



Washoe County Employees Association

Executive Board

John Lewis David Kelly Kathie Maestas Justin Norton
President *Vice President* *Secretary* *Treasurer*

Board of Directors

Jake Jensen William Mantle Matt Polley Anne Stoll-Thompson Mike Touhey Kelly Tracy Gary Zaepfel

Staff

Wendy Leonard Elene Soumbeniotis Manor
Lead Labor Representative *Administrative Assistant*

BOARD OF DIRECTORS AGENDA

February 10, 2021 - 5:15 pm

Pursuant to the WCEA Bylaws, Article X, Section 2, the Agenda will be posted on the wcea.us.

1. Roll Call: **Present** – John Lewis, Kathie Maestas, Justin Norton, Jake Jensen, William Mantle, Mike Touhey, Kelly Tracy, Gary Zaepfel, Anne Stoll-Thompson, David Kelly, and Wendy Leonard
Absent – N/A
2. Guest – N/A
3. Public Comment [Comments will be heard under this item and will be limited to two minutes per person and may pertain to matter on and off the Board agenda].
4. Closed Session
5. Approval of January 13, 2020 Minutes (Motion: William Mantle; 2nd Anne Stoll-Thompson)
6. Approval of Treasurer's January Report (Motion: Kathie Maestas; 2nd William Mantle)

Continuing Agenda

1. Grievances, December 24th, [For Possible Action] (Wendy)
 - Moved from Level 1 to 2
 - Use arbitrator previously selected
 - No timeline – It is basically based on the availability of the arbitrator.
 - Wendy and Mike Langton will give updates to the Board.
2. Due of Fair Representation (DFR) (Mike/Wendy)
 - The EMRB said that the case with the Sparks PD should have been taken to arbitration.
 - The employee committed a crime, so Mike suggested not to arbitrate.
 - How do we protect the WCEA from something like this happening? Mike says “Process.”
 - A process that is recommended would be that anytime we are headed toward an arbitration, the grievance committee or the entire WCEA Board votes on it. Case needs to be reviewed by the Labor Rep and Attorney to gather all the information.
 - In case of contention, or if there is a questionable case, the board can take it to the entire membership for a vote. Always have the attorney there to clarify and answer questions.
 - This process is relating to a Level 3 Grievance.



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3. Nurse's Contract, (BOD) [For Possible Action]
 - Minor language changes – No changes to actual contract meaning.
 - Board motioned to adopt the Nurse's Contract (Motion: Justin Norton; 2nd David Kelly) All in favor of adopting the agreement with the Nurses Union effective March 1, 2021.
4. REP training (Wendy)
 - John sent an e-mail out today, for members who are interested in rep training
 - Trainings will be held on Thursday evenings via zoom (will be recorded as well) starting on 2/25 and will continue through the end of March and possibly the beginning of April.
 - Elene is compiling a list of interested members
5. Teleconference update (Elene)
 - Set up and functional for trainings and zoom meetings
 - New phone system to be installed on 2/18
6. Government Employee Management Relations Board (EMRB) (Matt)
 - No new information presented.
 - Next meeting will be in March
 - Matt would like backup, in case he is unable to attend the meeting.
 - David suggested to look at meeting agenda/minutes (if unable to attend).
7. Deferred Compensation letter for members & presentation (Justin)
 - Met today with no real changes.
 - Looking to renew contract with AMCO (consultant that evaluates funds)
 - Holding off on aggressive fund option for younger, more high-risk employees
 - VOYA to start reaching out to members regarding updating beneficiaries.
 - Staggering number of people (active and retired) who do not have beneficiaries listed – need to work aggressively to get updated.
 - Letters to be sent out soon.
8. WCEA Website (Justin & Kathie)
 - Moving along
 - Kathie and Justin will get together to review and update.
9. PAC Bylaws, [For Possible Action] (Kathie)
 - Please look at the document on shared WCEA OneDrive
 - Continue tracking changes.
10. FOIA Request (Dave)
 - Spoke with Mike Langton
 - Mike suggests that we do not need a FOIA request; instead, Dave will draft a letter to request calculations and information regarding the increase.
 - Mike and Wendy will review the letter, and Dave might reach out to a consultant to make sure this is the best action to take.

