EPOA Meeting

*12-08-22*

**Call to Order:**

Sgt. Hogue called the meeting to order at 1735 hours.

**Roll Call:**

Hogue- President, Brenneman- VP, Uhden- SAA, Suarez- SEC, D. Frerichs, K. Coleman, J. Gottas, T. Moss, J. Rasco, K. O’Brien, M. McCourt, A. Ferreira, J. Pountain, R. Edmonds, D. Sanchez, O. Kravchun, A. Fletcher, A. Schuck, C. Bennett, A. Gage, M. Abouzied, K. Davis, B. Hoezel, J. MacDonald

**Pledge of Allegiance:**

Led by Sgt. Hogue.

**Executive Board Update:**

As of right now, a signed copy of the TA was given to HR, which will be turned over to the City council to vote on the 14th of December. We are not anticipating any issues with the city council not approving the contract, as they were involved behind the scenes, and are aware that was offered to us.

On the 30th, Marcy Hammer put out an email about Regence Blue Shield and Everett Clinic not reaching agreement on their contract. It will have a huge impact, not just on us but other unions throughout the city as well. Because of this issue, we spoke to our attorney about this, and she believes that this subject to a demand to bargain. The reason is, “Yes,” it not the city that controls Regence, as the city is self-insured has options on the table to address this issue, such as: the city can go straight to the Everett Clinic and work the problem out to allow employees to go to the clinic. EPOA will submit the Demand to Bargain tomorrow with the city so that we can at least got to the table to negotiate or bargain over it. Our current plan with expires on the 19th of December, but could be extended while the city is in negotiate the issue.

**New Business:**

Tonight, we will be going over the proposed changes to the EPOA Constitution and By-Laws. There has not been changes to the EPOA Constitution within the last 10 years. After reading the proposed changes, we can discuss it and if needed hold it for later.

Article III Section 3. “The Association's Executive Board shall have the authorization to expend up to **$1,500.00** of the Association's funds without a full vote of the Association general membership.”

Motion to approve Article III, Section 3 – M. McCourt, 2nd to Motion K. Coleman. Motion Passed.

Article IV Section 5: “As compensation for the duties associated with the position, the President shall be paid at the first of each month the sum of $800. The Treasurer shall be paid at the first of each month a sum of $600.00 in addition to the sum reflected in Section 3. The Secretary, Vice President and Sergeant-At-Arms shall be paid at the first of each month a sum of $400.00 each in addition to the sum reflected in Section 3 above.”

Members would like to see a percentage model for the EPOA Board salary. This issue was tabled and will discussed in the next meeting (January 5th, 2023).

Article IV Section 6: “The Association body shall, no later than the first meeting of

Each year, approve a budget for that year. Expenditures may be made by the Association Executive Board should follow budget guidelines. Expenditures not listed in the budget and not exceeding $1,500.00 total may be made by the Association Executive Board as noted in Constitution Article III, Section 3, Expenditures exceeding $1,500.00 total must be approved by a vote of the members present at any Association meeting or by online vote, so long as the proposed expenditure has been included as a new business item and propery posted as part of the meeting agenda as required by Constitution Article V, Section 3 or Section 5.”

Motion to approve Article VI, Section 6- R. Edmonds, 2nd to motion D. Frerichs. Motion Passed.

Article V Section 1: “Regular meetings shall be held the first Thursday of **January, April, August, and December (Quarterly),** so far as practical, at a time and place designated by the EPOA Executive Board. Notice of the day, time, and place for the meeting shall be given at least 10 days in advance of the meeting by the President or Secretary or Executive Board. The method of notice (e.g., personal delivery, mail, posting, or e-mail) shall be determined by the President.”

Motion to approve Article V, Section 1- J. Pountain, 2nd to Motion K. Coleman. Motion Passed.

Article V Section 2: “Members must be physically present **at the start of the meeting** to be counted as having attended an Association meeting. The Association Secretary shall include in the minutes of every meeting a list of the members attending or present in person. Members present will be eligible for a $200.00 cash drawing given away randomly at the conclusion of every meeting. **Members must still be present at the conclusion of the meeting to claim the $200.00.”**

Motion to approve Article V, Section 2 – R. Edmonds, 2nd to motion J. Rasco. Motion Passed.

Article V Section 3: “Other meetings shall be held as may be determined by the Executive Board or upon written request of six active members; such notice or **call will be sent to members emails for notification at least 48 hours in advance of the proposed meeting.”**

Motion to pass Article V, Section 3 – R. Edmonds, 2nd to motion J. Pountain. Motion Passed.

Article V Section 5: “All topics covered and discussed at the monthly meeting of the EPOA will be on the agenda, seven (7) days prior to the scheduled meeting. **Copies of the agenda will be sent to members emails. Members must submit their topics in writing or via email to the EPOA Executive Board at least ten (10) days prior to the meeting for inclusion on the agenda**.”

