08	\$35.10	\$36.15	\$36.88	\$37.61	\$38.18	\$38.75	\$ 39.14	\$39.53	\$39.93
P1J	Patrol 3 w/deg	\$33.06	\$ 34.18	\$35.33	\$36.35	\$37.40	\$38.13	\$38.86	\$39.43	\$40.00	\$ 40.39	\$40.78	\$41.18
P1K	Patrol Officer 3 Trainer			\$38.58	\$39.60	\$40.65	\$41.38	\$42.11	\$42.68	\$43.25	\$ 43.64	\$44.03	\$44.43
P1L	Patrol Officer 3 Trainer w/deg			\$39.83	\$40.85	\$41.90	\$42.63	\$43.36	\$43.93	\$44.50	\$ 44.89	\$45.28	\$45.68
P3A	Corporal	\$34.99	\$ 36.13	\$37.31	\$38.42	\$39.58	\$40.67	\$41.78	\$42.83	\$43.90	\$ 44.78	\$45.67	\$46.36
P3B	Corporal w/deg	\$36.24	\$ 37.38	\$38.56	\$39.67	\$40.83	\$41.92	\$43.03	\$44.08	\$45.15	\$ 46.03	\$46.92	\$47.61
P3C	Corporal Trainer	\$39.49	\$ 40.63	\$41.81	\$42.92	\$44.08	\$45.17	\$46.28	\$47.33	\$48.40	\$ 49.28	\$50.17	\$50.86
P3D	Corporal Trainer w/deg	\$40.74	\$ 41.88	\$43.06	\$44.17	\$45.33	\$46.42	\$47.53	\$48.58	\$49.65	\$ 50.53	\$51.42	\$52.11
P3E	Corporal 2	\$35.87	\$ 37.03	\$38.24	\$39.39	\$40.57	\$41.68	\$42.83	\$43.90	\$45.00	\$ 45.90	\$46.81	\$47.52
P3F	Corporal 2 w/deg	\$37.12	\$ 38.28	\$39.49	\$40.64	\$41.82	\$42.93	\$44.08	\$45.15	\$46.25	\$ 47.15	\$48.06	\$48.77
P3G	Corporal 2 Trainer	\$40.37	\$ 41.53	\$42.74	\$43.89	\$45.07	\$46.18	\$47.33	\$48.40	\$49.50	\$ 50.40	\$51.31	\$52.02
P3H	Corporal 2 Trainer w/deg	\$41.62	\$ 42.78	\$43.99	\$45.14	\$46.32	\$47.43	\$48.58	\$49.65	\$50.75	\$ 51.65	\$52.56	\$53.27
P3I	Corporal 3	\$36.74	\$ 37.94	\$39.17	\$40.35	\$41.56	\$42.70	\$43.87	\$44.97	\$46.09	\$ 47.02	\$47.96	\$48.68
P3J	Corporal 3 w/deg	\$37.99	\$ 39.19	\$40.42	\$41.60	\$42.81	\$43.95	\$45.12	\$46.22	\$47.34	\$ 48.27	\$49.21	\$49.93
P3K	Corporal 3 Trainer	\$41.24	\$ 42.44	\$43.67	\$44.85	\$46.06	\$47.20	\$48.37	\$49.47	\$50.59	\$ 51.52	\$52.46	\$53.18
P3A	Corporal 3 Trainer w/deg	\$42.49	\$ 43.69	\$44.92	\$46.10	\$47.31	\$48.45	\$49.62	\$50.72	\$51.84	\$ 52.77	\$53.71	\$54.43
P5A	Detective	\$36.29	\$ 37.47	\$38.69	\$39.85	\$41.04	\$42.17	\$43.33	\$44.41	\$45.52	\$ 46.43	\$47.36	\$48.07
P5B	Detective w/deg	\$37.54	\$ 38.72	\$39.94	\$41.10	\$42.29	\$43.42	\$44.58	\$45.66	\$46.77	\$ 47.68	\$48.61	\$49.32
P5C	Detective 2	\$37.20	\$ 38.40	\$39.65	\$40.84	\$42.07	\$43.22	\$44.41	\$45.52	\$46.66	\$ 47.59	\$48.55	\$49.28
P5D	Detective 2 w/deg	\$38.45	\$ 39.65	\$40.90	\$42.09	\$43.32	\$44.47	\$45.66	\$46.77	\$47.91	\$ 48.84	\$49.80	\$50.53
P5E	Detective 3	\$38.10	\$ 39.34	\$40.62	\$41.84	\$43.09	\$44.28	\$45.50	\$46.63	\$47.80	\$ 48.76	\$49.73	\$50.48
P5F	Detective 3 w/deg	\$39.35	\$ 40.59	\$41.87	\$43.09	\$44.34	\$45.53	\$46.75	\$47.88	\$49.05	\$ 50.01	\$50.98	\$51.73
P7A	Sergeant	\$40.42	\$ 41.73	\$43.09	\$44.38	\$45.71	\$46.97	\$48.26	\$49.47	\$50.70	\$ 51.72	\$52.75	\$53.54
P7B	Sergeant w/deg	\$41.67	\$ 42.98	\$44.34	\$45.63	\$46.96	\$48.22	\$49.51	\$50.72	\$51.95	\$ 52.97	\$54.00	\$54.79
P7C	Sergeant 2	\$41.43	\$ 42.77	\$44.17	\$45.49	\$46.85	\$48.14	\$49.47	\$50.70	\$51.97	\$ 53.01	\$54.07	\$54.88
P7D	Sergeant 2 w/deg	\$42.68	\$ 44.02	\$45.42	\$46.74	\$48.10	\$49.39	\$50.72	\$51.95	\$53.22	\$ 54.26	\$55.32	\$56.13
P7E	Sergeant 3	\$42.44	\$ 43.82	\$45.24	\$46.60	\$48.00	\$49.32	\$50.67	\$51.94	\$53.24	\$ 54.30	\$55.39	\$56.22
P7F	Sergeant 3 w/deg	\$43.69	\$ 45.07	\$46.49	\$47.85	\$49.25	\$50.57	\$51.92	\$53.19	\$54.49	\$ 55.55	\$56.64	\$57.47
P9A	Detective Sergeant	\$41.91	\$ 43.28	\$44.68	\$46.02	\$47.40	\$48.71	\$50.05	\$51.30	\$52.58	\$ 53.63	\$54.70	\$55.52
P9B	Detective Sergeant w/deg	\$43.16	\$ 44.53	\$45.93	\$47.27	\$48.65	\$49.96	\$51.30	\$52.55	\$53.83	\$ 54.88	\$55.95	\$56.77
P9C	Detective Sergeant 2	\$42.96	\$ 44.36	\$45.80	\$47.17	\$48.59	\$49.92	\$51.30	\$52.58	\$53.89	\$ 54.97	\$56.07	\$56.91
P9D	Detective Sergeant 2 w/deg	\$44.21	\$ 45.61	\$47.05	\$48.42	\$49.84	\$51.17	\$52.55	\$53.83	\$55.14	\$ 56.22	\$57.32	\$58.16
P9E	Detective Sergeant 3	\$44.01	\$ 45.44	\$46.92	\$48.32	\$49.77	\$51.14	\$52.55	\$53.86	\$55.21	\$ 56.31	\$57.44	\$58.30
P9F	Detective Sergeant 3 w/deg	\$45.26	\$ 46.69	\$48.17	\$49.57	\$51.02	\$52.39	\$53.80	\$55.11	\$56.46	\$ 57.56	\$58.69	\$59.55