New Business

1. Citizen Advisory Committee (John)
 - John meeting with Sheriff in the next week or so
 - John will report findings at next meeting.
2. Employee Appreciation (William)
 - Met with Dana and inquired about possible events. Her response was that COVID-19 has put a halt to any employee appreciation activities/recognition.
 - The WCEA has an opportunity to do something – employee outreach, recognition, etc.
 - Matt Polley suggested to reach out to local business (Riverwalk/Midtown)
 - Send any suggestions to William or Dave.



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3. Scholarship rules and procedures (Justin)
 - Need to get moving for next meeting.
 - Kathie mentioned that Mike Touhey did an excellent job with the Scholarship Committee.
 - Motion to appoint Mike to take the lead again (Kathie Maestas; 2nd Dave Kelly)
 - William offered to help as Vice Chair or assume position based on Mike's needs.
4. Maxor Prescription (Jake)
 - Received complaints regarding Maxor Rx changes in January.
 - Difficulties with prescriptions – certain meds will not be covered (\$5,000 limit)
 - Members having to switch from brand name to generic Rx.
 - Doctors have to change the way they write the scripts.
 - Anne suggested to check with SHARx program to see if they will cover the outstanding costs for members having issues.
 - Kathie suggested that if members are having issues with their scripts, to contact her or Ashley Berrington with concerns or to have costs overrides.
5. Legislative Update (Justin)
 - Nothing much to update.
 - Tracker is going.
 - Daily e-mail sent to Board to update with new bills and status.
 - Things will pick up in late March.

Committee Reports

BCC Meetings (Elene)

- There was a Q2 2021 Interim Financial Report posted (6 months ended 12/31/20)
- Uploaded to the WCEA Shared Folder

HR Rep Meetings (Justin)

- Nothing to report.

Insurance Committee Meeting (Kathie & Anne)

- Pinnacle Medical Group has been formed from the doctors that have left St. Mary's. Chris King is the CEO; there are 18 doctors and NPs in the group, and there are 60 slots open for GPs to join. All the physicians who left St. Mary's are still affiliated with St. Mary's hospital. They will offer holistic medicine with no additional charge.
- Telehealth will be by non-local doctors.
- Carbon Health is taking over the management of the above.
- Anyone taking meds that exceed 5K must sign up for the SHARx program. 5 co-pay cards were issued. 11 members needed assistance; the member whose meds were 250K per month now has a zero co-pay and there is no cost to the county. Great saving to the County and confident we will see a nice return on investment.
- CDS was terminated on 1/21/21; went to Hometown Health. The resource page can be found on www.hometownhealth.com/com/washoe-county under member resource. CDS and Maxor use the same administrator, so that has not changed.
- Prominence updated information for their Care Centers.
- A nurse complained about having to pay for PPE equipment at the dentist. Members are being charged \$21.92 per person. Anne and I brought this up during the INC meeting and ask the committee to consider having the County pay for this; the INC committee voted it down.
- If any member has any issues with signing up for SHARx please take their name and number and refer them to Ashley or me.

JEC (Gary)

- Budget meetings are starting up in March.



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Public Relations (David)

- Please send ideas or suggestions to Dave regarding community outreach and member benefit/appreciation

Public Employees' Retirement System (PERS) (Mike)

- Spoke to Walter a couple of weeks ago, and he prefers to do an "in-person lunch and learn" in May or June.

Safety Committee (Anne)

- Nothing to report.

One Last Thing

- Justin reviewed the current Interim Financial Report and noticed that the end fund balance in December 2019 was 69 million dollars. The same end fund balance for December 2020 is 106 million. Where is the poverty line when there is a 40-million-dollar surplus? The report seems contradictory to what the county is communicating with employees. Worth asking where these funds are coming from.
- Kathie spoke to Penny, the Executive Director of WAGE, and wanted to know if the Board wanted to appoint somebody to be on the WAGE Committee.
- A \$500 Scholarship is offered per year; something for Board to consider – Do we want to continue to be a part of WAGE? Do we want a board member to represent, or open it up to all WCEA members?
- Kathie will relate, to the Board, what the WAGE duties entail. Someone will have to be appointed soon.
- Kathie reported a County vehicle accident – Incident Report from Celeste Wallick

Adjourned @ 6:36pm

Next meeting: March 10, 2021



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