EPOA Meeting

*12-2-21*

**Call to Order:**

Sgt. Ryan Hogue called the meeting to order at 1730 hours.

**Roll Call:**

Hogue-President, Rabelos-SAA, Tararan-TR, Suarez-SEC, Mueller, Tutchtone, Schuck, Rasco, Sinex, Flethcer, Sanchez, Pountain, Clifford, Phillips

**Pledge of Allegiance:**

Led by Sgt. Ryan Hogue

**Endorsement:**

SAA- Rabelos introducing Vincent Cavaleri to members present.

Vincent Cavaleri “Snohomish County Deputy for 22 years, and a Mill Creek Council member for a couple of terms. I’m here to seek your endorsement, I don’t real seek a lot of endorsements, the only ones I like to seek are from Law Enforcement, my community and political leaders I respect. I’m running for the 1st Congressional District. Grew up New York City, where he met a NYPD officer who changed his life and who made him want to do community service.

Already has a bill in mind, for punishing cities for defunding police, which would eliminate them from any federal funding. Has another bill ready which would hold prosecutors accountable for deviating from mandatory bails. Just a couple of ideals that I am willing to push out. For more information about my platform please look at my website. www. cavaleriforcongress.com

Motion to Endorse Cavaleri – Schuck, 2nd to Motion - Mueller. Motion Passed

**Executive Board Update:**

Resolve minimum Crew issues. EPOA proposed a MOU to increase the OT hourly rate x2.5. The city countered at x2, but add language to the MOU that would restrict the EPOA’s ability to grieve minimum crew issues. City moved to do x 2.5 after they observed that EPOA filed about 10 grievances in the last two months, if EPOA would not go forth with those grievances. EPOA talked to HR, management would like the EPOA not to file any grievances during the duration of the MOU. The MOU would be on a 6-month trial period. The MOU also add language for detectives to work off duty in uniform, you would have to work 4 hours in 90-day period. EPOA is not going to agree to MOU, where there can be no grievances. Looking to have an agreement within the week.

City is going to change the hiring bonus for laterals and BLEA certified officers. BLEA certified will go up to $15000, out of state laterals will go up to $20000, and in state laterals will go up to $25000, plus and extra $5000 if the officer had five years of experience. Looking to give laterals up to an additional $7500 for moving costs. City is willing to give EPOA and EPMA members a retention bonus at the end or December of 2022 at 2% at salary no incentives. EPOA brought up issues with the retention bonus to the mayor. She seemed to be understandable about the “retention bonus,” but had a limited budget to work with. EPOA had a meeting with HR about the “bonus,” and got pushback from HR. Issue at hand is that the city does not have to give EPOA members a “bonus,” so it seems to be a take it or leave it situation. EPOA is not gonna push the issue, so that EPOA members can get the “bonus.” EPOA members are the only employees getting the “bonus.”

City agreed to buy jumpsuits, and external vest carriers.

City pulled a spot from the Bomb Tech team. EPOA issued a demand to bargain for the spot. Agreed to forgo the demand to bargain to take the 4% and give it to another position. State Patrol has the right to fill the position, and state is already looking to fill it already. Tried to freeze the position, but the city does not want the spot. So instead of losing the 4%, it would be transferred to the PIO position. What it does, it lets EPOA keep the 4% instead of losing it completely.

EPOA tried to negotiate take home cars to training units, but HR countered and stated that they would let training have take home cars, if EPOA agreed to 2x OT rate for minimum crew. EPOA will negotiate take home cars for training units during next contact.

**WaCops:**

WaCops has joined the international union of police associations, has options to get college paid for through a particular university.

**New Business:**

Senior Christmas dinner, all volunteers will need to get a food handler’s permit. What EPOA could do, is buy food and drop it off at the Senior Center. Could also take the money and put it to, shop with a cop. Will verify about Senior dinner of shop with a cop.

Las Vegas training: If supervisor says they are doing “fact finding” questions, you have the right to a union rep as it could turn into an investigation per Weingarten (1975). Members think of your rights, you have the right to a rep, if you feel the meeting could turn into an investigation or which could lead to disciplinary action. Officer involved incidents, UOF or deadly force you could ask for a union rep. The member has to ask for the rep, not the person conducting the questioning.

**Treasurer’s Report:**

Voting on Budget for 2022. Looking to add an additional 50K to the budget in order to get the EPOA building remodeled. Goal is to revamp the building, for officers to take breaks, hold events, and utilize the building. Possible looking at new flooring, lights, and remodeling kitchen maybe key fob to track who is coming into the building. Will be getting bids from professional contractors. This will be a one-time addition to the budget. EPOA will bring to a vote if additional funds will be needed.

Motion to add 50k to budget – Fletcher, 2nd to Motion – Rasco. Motion Passed

Motion to Pass EPOA’s 2022 budget -- Tutchtone -2nd to Motion – Phillips. Motion Passed

**Adjournment:**

Motion to Adjourn – Tuchtone, 2nd to Motion – Sinex**.** Meeting Adjourned at 1851 hours.

**Attendance “Pot of Gold” Drawing:**

Tutchtone