Sworn Officer FY2030 Pay Scale – 1.5% Increase over FY2029

FY2030 Sworn Officer Scale CBA		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
P1A	Patrol Officer	\$30.75	\$ 31.83	\$32.94	\$33.93	\$34.95	\$35.65	\$36.36	\$36.91	\$37.46	\$ 37.84	\$38.22	\$38.60
P1B	Patrol Officer w/deg	\$32.00	\$ 33.08	\$34.19	\$35.18	\$36.20	\$36.90	\$37.61	\$38.16	\$38.71	\$ 39.09	\$39.47	\$39.85
P1C	Patrol Officer 1 Trainer			\$37.44	\$38.43	\$39.45	\$40.15	\$40.86	\$41.41	\$41.96	\$ 42.34	\$42.72	\$43.10
P1D	Patrol Officer 1 Trainer w/deg			\$38.69	\$39.68	\$40.70	\$41.40	\$42.11	\$42.66	\$43.21	\$ 43.59	\$43.97	\$44.35
P1E	Patrol 2	\$31.52	\$ 32.63	\$33.77	\$34.78	\$35.83	\$36.54	\$37.27	\$37.83	\$38.40	\$ 38.78	\$39.17	\$39.56
P1F	Patrol 2 w/deg	\$32.77	\$ 33.88	\$35.02	\$36.03	\$37.08	\$37.79	\$38.52	\$39.08	\$39.65	\$ 40.03	\$40.42	\$40.81
P1G	Patrol Officer 2 Trainer			\$38.27	\$39.28	\$40.33	\$41.04	\$41.77	\$42.33	\$42.90	\$ 43.28	\$43.67	\$44.06
P1H	Patrol Officer 2 Trainer w/deg			\$39.52	\$40.53	\$41.58	\$42.29	\$43.02	\$43.58	\$44.15	\$ 44.53	\$44.92	\$45.31
P1I	Patrol 3	\$32.29	\$ 33.42	\$34.59	\$35.63	\$36.70	\$37.43	\$38.18	\$38.75	\$39.34	\$ 39.73	\$40.13	\$40.53
P1J	Patrol 3 w/deg	\$33.54	\$ 34.67	\$35.84	\$36.88	\$37.95	\$38.68	\$39.43	\$40.00	\$40.59	\$ 40.98	\$41.38	\$41.78
P1K	Patrol Officer 3 Trainer			\$39.09	\$40.13	\$41.20	\$41.93	\$42.68	\$43.25	\$43.84	\$ 44.23	\$44.63	\$45.03
P1L	Patrol Officer 3 Trainer w/deg			\$40.34	\$41.38	\$42.45	\$43.18	\$43.93	\$44.50	\$45.09	\$ 45.48	\$45.88	\$46.28
P3A	Corporal	\$35.52	\$ 36.68	\$37.87	\$39.00	\$40.17	\$41.28	\$42.41	\$43.47	\$44.56	\$ 45.45	\$46.36	\$47.06
P3B	Corporal w/deg	\$36.77	\$ 37.93	\$39.12	\$40.25	\$41.42	\$42.53	\$43.66	\$44.72	\$45.81	\$ 46.70	\$47.61	\$48.31
P3C	Corporal Trainer	\$40.02	\$ 41.18	\$42.37	\$43.50	\$44.67	\$45.78	\$46.91	\$47.97	\$49.06	\$ 49.95	\$50.86	\$51.56
P3D	Corporal Trainer w/deg	\$41.27	\$ 42.43	\$43.62	\$44.75	\$45.92	\$47.03	\$48.16	\$49.22	\$50.31	\$ 51.20	\$52.11	\$52.81
P3E	Corporal 2	\$36.41	\$ 37.59	\$38.81	\$39.98	\$41.18	\$42.31	\$43.47	\$44.56	\$45.68	\$ 46.59	\$47.52	\$48.23
P3F	Corporal 2 w/deg	\$37.66	\$ 38.84	\$40.06	\$41.23	\$42.43	\$43.56	\$44.72	\$45.81	\$46.93	\$ 47.84	\$48.77	\$49.48
P3G	Corporal 2 Trainer	\$40.91	\$ 42.09	\$43.31	\$44.48	\$45.68	\$46.81	\$47.97	\$49.06	\$50.18	\$ 51.09	\$52.02	\$52.73
P3H	Corporal 2 Trainer w/deg	\$42.16	\$ 43.34	\$44.56	\$45.73	\$46.93	\$48.06	\$49.22	\$50.31	\$51.43	\$ 52.34	\$53.27	\$53.98
P3I	Corporal 3	\$37.30	\$ 38.51	\$39.76	\$40.95	\$42.18	\$43.34	\$44.53	\$45.65	\$46.79	\$ 47.73	\$48.68	\$49.41
P3J	Corporal 3 w/deg	\$38.55	\$ 39.76	\$41.01	\$42.20	\$43.43	\$44.59	\$45.78	\$46.90	\$48.04	\$ 48.98	\$49.93	\$50.66
P3K	Corporal 3 Trainer	\$41.80	\$ 43.01	\$44.26	\$45.45	\$46.68	\$47.84	\$49.03	\$50.15	\$51.29	\$ 52.23	\$53.18	\$53.91
P3A	Corporal 3 Trainer w/deg	\$43.05	\$ 44.26	\$45.51	\$46.70	\$47.93	\$49.09	\$50.28	\$51.40	\$52.54	\$ 53.48	\$54.43	\$55.16
P5A	Detective	\$36.84	\$ 38.03	\$39.27	\$40.45	\$41.66	\$42.81	\$43.98	\$45.08	\$46.21	\$ 47.13	\$48.08	\$48.80
P5B	Detective w/deg	\$38.09	\$ 39.28	\$40.52	\$41.70	\$42.91	\$44.06	\$45.23	\$46.33	\$47.46	\$ 48.38	\$49.33	\$50.05
P5C	Detective 2	\$37.76	\$ 38.98	\$40.25	\$41.46	\$42.70	\$43.88	\$45.08	\$46.21	\$47.37	\$ 48.31	\$49.28	\$50.02
P5D	Detective 2 w/deg	\$39.01	\$ 40.23	\$41.50	\$42.71	\$43.95	\$45.13	\$46.33	\$47.46	\$48.62	\$ 49.56	\$50.53	\$51.27
P5E	Detective 3	\$38.68	\$ 39.93	\$41.23	\$42.47	\$43.74	\$44.95	\$46.18	\$47.34	\$48.52	\$ 49.49	\$50.48	\$51.24
P5F	Detective 3 w/deg	\$39.93	\$ 41.18	\$42.48	\$43.72	\$44.99	\$46.20	\$47.43	\$48.59	\$49.77	\$ 50.74	\$51.73	\$52.49
P7A	Sergeant	\$41.03	\$ 42.36	\$43.74	\$45.05	\$46.40	\$47.68	\$48.99	\$50.21	\$51.47	\$ 52.50	\$53.55	\$54.35
P7B	Sergeant w/deg	\$42.28	\$ 43.61	\$44.99	\$46.30	\$47.65	\$48.93	\$50.24	\$51.46	\$52.72	\$ 53.75	\$54.80	\$55.60
P7C	Sergeant 2	\$42.05	\$ 43.42	\$44.83	\$46.18	\$47.56	\$48.87	\$50.21	\$51.47	\$52.75	\$ 53.81	\$54.89	\$55.71
P7D	Sergeant 2 w/deg	\$43.30	\$ 44.67	\$46.08	\$47.43	\$48.81	\$50.12	\$51.46	\$52.72	\$54.00	\$ 55.06	\$56.14	\$56.96
P7E	Sergeant 3	\$43.08	\$ 44.48	\$45.92	\$47.30	\$48.72	\$50.06	\$51.44	\$52.72	\$54.04	\$ 55.12	\$56.22	\$57.07
P7F	Sergeant 3 w/deg	\$44.33	\$ 45.73	\$47.17	\$48.55	\$49.97	\$51.31	\$52.69	\$53.97	\$55.29	\$ 56.37	\$57.47	\$58.32
P9A	Detective Sergeant	\$42.55	\$ 43.93	\$45.36	\$46.72	\$48.12	\$49.44	\$50.80	\$52.07	\$53.37	\$ 54.44	\$55.53	\$56.36
P9B	Detective Sergeant w/deg	\$43.80	\$ 45.18	\$46.61	\$47.97	\$49.37	\$50.69	\$52.05	\$53.32	\$54.62	\$ 55.69	\$56.78	\$57.61
P9C	Detective Sergeant 2	\$43.61	\$ 45.03	\$46.49	\$47.88	\$49.32	\$50.68	\$52.07	\$53.37	\$54.71	\$ 55.80	\$56.92	\$57.77
P9D	Detective Sergeant 2 w/deg	\$44.86	\$ 46.28	\$47.74	\$49.13	\$50.57	\$51.93	\$53.32	\$54.62	\$55.96	\$ 57.05	\$58.17	\$59.02
P9E	Detective Sergeant 3	\$44.67	\$ 46.12	\$47.62	\$49.05	\$50.52	\$51.91	\$53.34	\$54.67	\$56.04	\$ 57.16	\$58.31	\$59.18
P9F	Detective Sergeant 3 w/deg	\$45.92	\$ 47.37	\$48.87	\$50.30	\$51.77	\$53.16	\$54.59	\$55.92	\$57.29	\$ 58.41	\$59.56	\$60.43

ARTICLE 9 –COMPENSATION INCENTIVES

Section A. Emergency Communication Officers Special Assignments

Communications Officers will have 3 special assignments. Each assignment can only be held by one member at a time and the assignment details will be included in the PAR.

Assignment	Per Paycheck	Full Year (26 pay periods)
ILETS Terminal Agency Coordinator (TAC)	\$40	\$1,040
ILETS Assistant Terminal Agency Coordinator (ATAC)	\$20	\$520
IAED ACE Reporting/Coordinator	\$40	\$1,040

Section B. Emergency Communication Officers P.O.S.T. Certification

This provision applies to all members of the Bargaining Unit who hold a dispatch certificate and are able to assist and work in dispatch as the need arises. This requires a current EMD card and any other required certifications being current. The incentive will be paid as a per paycheck amount. The incentive will be paid in the first full pay period after the certification level is achieved.

P.O.S.T. Certificate Level	Per Pay Period Amount	Full Year (26 Pay Periods)
Intermediate	\$12	\$312
Advanced	\$18	\$468

Section C. Recruiting Education Incentives

All members of the Bargaining Unit hired after October 1, 2025 who have obtained or received a certificate or degree identified below prior to the date of their employment with the CITY shall receive the following:

Item 1. Associate's degree

From an accredited educational institution: \$3,000 education incentive for one (1) year payable on the pay period following the first anniversary date of the member's employment with the CITY. Such payment will only be paid so long as the member is a full-time employee and remains a full-time employee of the CITY for the entire year. A copy of the certificate, degree or transcript must be submitted with the payment request.

Item 2. POST Officer Certificate

\$2,000 education incentive for two (2) years payable in consecutive years on the pay period following the anniversary date of the member's employment with the CITY. Such payments will only be paid as long as the member is a

390 full-time employee and remains a full-time employee of the CITY during each
391 year such education incentive is paid. A copy of the certificate, degree or
392 transcript must be submitted with the payment request in year one.

393 **Item 3. Bachelor's Degree**

394 From an accredited College or University: \$3,000 per year for four (4) years
395 payable in consecutive years on the pay period following anniversary date of
396 the member's employment with the CITY. Such payments will only be paid as
397 long as the member is a full-time employee and remains a full-time employee
398 of the CITY during each year such education incentive is paid. A copy of the
399 certificate, degree or transcript must be submitted with the payment request in
400 year one.

401 **Item 4. Master's Degree**

402 From an accredited College or University: \$5,000 per year for two (2) years
403 payable in consecutive years on the pay period following the anniversary date
404 of the member's employment with the CITY. Such payments will only be paid
405 as long as the member is a full-time employee and remains a full-time
406 employee of the CITY during each year such education incentive is paid. A
407 copy of the certificate, degree or transcript must be submitted with the
408 payment request in year one.

