**EPOA Meeting**

*September 2, 2021*

**Call to Order**

Sgt. Greg Sutherland called the meeting to order at 1738 hours.

**Roll Call**

Sutherland-President, Hogue-VP, Rabelos-SAA, Tararan-TR, Suarez-SEC, Rasco, Drake, Paxton, Hanks, Schuck, Gage, Phillips, Jackson, O’Brien, Maynard

**Pledge of Allegiance**

Lead by Sgt. Greg Sutherland

**Executive Board Update**

Sgt Sutherland, announced that he is stepping down from being the EPOA president, due to his promotion to Lieutenant. Sgt Hogue announced to become the new EPOA president.

Issues for future Contact Negotiation: both college incentive and longevity, not either/or. Offer incentive pay for patrol (possibly moving the detective incentive to patrol) and night shift differential.

Sgt. Collier is still on the EPOA board, and is WaCOPS representative. EPOA is still looking for WaCOPS representatives. There is a potential member interested in the position. If anyone else is also interested in being representative to WaCOPS, contact Hogue. King County Sheriff’s Office may be joining WaCOPS. King County Sheriff’s Office and Seattle used to be part of COMPAS (Council of Metropolitan Police and Sheriffs), and it appears both agencies may be pulling away. WaCOPS will be looking to change the voting structure if the King County Sheriff’s Office and Seattle join. It’s unknown at this time if Seattle will join WACOPS.

There have been multiple demands for bargain on the new UOF laws. Looking to change language in our current policy: No reprimand for Good Faith, to walk away. Another demand to bargain for Poly/Fin detective position, as there was a change in verbiage. There was an elimination of one bomb tech position. Looking to get compensation for taking the position away. Another demand to bargain is for sick leave on holidays Christmas, 4th July, and New Year’s. Officers were being penalized for calling in sick on the actual holiday instead of the city observed day, which resulted in loss of holiday time. Looking to get this fixed, meeting with HR soon on this issue.

**Treasurer’s Report**

Money still there

**Old Business**

Working on Constitutional By-laws for EPOA. Long term care (LTC) through the city is closed. If you still need LTC another option instead of going with the state is through WaCOPS, which is still open. If you signed up for LTC, the state will let employer/employees on how to notify them on or by October 1st. There have been rumors circulating that state may increase the LTC coverage to $50k. Nothing new from Mayor’s office on vaccine mandate, “NO Vaccine Mandate.” CJTC backed away from waiver of privacy rights-consent form.

**New Business**

Nomination of EPOA officers in October and November. Installation of officers will take effect in December.

Request for budget increase for next year: $500 for Everett Law Enforcement Officer Memorial Fund and $500 for Snohomish County Law Enforcement Officer Memorial. Motion to increase Budget for both Memorial Funds - D. Jackson and second to motion - K. O’Brien. Motion Passed

Online Vote for night shift going back to a 3 on and 3 off schedule. Email will be sent out about voting and the vote is open to all. Majority of night shift officers expressed interest in wanting to go back to 3 on 3 off. Trial run would start possibly in October and go through the rest of the year, and sunset to end of our current contract. City agreed to honor current vacations and/or time off. Attending members concerned about shift schedule this late in the year. If approved to move back to 3 on 3 off, would like it to start beginning of January 2022 till the end of 2022. Motion to start in January 2022 if 3 on 3 off shift schedule approved - K. O’Brien and second to motion – M. Drake. Motion passed.

July 4th, 2022 already yellowed out on Telestaff.

Attending Member Question: With State Government Mandating Vaccine, is EPOA going to take a stance for solidarity, to stand with other state workers, other police agencies, firefighters, nurses and teachers who choose to not vaccine? After discussion, EPOA will work with R. Hanks in preparing a letter of solidarity with workers who chose to refuse mandatory vaccinations. The letter written in conjunction with the EPOA board and will not be sent out, until necessary. Motion to write up a letter of solidarity against mandatory Vaccinations – R. Hanks and second to motion – J. Rasco. Motion Passed

Future Lt. Sutherland’s farewell speech.

**Committee Reports**

Nothing to report.

**Adjournment**

Motion to Adjourn meeting – D. Jackson, 2nd to motion - K O’Brien. Meeting Adjourned at 1830 hours.

**Attendance “Pot of Gold” Drawing**

M. Drake