Motion to Pas Article V Section 5- A. Fletcher, 2nd to motion M. McCourt. Motion Passed.

Article V Section 7: “Voting on motions and amendments made at an EPOA meeting can be made by voice vote, rising of hands, secret ballot, payroll ballot or **online vote**. If a majority of the members present decide that the proposal on the floor is so important, the proposal may be tabled to the next regular meeting, where discussion will be held and a vote taken disposing of that issue.”

Motion to pass Article V Section 5- D.Frerichs, 2nd to motion A. Ferreira. Motion Passed.

Article V Section 8: “The following topics will be voted on **by online vote or payroll ballot only**: Election or recall of officers, acceptance or rejection of wage and labor contract.” voting topics will be voted online

Motion to pass Article V Section 8 – R. Edmonds, 2nd to motion J. Pountain. Motion Passed.

Article V Section 10: “All payroll **or online** ballots will be held on the first pay period following the request for same and will remain open for five (5) days. The responsibility for the conduct of the payroll ballot will be with the Association Secretary and/or appointed representative.”

Motion to pass Article V Section 10- M. McCourt, 2nd to motion A. Ferreira. Motion Passed.

Article VI Section 4: “**Nomination of officers of the Association shall be requested of the membership in October and November via the EPOA meeting minutes/notifications. Nominations should be done prior to the December meeting.** No member shall be on the same ballot for more than one office. Nomination may be verbal or in writing by members.”

Tabled-Declined for next meeting for discussion on election meeting.

Article VII Section 4: “Five (5) members will be **appointed** to the Grievance Committee and will serve over a three year period with staggered terms. The Grievance Committee will consist of three Patrol Officers and two Sergeants. **Committee members will be elected with the Association election of officers. The President of the Association will appoint the chair for the committee.”**

Motion to pass Article VII Section 4 – A. Schuck, 2nd to motion A. Fletcher. Motion Passed.

Article VII Section 5: “One member of the EPOA shall be **appointed** to the Pension Board. Anyone wishing to run for the position shall pick up a nomination form from the City Clerk.”

Motion to pass Article VII Section 5 – T. Moss, 2nd to motion J. Rasco. Motion Passed.

Article VII Section 6: “The EPOA Sergeant-At-Arms shall see that a list of all committee members shall be **maintained** at the EPOA building.”

Motion to pass Article VII Section 6 – R. Edmonds, 2nd to Motion K. Coleman. Motion Passed.

Article VIII Section 1: “Two (2) delegates will represent the Association at the regular meetings of the Washington State Council of Police Officers. These delegates will serve over a five year period. Delegates will be elected with a vote of the **Association board**.These delegates will attend the meetings of the Washington State Council of Police Officers. The senior voting delegate will be appointed by the President of the Association.”

Motion to pass Article VIII Section 1 – R. Edmonds, 2nd to motion K. Coleman. Motion Passed.

Article IX Section 2: “This Constitution may be amended by a majority vote of the active members present and shall require for its adoption, repeal, or amendment, a reading on the floor at one meeting and a vote of the active members **via online vote.”**

Motion to pass Article VIII Section 1 - Fletcher, 2nd to motion D. Frerichs. Motion Passed.

By-Laws:

Article I Section 5: “The Treasurer will also be responsible for establishing an “Attendance Pot” of **$200.00** for each regular **quarterly** meeting. The pot is to be drawn at the end of each **quarterly** meeting, with names drawn until someone wins. To be eligible for the pot drawn, the officer must be in **attendance at the start of the meeting.”**

Motion to pass Article 1 Section 5 of the By-Laws – M. McCourt, 2nd to Motion K. Coleman. Motion Passed.

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Vote of the Budget was tabled as members discussed what to do with the additional $1500 funds. This will be brought up on our next meeting in January 5th 2023.

Proposed to raise skate party budget from $2,700 to $3000.00.

Motion to raise the Skate Party Budget – D. Frerichs, 2nd to motion A. Ferreira. Motion Passed.

No news on PID.

Remodel the EPOA building, may be starting this year. Will be spending up to 50k to fix the building, that was budgeted from last year. Again, looking at options of replacing the existing building, and/or looking into commercial property.

It has come to our attention that the DC had denied some admin leave. If they are being denied, please let Sgt. Hogue so that he can contact the DC to get them fixed.

J. Pountain asked for donations for Officer Rocha’s family for Christmas. If you have any further questions, please contact Sgt. Pountain.

**WaCops:**

Nothing new to report.

**Treasurer’s Report:**

Antonio was out sick for this meeting.

**Adjournment:**

Motion to adjourn meeting – M. McCourt, 2nd to motion K. Coleman. Meeting adjourn at 1837 hours.

**Attendance “Pot of Gold” Drawing:**

C. Bennett