409 **Item 5. Limit On Incentives**

410 No Bargaining Unit member shall receive an education incentive payment, as
411 set out above, for more than one degree or certificate. At the time of
412 employment, the Bargaining Unit member shall provide proof of the degree or
413 certificate and elect the degree upon which the yearly amount will be paid.
414 Once such election is made, it cannot be altered.

415 **Item 6. Add Pay Limits**

416 A member who elects to receive the existing education incentive, as set out
417 above, waives the right to receive any other educational add pay incentives
418 set out herein during any year in which an educational status education
419 incentive is received.

420 **Item 7. Tuition Reimbursement**

421 No member is eligible for Tuition Reimbursement pursuant to the CITY's
422 Qualified Educational Assistance Reimbursement Program while receiving a
423 Recruiting Education Incentive payment, or in a schedule for such payments.

424 **Section D. Annual Education Bonus**

425 Proof of degree (physical copy of diploma or unofficial transcript) must be submitted
426 for all existing members, and for all new hires, in order for payment to be issued.
427 Proof is also required for any changes to education status. Proof will not be required
428 each year once established. Newly hired bargaining unit members receiving hiring
429 incentives for a degree are not eligible for the following payments until the
430 conclusion of their recruiting education incentive.

Sworn Member	Member Type	Per Pay Period	Full Year (26 pay periods)
2 Year Vocational Cert.	All	\$5	\$130
Associate's degree	All	\$5	\$130
Bachelor's degree	Sworn	Built into pay scale	Built into pay scale
Bachelor's degree	Civilian	\$10	\$260
Master's & above degree	Sworn	\$5	\$130
Master's & above degree	Civilian	\$14	\$364

- Sworn officers with a master's degree and above will receive the bachelor's degree hourly rate and will receive the per pay period amount for a Master's & above.
- Members with a bachelor's degree are eligible for the degree rate of pay at hire.

Item 1. Tuition Reimbursement.

Tuition reimbursement is available to all members of the bargaining unit in accordance with the CITY's Qualified Educational Assistance Reimbursement Program, so long as such member is not receiving, in the year requested, a recruiting education incentive.

Section E. Physical Fitness Incentive

Each member of the Bargaining Unit will be compensated for achieving certain score levels on the Idaho POST physical test, or the department established physical fitness test as defined in the PAR. The test is voluntary and has no effect on an individual's performance evaluation. Test scores can be utilized in the Sworn Officer promotion packet. The score levels and corresponding bonus is as follows:

	Per Pay Period	Full Year (26 pay periods)
Score 85+	\$30	\$780
Score 75-84	\$20	\$520
Score 60-74	\$10	\$260

- The test physical fitness will be offered once a quarter, dates determined by the Chief of Police, or their designee.
- A member may take the exam each time it is offered, and their highest score achieved will stand for 1 year from the date of the test.
- The department will submit a COE, or currently defined HR/Payroll form, for the incentive to be paid to the member, the frequency of the payment will be per pay period. The incentive payment will be adjusted in the first full pay period following the form submission.

Section F. Sworn Officer Position Classification Definitions.

CLASSIFICATION	TIME IN JOB REQUIREMENT	POST CERTIFICATION REQUIREMENT
Patrol Officer		Basic
Corporal	Five years of police service, at least two years of the five as a police officer for the CITY of Pocatello.	Intermediate
Sergeant	Two years as Corporal/Detective	Advanced

Section G. School Resource and D.A.R.E. Officers.

Officers assigned to the Community Services Division as D.A.R.E. Officers and School Resource Officers shall be paid at their current rank.

Overtime worked on duties specific to D.A.R.E. Officers and School Resources Officers shall be compensated for in the form of compensatory time off (comp time) or Overtime accrued at time and one-half for all hours so worked.

Section H. Military Replacement Compensation

All sworn members of the Bargaining Unit who serve in the National Guard or other Reserve component of the Armed Forces of the United States may request that he/she be paid the difference between his/her regular salary and the compensation they receive while participating in ordered field training under the following conditions:

1. The field training must be required by the Reserve or Guard component he/she is a member of and the individual must provide a copy of his/her Order's at the time of the request;
2. The request may not apply to weekend, volunteer, or other similar type of regular training;
3. The request is limited to a total of 80 hours of straight time compensation;
4. The individual must provide the CITY records of the compensation received relating to the training within two (2) weeks of the completion of the training; and
5. The CITY will pay to the individual, as part of the next immediate pay period, the difference between what he/she was paid for training and their normal salary.

ARTICLE 10 – WORK PERIOD AND OVERTIME PAY

Section A. Work Period

Item 1. Sworn Personnel

The FLSA 207(k) work period, defined as fourteen (14) days for the purpose of computing overtime, shall be utilized by the CITY in computing overtime compensation for all non-exempt sworn personnel.

Item 2. Civilian Personnel

Non-exempt Civilian personnel work period is defined as seven (7) days for the purpose of computing overtime.

Section B. Work Schedule for Sworn and Civilian Personnel

Work shifts may be modified when necessary to provide for adequate police staffing and coverage as a result of, but not limited to, staffing losses and emergencies. Refer to Pocatello Police Department Mobilization Plan policy.

Section C. Overtime Pay

Item 1. Non- Exempt Positions

All members of the Bargaining Unit are classified as non-exempt employees and are eligible for overtime. Overtime pay shall be paid at time and one-half of the straight-time hourly rates for all overtime hours worked by such category of employee.

Item 2. Sworn Personnel

This provision applies to all non-exempt sworn members of the Bargaining Unit. Overtime shall be paid for hours actually worked over 80 in a fourteen (14) day work period.

- Sick leave and bereavement time are not considered time worked for the purpose of determining overtime hours.
- Management shall not mandate directed time off for the purpose of avoiding use of overtime that is the result of unplanned and unexpected work duty.

Item 3. Civilian Personnel

This provision applies to all non-exempt non-sworn members of the Bargaining Unit. Overtime shall be paid after working forty (40) hours in one seven-day workweek.

- Sick leave and bereavement time are not considered time worked for the purpose of computing overtime.
- Management shall not mandate directed time off for the purpose of avoiding use of overtime that is the result of unplanned and unexpected work duty.

Item 4. Overtime Blended Rates

The blended overtime rate, as defined by the Department of Labor (DOL) and the Fair Labor Standards Act (FLSA), is a method for calculating overtime pay when an employee works at multiple pay rates within a single workweek. It ensures that employees are compensated fairly for overtime hours based on a weighted average of all their regular rates of pay. Method of calculation:

- Add up the total earnings from all the different pay rates for the workweek (excluding overtime premiums).

- Divide this total by the total number of hours worked during the workweek to get the average hourly rate.

Section D. Compensatory Time for Sworn and Non-Sworn Personnel

Overtime may be compensated with compensatory time at the same time and one-half rate. It is the obligation of the Bargaining Unit member to designate overtime as compensatory and such time may only accrue up to, but not to exceed, one hundred and twenty (120) total hours. If the total limitation is reached, all overtime over and above the maximum amount of compensatory time allowed will be paid to the member regardless of the member's designation. Compensatory time designation cannot apply to time worked by the member that is funded from sources outside the CITY general fund, such as grants. In that event such time will be paid directly to the member under the normal overtime rules set out above. Compensatory time may only be utilized when staffing allows and approved by the Chief of Police or their designee.

ARTICLE 11 - TRAVEL

Travel of Bargaining Unit members outside of Bannock County for Department business or approved training shall be compensated as follows:

Section A. Lodging

In the event that the training program provides lodging as part of the program the member shall not be compensated for lodging outside of that provided by the program. Staying in private lodging shall be at the sole expense of the member.

The Department agrees to pay a total of \$100.00 per room night for lodging. In the event that the cost of a single room is \$100.00 or less each member can have a single room, if sufficient rooms are available. If lodging costs are greater than \$100.00 the Department may require two occupants per room, except for dog handlers traveling with their dogs. In that event they will be provided a private room. A member may request a private room by paying all amounts above the amount agreed to be paid by the Department hereunder, unless the request is based on gender.

Section B. Per Diem

Members will be paid the normal CITY Per Diem rates.

Section C. Travel Time.

Item 1. Air travel

Members will be paid their normal rate when traveling by air during the time that they are scheduled to work their normal shift. In the event the travel time occurs during an off-shift time they will be compensated through the use of a travel time compensation bank. Each member will have the travel hours

560 incurred credited, at straight time, to a compensation time account separate
561 from their normal compensatory time account. The member shall have the
562 right to utilize such time only during the calendar year it is earned. There is no
563 right for such time to be carried over to the next calendar year except when
564 the compensation is earned during the month of December. In that event the
565 hours earned during December can be carried forward at the request of the
566 member.

567 **Item 2. Vehicle Travel**

568 The member charged with driving to the out of town business or training shall
569 be paid in the normal course. All passengers shall not be paid unless the
570 travel is during their normal shift time. In the event that the travel is not during
571 the member's normal shift they will be compensated through the travel
572 compensation account set out above.

573 If travel involves the use of a private vehicle the member will be reimbursed
574 for mileage pursuant to the normal City of Pocatello rates and procedures.

575 **ARTICLE 12 – STAFFING**

576 Special assignments may be made at the discretion of the Chief of Police as defined
577 in departmental policy and individual job descriptions. Special assignments are only
578 applicable for Sworn officers off their new hire probationary period and may include
579 but are not limited to Crime Prevention Officer, School Resource Officer, K-9 Officer,
580 D.A.R.E. Officer, D.U.I. Task Force Officer, Bicycle Officer, C.O.P.S. Officer, and
581 Traffic Officer.

582 All Sworn officers off their new hire probationary period are eligible to apply for and
583 hold the following special assignments: SWAT Officer, Hostage Negotiation Team
584 Member, Voice Stress Analysis Officer, Polygraphist, Accident Reconstructionist,
585 Arson Investigator, and Department Instructors.

586 A special assignment is not considered a special privilege for purposes of these
587 rules.

588 **ARTICLE 13 – UNIFORM AND CLOTHING**

589 **Section A. Uniform Standards and Attire Expectations**

590 Positions that require uniforms must adhere to specific uniform standards as
591 defined, including seasonal variations and maintenance requirements.

592 **Section B. Safety Equipment**

593 The CITY will provide safety equipment at no cost to the member. If a member opts
594 to upgrade the equipment, said member will pay the difference. All equipment will
595 be inspected and must meet department and federal standards. Weapons
596 modification is not included in this Contract.

Section C. Sworn Officer Issued Equipment and Uniforms

Item 1. Sworn Officers

A. Class A Uniform

1. Department Badge- Silver for Officers and Corporals, gold and silver for Sergeants and all gold for Lieutenants and above.
2. Serving Since Pin- Silver with blue print for Corporals and Officers, gold with blue print for Sergeants and above.
3. Collar Brass- Silver for Corporals and Officers, gold for sergeants and above.
4. Any issued department Medals
5. Blue Sleeve Chevrons- For all members Sergeant and below.
6. Whistle and Snake Chain- Silver for Corporals and Officers, Gold for Sergeants and above.
7. Shoulder Braid- Silver for Corporals and Officers, Gold for Sergeants and above.
8. Uniform Hat and Hat Badge of appropriate color as listed in 1.
9. White Dress Gloves
10. Departmental Pink-Tan Tie- Velcro or clip on (2) each
11. Blue Service Stripes for all members
12. Black Trouser Belt
13. Pink-Tan Uniform Pants- With a blue stripe, (2) each for non-administrative Officers, (4) each for each Administrative Officer.
14. Navy Blue Long-sleeved Uniform Shirt- With American flag on shoulder, department patch, service stripes and chevrons attached (2) each for non-administrative Officers, (4) each for each Administrative Officer
15. Mourning Band

B. Class B Uniform

1. Navy Blue Short-sleeved Uniform Shirt- With American flag on shoulder, department patch, with chevrons attached (2) each for non-administrative Officers, (4) each for each Administrative Officer
2. Black Gloves

C. Class C or Duty Uniform

1. Each Tactical long sleeve uniforms with embroidered badge of appropriate color, embroidered name in appropriate color, department patch, Chevrons for Sergeant and below, American flag and embroidered collar brass for lieutenants and above.
2. Each Tactical short sleeve uniforms with embroidered badge of appropriate color, embroidered name in appropriate color, department patch, Chevrons for Sergeant and below, American flag and embroidered collar brass for lieutenants and above.
3. Each Tactical Duty Pants

D. Coat

- Navy blue coat with an embroidered badge of appropriate color, embroidered name in appropriate color, department patch, Chevrons

for Sergeant and below, American flag and embroidered collar brass for Lieutenants and above.

E. Baseball Hat

A baseball cap with an embroidered Badge of appropriate color.

F. Duty Gear

1. Level IIIA soft body armor
2. Rifle Plates, either ceramic or Polycarbonate
3. Black Nylon or Leather Duty Belt
4. External Vest Carrier
5. Duty Pistol
6. Weapon mounted light for duty pistol and optic
7. Pistol holster with light bearing capabilities
8. 2 handcuffs and carrying cases
9. Flashlight and Flashlight holder
10. 2-way radio and radio carrier
11. 2 pistol Magazines and magazine pouch
12. Expandable baton and carrier
13. Taser and holster
14. Latex gloves and carrying pouch
15. O/C spray and carrying pouch
16. IFAK kit and tourniquet with carrying holster

Item 2. Detectives

Members assigned to the detective's division shall be issued the above equipment and shall also receive the following.

1. Concealable holster and or shoulder holster
2. Raid Vest and Jacket
3. Small Flashlight

Item 3. Specialized Units

All specialized Units including, IRU, Motorcycle Officers, Bicycle Officers, Canine (K-9) and Honor Guard shall be provided equipment as needed to carry out their needed functions.

Section D. Uniformed Civilians

Are required to wear a department approved uniform and will be provided a uniform for each day of work they are scheduled for during a regular 40-hour work week. Uniform standards will be defined in department policy by position type defined below.

Item 1. Civilian Field Positions

- 1) Ordinance Enforcement Officers
- 2) Ordinance Enforcement Supervisor
 - In addition to the provided uniform, the CITY agrees to pay \$150 in an annual lump sum clothing allowance on the 8th pay period of the

683 calendar year to the Ordinance Enforcement Officers and Ordinance
684 Enforcement Supervisor.

685 **Item 2. Civilian Limited Field Positions:**

- 686 1) Evidence Technicians
687 2) Licensing & Enforcement Officer

688 **Item 3. Professional External Facing Civilians**

- 689 1) Victim Services Specialist
690 • In addition to the provided uniform, the CITY agrees to pay \$150 in
691 an annual lump sum clothing allowance on the 8th pay period of the
692 calendar year to the Victim Services Specialist.
693 2) Training & Community Services Coordinator

694 **Item 4. Emergency Communications Officers for Court Appearances**

695 Emergency Communications Officers are considered non-uniformed staff,
696 however ECOs will have the option of being provided 1 uniform per calendar
697 year to wear for court appearances. Annually this election is done with open
698 enrollment, or in the first month for a new hire.

699 An ECO may choose to wear business professional clothing to court in lieu of
700 a uniform.

701 **Section E. Non-Uniformed Civilians**

702 Are expected to adhere to professional or business casual attire, depending on the
703 members role. For those not required to wear uniforms, the department mandates
704 business professional attire during court appearances or testimony.

705 Annually non-uniformed employees shall receive a department approved shirt as
706 follows (hours per week defined by budgeted hours) No less than three style options
707 will be provided for the member's selection; colors & emblems must be department
708 approved and fit within the scope of the CITY's branding.

40 Hours Per Week	30 Hours Per Week	20 Hours Per Week
4 shirts	3 shirts	2 shirts
1 sweatshirt or sweater or hoodie		

709 **Section F. Boot Allowance**

710 Sworn Officers, Evidence Technicians, Ordinance Enforcement Officers, Ordinance
711 Enforcement Supervisor, the Training & Community Services Coordinator, and the
712 Licensing & Enforcement Officer have defined footwear standards in department
713 policy.

- 714 1) Members in these will receive an Annual Boot Allowance of \$200
715 2) The boot allowance shall be paid on the 8th pay period of the calendar year

- 716 3) Employees hired in pay periods 5, 6, 7 of the calendar year will not receive a
717 new hire boot allowance but will receive an annual boot allowance on cycle as
718 defined above.
- 719 4) Employees hired after pay period 8 and before pay period 5 will receive
720 payment on their 1st or 2nd full pay period following their start date, except as
721 defined above.

722 **Section G. Replacement/Repair of Damaged Items in the Line of**
723 **Duty for the Following Personnel: Sworn Officers, Ordinance**
724 **Enforcement Officers, Evidence Technicians, and Licensing and**
725 **Enforcement Officer**

726 **Item 1. Damaged or Stolen Uniforms**

727 Personnel having any item of their uniform damaged, or stolen, on duty will
728 have the item cleaned, repaired or replaced at CITY expense on approval of
729 the Chief of Police or their designee as reasonable and necessary. The item
730 cost must be project coded pursuant to finance standards.

731 **Item 2. Clothing Contaminated by Bodily Fluids**

- 732 • Members who have had uniforms or personal clothing contaminated by
733 bodily fluids during the course of duty may have the uniform or clothing
734 cleaned at CITY expense upon confirmation and advance approval by
735 their Sergeant.
- 736 • Employees will submit receipts for reimbursement. Finance project code
737 and reimbursement policy/standards must be followed.

738 **Item 3. Seized for Evidence**

- 739 • Boots will be replaced immediately, matching the style/type as seized pair.
740 • Guns will be replaced after 30 days.

741 **Item 4. Personal Property Items Damaged**

- 742 • Items damaged on duty will be repaired or replaced at CITY expense with
743 the approval of the Chief of Police, or their designee, as reasonable and
744 necessary.
- 745 • Repair or replacement will be exact cost, or a maximum as listed
746 • Repair or replacement cost will be determined by the most cost-effective method.

747 All items costs must be project coded pursuant to finance policy and standards.

Item	Replacement/ Repair Cost Limit One per Calendar Year	Replacement Method
Watch	\$250	receipt & reimbursement
Back Up (Personal) Certified Firearm	Replacement to match exact destroyed firearm	receipt & reimbursement
Prescription Eyeglasses	\$250	receipt & reimbursement
Prescription Contact Lenses	\$60 per eye	receipt & reimbursement
Boots	Replacement to match destroyed boots	Quartermaster Purchasing Card

748

ARTICLE 14 – HOLIDAYS

Section A. Recognized Holidays

The following is a list of the annual 12 recognized holidays for members of the Bargaining Unit.

New Year's	Martin Luther King, Jr. Day	President's Day
Memorial Day	Labor Day	Juneteenth
Independence Day	Veterans Day	Thanksgiving Day
Friday following Thanksgiving	Christmas Day	Floating Holiday *

*The floating holiday is a day designated by a member and not a set day of the year

Section B. Holiday Hours Accrual Rate

Holidays listed in Section 1 are defined as an 8-hour day for 40-hour employees, 6-hours for 30-hour employees, and a 4-hour day for 20-hour employees. Holiday hours will be accrued per pay period and will be included in the Police Vacation/Holiday Accrual bank.

Accrual Chart 1 Holiday Time

Employee Category	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
Recognized Holidays	12 holidays x 8 = 96 hours	12 holidays x 6 = 72 hours	12 holidays x 4 = 48 hours
converted to hours	96 hours / 26 pay periods = 3.6923	72 hours / 26 pay periods = 2.73923	48 hours / 26 pay periods = 1.8461
Hours Accrued	3.70 hours per pay period	2.74 hours per pay period	1.85 hours per pay period

Section C. Working Holiday Pay Rate

If a member's scheduled shift includes the day designated for working holiday pay application, they will receive the working holiday pay rate of two (2) times per hour for the scheduled shift worked.

Holiday Pay can only be applied on the holiday itself or the holiday observed, it cannot be paid twice per holiday.

*The floating holiday is a day designated by an employee – so there is no holiday time working rate paid for this day.

Item 1. Actual vs Observed Holiday

- Actual Holiday: This is the actual day the holiday occurs (e.g., Christmas Day on December 25th).

- Observed Holiday: This is the day the holiday is officially celebrated by the CITY, which may fall on a different day (e.g., if Christmas Day falls on a Sunday, the CITY might observe it on the following Monday). A chart is available on the employee portal for each active calendar year.

Actual vs Observed Holiday Chart

Member Type	Shift Type	Actual Holiday Division Hours	Observed Holiday Division Hours	Working Holiday Pay Application
Sworn Officers	24 hours a day, 7 days a week, 365 days a year	Open	Open	actual holiday
Emergency Communications Officers	24 hours a day, 7 days a week, 365 days a year	Open	Open	actual holiday
Ordinance Enforcement Officers	7 days a week	Closed	Open	actual holiday Exception: Christmas and Thanksgiving working holiday pay will be applied on observed holiday
All other positions	5 days a week (Monday-Friday)	Closed	Closed	observed holiday

Section D. Holiday Call Out Pay

When a member is called into work on a holiday listed in Section A of this Article, the member shall receive pay at double (2x) rate of normal pay. The Floating Holiday is excluded from Holiday Call out. Holiday Call out is only applicable in situations that call for an emergency response.

Section E. Accrual Eligibility

Vacation, holiday, and sick leave accrual benefits are only available to members who are employed to work more than 20 hours per week.

Accruals do not occur for members on a leave of absence without pay, suspension without pay, layoff, military time without pay, and accruals do not increase when a member is working overtime.

Section F. Vacation Accrual Rate

Vacation is accrued each pay period. Changes in vacation accruals begin in January of the fiscal year in which a member's years of service reach the new threshold. Members who have left employment with the CITY and then are rehired will use their most recent hire date for accruals, there is no bridging of time.

This table and the holiday table are combined for the system accrual calculation.

Accrual Chart 2 Vacation

Employees Hired December 8, 2008 and After – CURRENT ACCRUAL LEVELS

Years of Service	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
1 through 5	4.00	3.00	2.00
6 through 10	4.93	3.70	2.47
11 through 15	5.85	4.39	2.93
16 through 20	7.08	5.31	3.54
21 or more	7.70	6.00	3.85

Employees Hired Prior to December 8, 2008 HISTORICAL LEVELS

Years of Service	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
1 through 5	4.00	3.00	2.00
6 through 10	4.93	3.70	2.47
11 through 15	5.85	4.39	2.93
16 through 20	7.08	5.31	3.54
21 through 25	8.00	6.00	4.00
26 or more	9.24	6.93	4.62

Section G. Vacation/Holiday Accrual System Calculation

The system accrual column is the time that will be processed in the system and is a combination of the holiday hours and vacation accrual rates.

Accrual Chart 1 and Accrual Chart 2 are combined for the system accrual calculation in Accrual Chart 3



Accrual Chart 3 – System Accrual

CURRENT ACCRUAL LEVELS: Employees Hired December 8, 2008 and After

Years of Service	Full Time 40 Hours			Half Time 30 Hours			Part Time 20 Hours		
	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual

1 through 5	4.00	3.70	7.70	3.00	2.70	5.7	2.00	1.85	3.85
6 through 10	4.93	3.70	8.63	3.70	2.70	6.4	2.47	1.85	4.32
11 through 15	5.85	3.70	9.55	4.39	2.70	7.09	2.93	1.85	4.78
16 through 20	7.08	3.70	10.78	5.31	2.70	8.01	3.54	1.85	5.39
21 or more	7.70	3.70	11.4	6.00	2.70	8.70	3.85	1.85	5.70

806 **HISTORICAL LEVELS: Employees Hired Prior to December 8, 2008**

Years of Service	Full Time 40 Hours			Half Time 30 Hours			Part Time 20 Hours		
	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual
1 through 5	4.00	3.70	7.70	3.00	2.70	5.70	2.00	1.85	3.85
6 through 10	4.93	3.70	8.63	3.70	2.70	6.40	2.47	1.85	4.32
11 through 15	5.85	3.70	9.55	4.39	2.70	7.09	2.93	1.85	4.78
16 through 20	7.08	3.70	10.78	5.31	2.70	8.01	3.54	1.85	5.39
21 through 25	8.00	3.70	11.70	6.00	2.70	8.70	4.00	1.85	5.85
26 or more	9.24	3.70	12.94	6.93	2.70	9.63	4.62	1.85	6.47

807 **Section H. Limit on Vacation/Holiday Accrual Bank**

808 Accumulated Vacation/Holiday time shall not exceed 500 hours at the calendar
809 year's end. Any unused Vacation/Holiday leave over 500 hours shall be forfeited at
810 midnight on December 31 of each year. There will be no payoffs for those excess
811 hours at the end of the calendar year, nor can excess hours be carried over to the
812 following year.

Section I. Vacation/Holiday Payout

Item 1. Separation of Employment: Termination, Resignation, Layoff, or Retirement

The CITY shall pay all Bargaining Unit members' accrued Vacation/Holiday time and compensatory time (excluding any compensatory time specifically identified as arising from travel time reimbursement) at their hourly rate as of the date of their separation per the employee handbook as adopted.

Item 2. Death Benefit

If death occurs while the employee is still in the CITY service, the beneficiary listed on the employee's insurance enrollment paperwork will be paid all accrued Vacation/Holiday time and compensatory time available to the deceased member as of the date of death without application of any caps or limitations.

Section J. Sick Leave Accrual

Sick Leave is provided as insurance and income protection against a member's inability to work because of non-job-related illness/injury, pregnancy/maternity. Sick leave may not be used for any absences occurring during the final week of employment unless a doctor's statement is presented prior to the time that the member's final check is disbursed. No cash payment shall be made for unused sick leave upon resignation, layoff or discharge. Sick leave is accrued during each pay period as follows:

40- Hour Per Pay Period	30-Hour Per Pay Period	20-Hour Per Pay Period
3.70	2.77	1.86

Accruals do not occur for members on a leave of absence without pay, suspension without pay, layoff, military time without pay, and accruals do not increase when a member is working overtime.

Section K. Sick Leave Payout

When a member, who is eligible for retirement benefits through the Idaho Public Employees Retirement System, retires from CITY employment, they will receive the following sick leave conversion to their HRA VEBA account:

- 20% of the value for the first 400 hours of accumulated sick time;
- 30% of the value for 401 through 800 accumulated sick hours; and
- 40% of the value for all accumulated sick hours exceeding 801.

In the event a Bargaining Unit member is killed in the line of duty, their beneficiary may elect to receive the member's sick leave payout, based on the percentages listed below, either by a lump-sum cash payment (subject to applicable taxes) or as a tax-free contribution to the member's established HRA VEBA account.

- 849 • 35% of the value for the first 400 hours of accumulated sick time;
- 850 • 45% of the value for 401 through 800 accumulated sick hours; and
- 851 • 60% of the value for all accumulated sick hours exceeding 801.

852 The value shall be based upon the then current hourly rate of pay for the retiring or
853 deceased bargaining unit member multiplied by the number of hours accumulated.

854 **Section L. Trauma Recovery/Mental Health Time**

855 The use of Trauma Recovery/Mental Health Time may be granted after a Sworn
856 Officer, Emergency Communications Officer, Ordinance Enforcement Officer,
857 Evidence Technician, or Victim Services Specialist experiences a traumatic event in
858 the course and scope of employment. Traumatic events that may occur within a
859 Sworn Officer, Emergency Communications Officer, Ordinance Enforcement Officer,
860 Evidence Technician, or Victim Services Specialist career can have varying degrees
861 of severity and effect on any one individual. Each individual may experience the
862 same type of traumatic event differently. Below is a non-exhaustive list of possible
863 examples of traumatic events in the course and scope of employment that can
864 influence an eligible member's mental health.

- 865 • Fatal accident call
- 866 • Homicide
- 867 • Suicide response call
- 868 • In-custody death of a suspect
- 869 • Use of force resulting in major bodily injury to suspect
- 870 • Participation in recovery efforts related to a terrorist attack
- 871 • Major disasters which may include response to weather related events
872 involving multiple casualties or explosions with multiple casualties
- 873 • Search and recovery missions involving multiple casualties
- 874 • Incidents involving multiple casualties which may include shootings or traffic
875 accidents
- 876 • Officer(s) involved shooting of a person

877 When such a traumatic event does occur while in the course and scope of
878 employment, it is important for management staff to recognize the fact that some
879 members may be negatively affected and need to be away from work to
880 appropriately process the traumatic incident and perhaps seek mental health
881 assistance from a professional.

882 Sworn or emergency communications officers, who experience a traumatic event
883 while acting in the course of their employment, are eligible to apply for up to 40
884 hours per calendar year to deal with processing after a traumatic event. If additional
885 time beyond 40 hours is necessary, the eligible member must use accrued leave
886 unless the leave is determined to be covered under workers' compensation.

887 Ordinance Enforcement Officers, Evidence Technicians, and the Victim Services
888 Specialist, who experience a traumatic event while acting in the course of their

employment, are eligible to apply for up to 20 hours per calendar year to deal with processing after a traumatic event. If additional time beyond 20 hours is necessary, the eligible member must use accrued leave.

Item 1 . Request and Approval Process

An eligible member directly involved in a traumatic event may request the use of a Trauma Recovery/Mental Health Time. The request shall be made in writing through the chain of command. The request shall be treated as a priority matter and a decision on the granting of the leave shall be made as soon as possible. The request shall be granted unless the chain of command can articulate specific compelling reasons to deny granting leave.

Any time above the allocated hours per year will need to follow sick leave and FMLA policies.

Item 2. Effect on Paid Leave Balances and Benefits

The CITY will not reduce an eligible member's vacation or sick accruals, compensatory time earned, or other paid leave balance for mental health leave taken in accordance with this policy.

While utilizing mental health leave, eligible members will continue to earn all benefits, seniority, and applicable special pay. Unused mental health leave will not roll over or accrue on a continual basis.

This policy does not replace the potential need for administrative leave, which differs from mental health leave. A decision to place an officer on administrative leave related to a critical incident is and shall remain separate from Trauma Recovery/Mental Health time requests.

Item 3. Confidentiality of Request

- 1) Any request for mental health leave shall be treated as strictly confidential by all parties involved and shall not be discussed or disclosed outside the eligible member's immediate chain of command, and only as necessary to facilitate the use of the leave.
- 2) Any officer or supervisor who becomes aware of behavioral changes and suggests the eligible member seeks mental health leave shall not discuss that matter with any third party.
- 3) Any breach of this confidentiality shall be grounds for discipline.
- 4) Confidentiality may be waived by the eligible member seeking mental health leave.
- 5) Confidentiality may be waived under circumstances which indicate the eligible member is a danger to themselves or others and department personnel must confer with mental health professionals.
- 6) All requests for mental health leave will be approved with those needing to know for time and attendance records.

Item 4. Management Responsibilities

Police Management shall privately meet with any individual who has experienced a traumatic event while in the course and scope of employment. Supervisors should ensure the eligible member will be supported as much as possible after experiencing the event. In addition, it is important for supervisors to determine if there is a need for the eligible member to use mental health leave. If a supervisor determines the eligible member may need advice and help from a crisis intervention professional, this should occur as quickly as possible.

Item 5. Documenting Mental Health Leave

Once an eligible member has been granted Trauma Recovery/Mental Health Time, the supervisor will notify the Human Resources Director in writing to allocate the leave timebank. Any Trauma Recovery/Mental Health Time hours granted will be used concurrently and will be removed from the bank after 2 weeks from the date of incident, at the conclusion of payroll processing. If the eligible member needs time for another event they will follow the same request process, however the allocated hours is a per year bank, that has no payout or carryover between calendar years.

Item 6. Return to Work

In addition, the eligible member may be required to submit to a fitness for duty examination before being allowed to return to work.

Item 7. Extension Requests

If time is requested above the allocated hours of leave, then the eligible member has the option of FMLA, or ADA leave pursuant to the CITY Personnel Policy Handbook.

ARTICLE 15 – MEDICAL INSURANCE

Section A. Medical and Dental Benefits

The CITY will provide members of the Bargaining Unit access to medical and dental benefits of the CITY medical and dental insurance program.

Section B. HRA VEBA Payment

On each biweekly payroll, the CITY shall submit for deposit \$50.00 into an individual VEBA health reimbursement arrangement account for all Bargaining Unit members. After completion of an annual wellness exam, the members will submit the required paperwork, at which time, the CITY will submit for deposit an additional \$700 into the individual's VEBA health reimbursement account. The wellness VEBA payment can only occur for a member once per fiscal year, regardless of department of employment.

966 **ARTICLE 16 – MANAGEMENT RIGHTS**

967 Management of the Police Department facilities, operations, and workforce covered
968 by this Agreement are vested exclusively in the CITY, and except as limited by
969 specific provisions of this Agreement, the CITY shall continue to have all sole and
970 exclusive rights customarily reserved to management, including the right to set
971 standards for the services offered to the public; the right to establish, modify,
972 combine or abolish job descriptions; the right to hire and train qualified employees,
973 evaluate the performance of employees to determine their qualifications and fitness
974 for continued duty or employment; the right to promote, suspend, discipline, transfer,
975 or discharge for just cause; the right to relieve employees from duty because of lack
976 of work or other proper reasons; the right to schedule operations, shifts, and all
977 hours of work; the right to assign work and require overtime work; the right to select
978 members of the Police Department in accordance Police Department selection
979 practices and procedures and control their conditions of employment; the right to
980 establish rules pertaining to the operation of the Police Department and permissible
981 conduct of employees; and the right to determine any and all terms and conditions of
982 employment not specifically set forth in this Contract.

983 Management rights, as set forth in this Article, shall not be deemed to exclude other
984 rights of management not specifically set forth herein since the parties expressly
985 agree that the CITY retains all legal rights to which it is entitled as an employer and
986 retains all other rights not otherwise covered by this Contract, whether or not such
987 rights have been exercised in the past.

988 **ARTICLE 17- PREVAILING RIGHTS**

989 All members of the Bargaining Unit shall be entitled to all rights and privileges
990 provided to CITY employees under the CITY employee handbook which are not
991 addressed in this Agreement.

992 **ARTICLE 18 – GRIEVANCE PROCEDURE**

993 **Section A. Grievance-Defined**

994 For the purpose of this Agreement, the term “grievance” shall be defined as those
995 disputes regarding interpretation, application, or alleged violation of any provision of
996 this Agreement. The term shall include matters involving safety issues, or any
997 Police Department policies and practices not specifically covered by this Agreement.

998 **Section B. Grievance Purpose**

999 The grievance procedure set out here is to promote harmony and efficiency between
1000 the employees and the CITY by providing for the timely settlement of grievances
1001 without fear of discrimination or reprisal.

1002 **Section C. Right to Grievance**

1003 Bargaining Unit members will be unimpeded and free from restraint, interference,
1004 coercion, discrimination, or reprisal in seeking adjudication of their grievances.

Section D. Time Limit Extensions

Any time limits stipulated in the grievance procedure may be extended for stated periods of times by appropriate parties by mutual agreement in writing with copies to the UNION and the CITY.

Section E. Grievance Procedure

Item 1. City Grievance Against Union

If the CITY has a grievance with the UNION, the CITY shall notify, in writing, the UNION within seven (7) calendar days of occurrence or knowledge of the occurrence of the alleged grievance. If the parties fail to reach an agreement within ten (10) calendar days, it shall be handled in accordance with the provisions of Item 3, as outlined below.

Item 2. Union Grievance Against City

- a. Before filing a written grievance, the UNION shall discuss the problem with the member's supervisor within seven (7) calendar days from the date of occurrence or knowledge of the occurrence of the alleged grievance.
- b. If the matter cannot be resolved verbally, the supervisor shall decide in writing within five (5) calendar days from the date the grievance was discussed and give the written response to the UNION. If this resolves the issue, no further action is required. If it does not resolve the grievance, the grievance may proceed to the next step.
- c. The grievance will be presented in writing within ten (10) calendar days of the UNION's receipt of the supervisor's written response to the Chief of Police. This shall include the specific grievance, article and/or policy violated and remedy sought. The Chief shall respond in writing within ten (10) calendar days of receipt of the written grievance. If there is no resolution after it is heard by the Police Chief, the grievance may proceed to the next step.
- d. The grievance will be presented in writing within ten (10) calendar days of the UNION's receipt of the Chief's written response to the Mayor. This shall include the specific grievance, article and/or policy violated, remedy sought, and previous grievance steps responses. The Mayor shall respond in writing within ten (10) calendar days of receipt of the written grievance. At any level after the initial filing of the grievance, the supervisor, Chief of Police, or Mayor may schedule a meeting with UNION.

1041 **Item 3. Arbitration**

1042 If the grievance of either the CITY or the UNION is not resolved during the
1043 processes outlined in Item 1 and Item 2 above, the grievance may within
1044 fifteen (15) calendar days of the final step of Item 1 or Item 2 above be
1045 submitted for arbitration by the CITY or the UNION. The party that submits
1046 the matter to arbitration shall notify the other party within that same fifteen
1047 (15) calendar days.

1048 **Item 4. Choice of Arbitrator:**

1049 The CITY and the UNION shall attempt to agree upon an Arbitrator within ten
1050 (10) business days after receipt of notice to proceed to arbitration. In the
1051 event the parties are unable to agree upon an Arbitrator, the parties shall
1052 jointly request assistance from the Federal Mediation and Conciliation
1053 Service. (FMCS). The request for assistance shall include a request for a
1054 panel/list of five (5) Arbitrators representing the Intermountain West region.
1055 The parties shall meet within ten (10) days from the date the list is received to
1056 select an Arbitrator by taking turns striking names from the list until one (1)
1057 remains. The party to make the first strike shall be determined by a coin toss.
1058 Upon selection of an Arbitrator, the parties will mutually submit a request of
1059 available dates for the Arbitrator to hear the issue.

1060 The Arbitrator shall have no authority to amend, modify, nullify, ignore, add to,
1061 or subtract from the provisions of this Agreement and shall hold a hearing so
1062 that both parties may present their respective cases. The decision of the
1063 arbitrator shall be final and binding upon the parties.

1064 In no event shall briefs be submitted unless both the CITY and the UNION
1065 agree to such procedure.

1066 The cost of arbitration shall be shared equally (50/50) between the CITY and
1067 the UNION. Each party shall be responsible for compensation of its own
1068 representatives, attorneys, and witnesses and for purchasing its own copy of
1069 any written transcript(s).

1070 **ARTICLE 19 - SOCIAL SECURITY REPLACEMENT**

1071 For bargaining unit members who are not covered under the Social Security system,
1072 the following provisions will be in place:

1073 The CITY of Pocatello shall, in lieu of paying Social Security employer contributions,
1074 pay 6.2% of wages that would have been subject to Social Security taxes into the
1075 following account: PERSI choice 401k plan. The employee will pay a 6.0% match.
1076 Employees are eligible to contribute additional money to their PERSI Choice account
1077 but cannot drop below a 6% enrollment for the match. Those individual elections
1078 can be changed at any time and do not require a qualifying event.

The Parties believe that placement of the refund and matching amounts in the PERSI Choice 401(k) Plan allows such amounts to be treated as benefits and, therefore are not subject to Medicare tax, PERSI Base Plan payments, workers' compensation, or other taxes and payments.

ARTICLE 20 – RESIDENCY AND HIRING DETAILS, ETC.

Section A. Residency Requirements

Employees, regardless of when hired, may live anywhere inside or outside the City limits. However, more restrictive residency requirements exist for certain special assignments. Employees who do not meet the residency requirements of the special assignment may not serve in that special assignment. Take home vehicles will comply with CITY of Pocatello policy.

Section B. Leaves of Absence Without Pay

- 1) At the direction of the Chief of Police, a physical, psychological, and/or polygraph examination may be required after a leave of absence
- 2) Leave of absences will follow CITY policy as defined in the Personnel Policy Handbook.
- 3) Failure to return to work when required will constitute a voluntary resignation, which will be shown as the basis for separation from employment.

Section C. Initial Hire and Promotional Re-Examination

The Chief of Police shall have the power to order re-examination of applicants whenever, in their judgment, the interest of the public service requires it.

Section D. Sworn Officer and Emergency Communications Officers seeking Reemployment After Voluntary Resignation

Any applicant who, while in good standing as an employee after completing their probationary period, voluntarily terminated their employment with the CITY and now seeks reemployment, may do so upon a written request to and approval from the Chief of Police, or their designee, within three years of the date of separation. If the Chief approves their application to be considered, the candidate will be rehired without taking a written examination, provided:

- The applicant is otherwise qualified for the position by meeting established police department hiring standards.
- The written request for rehire is physically delivered, mailed or electronically transferred to the Chief of Police, or designee, within three years of the date of separation of the former employee.
- The rehired officer will not retain any seniority or rank for prior service. Seniority will be established with their new hire date with the department

ARTICLE 21 – SWORN PROMOTIONS

Section A. Promotion Definition

Each person promoted will serve on a probationary status for a period of one (1) year. There are 2 types of promotions for sworn officers:

Item 1. Threshold Based

This is a noncompetitive process for the rank of Corporal. Any sworn member who meets the minimum defined criteria will be eligible for the rank at the next full pay period following the criteria achievement. Threshold based promotions are considered a rank advancement and may be placed into the new position as long as all minimum defined criteria is met. Prior discipline does not have an impact on threshold based promotions.

Item 2. Competitive

This is a defined headcount for the rank of Sergeant. Vacancies only occur when a position has left the rank of Sergeant.

Section B. Promotion Pay Increases

Item 1. Corporal

Placement on the new grade at the step closest to current hourly wage (excluding shift differential) without a pay decrease

Item 2. Sergeant

5% minimum increase to the new grade

		Years of Service	Years with PPD	Years in Specific Rank	Idaho P.O.S.T. Certification
Promotion Type					
Patrol Officer to Corporal	Threshold based (noncompetitive)	5	2		Intermediate
Corporal to Sergeant	Competitive	7	4	2 years as Corporal	Advanced

Section C. Promotion Eligibility Requirements

Any employee who meets the requirements during the defined testing / list creation period is eligible to participate in the test. The employee will not be eligible to be promoted until all requirements are achieved. The employees' name will not be provided on the eligible roster until they have met all service, PPD time, rank, and P.O.S.T. certification requirements. Once a register is requested by the Chief of Police, a new list will not be issued unless there is an error, or a name has been selected or removed from the list. An employee is not eligible to appear on the list until all criteria is met, and the meeting of criteria will not impact an issued list.

Section D. Promotion Scoring

Points	Notes
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Written Test	100 possible points 75 points on a curve for Sergeant And 70 points for Corporal	For Sergeant: The test will be graded on a curve. For Corporal: the test will be a flat score basis. Failure to score the minimum amount will result in dismissal from the promotional process.
Career Path (defined in PAR or Police policy)	100 points possible 60 points minimum for Corporal Any points for sergeant	The packet must be submitted electronically through applicant tracking, the items will be routed to police management as appropriate. The packet details will be defined in Pocatello Police Department rules.
Assessment Lab	200 points	
Longevity Points	.05 points per month of accredited service with the CITY of Pocatello.	Service months will be submitted by the candidate in the promotional packet, and the calculation of points will be done by a member of Senior Staff or designee. Human Resources will audit the calculation. Candidates receive points based on the month they are hired up to and including the month of the exam. Longevity points are NOT added after the month of the exam. The employee points at testing are the basis of the point.

1146 **Item 1. Oral Board Panel**

SERGEANT
SCORING INTERVIEW PANEL
3 sworn officers with at least 1 from within the department (Sergeant or above)
A Community Member with Leadership experience
MODERATOR
Human Resources Employee

1147 **Section E. Eligible Register**

1148 **Item 1. Definition.**

1149 An eligible register for promotions is a list of applicants who have successfully completed
1150 the promotional examination. An eligibility register will be established by Human
1151 Resources after each promotional process is complete, and total points have been
1152 determined. The eligible register shall continue to be a bona fide register until all
1153 applicants from the register have been promoted, or for two years, whichever occurs
1154 first.

Item 2. Promotional Examination Dates

i) Sergeants

(1) Examinations to develop an eligibility roster shall be given in March of odd numbered years, or when the eligibility roster has been exhausted if sooner. All employees who meet or will meet the eligibility requirements listed in Section C during this two-year period will be eligible for the exam.

ii) Corporal

(1) Examinations will be offered in April and October of each year. An employee is eligible to test if they will meet the years of service, years with PPD, and P.O.S.T. certification requirement in that window.

iii) At least forty-five (45) calendar days prior to the examination, PPD staff will establish a list of the source material from which the written examinations are taken. The criteria used in assessing points in the Staff Interview will be posted prior to the interviews.

iv) All applicants for promotional examination must be given the examination at the same time.

v) Only those applicants that participate in all parts of the promotional exam will be eligible for promotion.

vi) The order in which applicants appear on the eligible register shall be determined by the total points attained from the written exam, Oral Board/Interview, seniority points, and the assessment lab. The eligible register will also list the employee's eligibility date. The Police Chief will choose from the top three candidates on the eligibility list.

(1) If a person is not eligible at the time of the vacancy, they will maintain their position on the list but will not be certified due to their ineligibility.

(2) Once the eligible register is completed, all promotions will be made on the first day of the pay period following the vacancy, or establishment of a list if previously exhausted.

(3) If a vacancy occurs and the eligible register has expired, a valid register will be developed according to the established process. If a register is exhausted the new list will stand until the normal testing cycle defined in D. 2. Once a valid register has been developed, the promotion date will be the first full pay period. Each person promoted will serve on a probationary status for a period of one (1) year.

Section F. Preparation of Exam

Item 1. Questions and Exam Process

In preparing questions to be used in an examination, the Human Resources staff shall consult with the head of the department or their responsible subordinates and with specially qualified persons or experts outside the Classified Service concerning the duties of a position to be filled, the qualifications to be required of the applicants thereof, the data upon which questions may be based; provided, however, they shall not consult with any person participating in that particular examination.

1199 Prior to the giving of an examination, all questions intended for use shall be in
1200 the exclusive possession and control of the Human Resources Office, which
1201 shall be held confidentiality.

1202 If an outside testing vendor is used for the written examination,
1203 administration of the examination, including but not limited to question
1204 preparation, scoring, and inspection of examination papers will be in
1205 accordance with the testing vendor's policies and practices.

1206 (a) An examination shall be held in the presence of one Examiner (a Human
1207 Resources employee, or their duly authorized representative(s).)

1208 (b) At the direction of the Examiner, time limits may be used in examinations.
1209 If time limits are used, they shall be fixed by the Examiner who shall advise
1210 the applicants at the time of assembling, and during examination give proper
1211 notice of elapsed time and time remaining.

1212 (c) Writing paper furnished by the Examiner shall be used exclusively by the
1213 applicants. Unless otherwise specified in the announcement, pencils or other
1214 necessary instruments will be furnished by Human Resources

1215 (d) Mechanical or electronic aides may be allowed at the discretion of the
1216 Commission.

1217 (d) Books of reference or data of any kind shall not be used during any
1218 examination, unless otherwise provided for in the announcement of the
1219 examination.

1220 (e) Written tests shall be done with pencil, indelible pencil, or ink as may be
1221 prescribed by the examiner.

1222 (f) All papers pertaining to a given test shall be distributed at the same time.

1223 (g) Smart phones, smart watches, tablets, computers are prohibited in testing
1224 areas

1225 (h) Individual explanation to applicants shall be prohibited.

1226 (i) Communication between applicants shall be prohibited.

1227 (j) Applicants shall not leave the examination room without permission from
1228 the examiner.

1229 (k) All examination papers shall be picked up upon the expiration of the time
1230 limit set, if a time limit is used.

1231 (l) Should an applicant withdraw from an examination, they shall turn in all
1232 papers which they have received.

1233 (m) Unnecessary conversation between examining personnel will be
1234 prohibited.

1235 **Item 2. Scoring - Examination**

1236 The written portion of the examination shall be evaluated on a percentage
1237 basis, each percentage point to be worth one (1) numerical point. The
1238 percentage of correct answers shall be converted to numerical points. The
1239 written test score, career path, oral board, assessment and longevity points
1240 are combined to form the total score for registry creation.

1241 **Item 3. Inspection of Examination Papers**

1242 Each applicant will be advised of their examination and rating scores. The
1243 candidate will be permitted to inspect their own written exam answer sheet in
1244 Human Resources under proper supervision. Written examination papers
1245 shall be at all times in the charge of the Human Resources Office and none of
1246 the papers shall be taken from Human Resources. Only the written portion of
1247 the examination will be available for review by the candidate.

1248 The scores derived from the assessment lab and oral board interview will be
1249 discussed with each candidate in a post-examination interview to be
1250 conducted by the Chief of Police, or their designee, within thirty (30) working
1251 days of the completion of the assessment lab. The purpose of this interview
1252 will be to show the individual their areas of strengths and weaknesses.

1253 The records of an examination are working papers and not public documents.

1254 **Item 4. Protest on Manifest Errors in Grading**

1255 A written request for review of the grading must be filed with Human
1256 Resources within seven calendar days of the date the notice is sent
1257 concerning the standing of the applicant. No change in rating will be made
1258 except for a manifest error in grading.

1259 Human Resources shall have the power to correct any error and amend or
1260 revoke any schedule, register, or other paper or record where it appears that
1261 an error or injustice has been done.

1262 After an eligible register has been corrected, amended, or revoked, notice
1263 shall be given to all persons whose standings upon the list may be affected by
1264 the alterations. The reasons for every action shall be recorded

1265 **Item 5. Examination Papers Kept for Two Years**

1266 Examination papers of all applicants in any examination shall be preserved
1267 for a period of two (2) years from the date of the certification of the eligible

1268 register. Such examination papers shall be disposed of at the discretion and
1269 by the direction of Human Resources.

1270 **Item 6. Penalty For Attempting To Influence An Examiner Or Human**
1271 **Resources**

1272 Any attempt on the part of an applicant (either by themselves or through others
1273 with their knowledge) to influence or induce any examiner or employee
1274 thereof, to give applicant an undue advantage or to accord a special rating on
1275 an examination, shall be cause for the rejection of the applicant.

1276 **Section G. Assessment Lab**

1277 The assessment lab will be designed around the individual position to be filled. The
1278 material shall pertain to the actual duties and responsibilities as well as test for
1279 abilities in leadership, written and oral communications, problem solving,
1280 organization and planning, interpersonal skills and other pertinent areas.
1281 Promotional assessment lab assignments may be done at home, outside of working
1282 hours. If job duties are completed and time permits, assignments may be done
1283 during working hours. If an outside testing vendor is used for the assessment lab,
1284 development, content, administration, and preparation will be in accordance with the
1285 testing vendor's policies and practices.

1286 **ARTICLE 22 - SWORN OFFICER LATERAL TRANSFERS**

1287 The Pocatello Police Department may at any time accept lateral transfer applications
1288 for sworn officer vacancies. To qualify as a lateral transfer candidate:

- 1289 1) The applicant must possess a P.O.S.T. basic certificate.
1290 a. Out-of-state applicants must challenge the Idaho P.O.S.T. standards
1291 to become certified in Idaho.
1292 2) Must meet the minimum standards in testing
1293 3) And must pass all hiring procedures listed in Section 10 except lateral transfer
1294 applicants will not be required to take the initial hire written examination.

1295 No applicant shall be considered until the Chief of Police receives approval from and
1296 certifies to Human Resources that the applicant possesses all the occupational
1297 requirements established by the Idaho Peace Officers Standards and Training, the
1298 applicant possesses the required police work experience, nor until the Chief of
1299 Police has found results of a background investigation, conducted by the police
1300 department, to be satisfactory.

1301 **Section A. Sworn Officer Lateral Transfer Pay**

1302 For purposes of pay calculation, only full-time, paid service will be considered; partial
1303 or seasonal service will not be credited. All lateral transfer hires shall be
1304 probationary, and seniority shall be determined based on the date of hire with the
1305 Pocatello Police Department. Lateral hires will be placed on the seniority roster
1306 accordingly.

Years of Experience	Pay Grade	Step
Basic Certificate & less than 2 years of Sworn Experience	Patrol Officer	1
2	Patrol Officer	2
3	Patrol Officer	3
4	Patrol Officer	4
5	Patrol Officer	5
6	Patrol Officer	6
7	Patrol Officer	7
8	Patrol Officer	8
9	Patrol Officer	9
10	Patrol Officer	10

Section B. Sworn Officer Lateral Transfer Leave Allocations

Upon successful completion of the Field Training Program and after meeting all P.O.S.T. certification, or State of Idaho requirements, a lateral transfer will receive an allotment of lateral vacation and lateral sick leave to usage pursuant to department policy and bidding practices. These days off will be front-loaded into an individual's leave banks: lateral vacation and sick leave as defined below. Vacation and Sick leave accruals will occur at the set rates for a new hire. These lateral vacation hours will not be paid out upon separation of employment. Sick leave pays out pursuant to policy.

Years of Experience	Hours of Lateral Vacation (bank separate from Vacation Accruals)	Hours of Lateral Sick Leave (load directly into Sick Leave Accrual Bank)
1-3	40	20
4-6	80	30
7+	120	40

Section C. Sworn Officer Hiring

Upon initial hire and satisfactory completion of all post-offer examinations, the Chief of Police shall report to Human Resources the name of such applicant, the position, and hire date for an offer letter to be sent out. The failure of an applicant to respond within five (5) working days to offer letter sent to their provided email address shall be considered a declination. HR shall notify the Chief of Police to any expired offer letter, so they may consider other names on the eligible register to fill a vacant position.

When a vacancy occurs, the Chief of Police may, at their discretion, fill the vacancy from either the initial placement eligible register or the lateral transfer eligible register.

Section D. Sworn Officer Probation Criteria

All sworn probationary officers must successfully pass a department-offered physical fitness test prior to the end of the probationary period. If the employee fails to pass the physical fitness test successfully, the employee will have until the final week of the designated probationary period to take the physical fitness test again and successfully pass the test. If the probationary employee fails to pass the physical fitness, it will be deemed unsatisfactory performance and will result in dismissal from the position. The physical fitness test must be administered by a department-approved P.T. instructor.

ARTICLE 23 - EMERGENCY COMMUNICATION OFFICER LATERAL PROGRAM

The CITY will accept lateral Emergency Communication Officer with at least two full years of experience with an Police, Fire, and/or EMS Dispatch Center.

Section A. Emergency Communication Officer Lateral Transfer Pay

The calculation for years of service is based solely on full-time, paid service, and will not include partial/seasonal years of service. All lateral transfer appointments shall be probationary, and seniority shall be based on the date of hire. All lateral transfer appointees shall be placed on the seniority roster based on the date of hire with the Pocatello Police Department.

Years of Experience	Pay Grade	Step
2	Emergency Communications Officer	2
3	Emergency Communications Officer	3
4	Emergency Communications Officer	4
5+	Emergency Communications Officer	5

Section B. Emergency Communication Officer Lateral Transfer Vacation and Sick Leave

Upon successful completion of the Training Program and after meeting all P.O.S.T. certification, or State of Idaho requirements, a Lateral Transfer will receive an allotment for vacation and sick leave to usage according to department policy and bidding practices. These days off will be front-loaded into an individual's leave bank and accruals will occur at the set rates.

Years of Experience	Hours of Vacation	Hours of Sick Leave
1-3	40	20

4-6	80	30
7+	120	40

Section C. Lateral Emergency Communications Officers Hiring Process

Lateral Emergency Communications Officers will not be required to complete a typing or Dispatch test. Applicants are required to complete the CITY of Pocatello job application and provide a resume outlining their qualifying experience. Once the application has been received and reviewed, and it is determined the candidate meets the required experience, they will be invited for an interview. If, after the interview, it is determined the applicant is an acceptable lateral candidate, they will continue through the hiring process, which includes but is not limited to a background investigation, drug testing, truth verification exam, and psychological evaluation.

Section D. Additional Requirements

Laterals will be required to be EMD and CPR certified within the first year of employment. Laterals that are not P.O.S.T certified that are grandfathered in will not be required to attend Idaho P.O.S.T. according to IDAPA rules. If the Lateral is not POST certified and not grandfathered in, they will be required to attend Idaho P.O.S.T when they are able to get scheduled to attend and must successfully complete said training. Lateral applications can be taken at any time during the year.

ARTICLE 24 – CHIEF OF POLICE SELECTION

In the event that a vacancy exists for the City of Pocatello Chief of Police, a member chosen by the Union shall be appointed to the Chief selection committee. The Union member will attend and participate in the selection and hiring process along with other members designated by the CITY. The representative cannot be an applicant for the Chief position at any point in the process.

ARTICLE 25- SAVINGS CLAUSE

Should any clause in this Agreement be found to be in violation of any law, all other provisions shall remain in full force and effect.

ARTICLE 26 – DURATION AND TERMINATION

Upon joint ratification, this Agreement shall become effective October 1, 2026, shall expire on September 30, 2030 and shall be in full force and effect during such term.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their authorized representatives to be effective October 1, 2026.

CITY OF POCATELLO, a municipal corporation of
Idaho

Signature on file

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MARK DAHLQUIST, Mayor

ATTEST:

Signature on file

KONNI KENDELL, City Clerk

FRATERNAL ORDER OF POLICE, PORTNEUF
VALLEY FRATERNAL ORDER OF POLICE
LOCAL LODGE #13

Signature on file

DANE EBORN, President, Police Department
Bargaining Unit