



# Washoe County Employees Association

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## Executive Board

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

## Board of Directors

Cheryl Bennett    William Mantle    Ron Souza    Anne Stoll-Thompson    Mike Touhey    Sarah Turner    Gary Zaepfel

## Staff

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

## **Agenda: September 9, 2020**

### **I. Establish Quorum**

### **II. Attendance**

- A. Present: David Kelley, Justin Norton, Kathie Maestas, Anne Stoll-Thompson, William Mantel and Gary Zaepfel
- B. Absent: Sarah Turner, Cheryl Bennett, Ron Souza, and Mike Touhey

### **III. Closed Session**

### **IV. Approval of August Meeting Minutes Motion:** Kathie Maestas 2<sup>nd</sup>: David Kelly

- A. Motion duly Approved

### **V. Treasurer's Report**

- A. August: Motion: David Kelly 2<sup>nd</sup>: Kathie Maestas
- B. Motion duly Approved

### **VI. Continuing Agenda**

- A. Member discount for credit monitoring (Elene)
  - Reached out to several credit monitoring companies and found a reputable company called Identity Force. The sales rep is willing to negotiate with his pricing committee to get a deep discount for all WCEA members.
  - 2 approaches to deploying this would be: 1) Purchase it for everyone, or 2) Only buy it for members who raise their hands.
  - The Board would like to purchase an annual membership using the Savings Account.
  - Elene will continue to negotiate pricing for an annual membership for all, and then see if Identify Force would be willing to give members who would like to continue the service a discount, form their out-of-pocket expense.
  - Elene will report pricing and package at next Board Meeting.
- B. 2020 WCEA Election (Justin)
  - Everything is moving along.
  - Candidates have gotten their information and photos in.
  - 1 candidate withdrew after numbers were announced.
  - Candidates are uploaded to website and Facebook; Justin reached out to candidates; Election Runner is ready; ready to go at the end of the month.
  - 3 people from Sheriff's Office. Be aware of Bylaws.
- C. Health Fair (Justin)
  - Nothing new.
  - Remote, but will still take place.
  - Working on it, but changing delivery because of Covid.
  - William concerned with getting flu vaccine before the end of October. There are many clinics that will be providing the vaccine, so members will be covered.
- D. Wildwater Tickets (Kathie)
  - No tickets this year.
  - Kathie sending e-mails out to let members know that tickets will be available for 2021.
- E. County/Manager Update (John)
  - Kathie – Talked about NAMS and Homeless; COVID and the importance of social distancing.
  - Anne – Anything changing about the Health Benefits? Lots of questions were asked about this topic and the answer was no; however, the manager might have interpreted the question incorrectly.
- F. WCEA Website (Justin)
  - In progress.



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- Photos are uploaded.
- G. Best Place to Work survey (Kathie)
  - Registrars: only 11% satisfied with management - meeting with HR since the results were so low; Comptrollers had poor rating as well; It might be worth it to let the WCEA know what is going on (breakdown of numbers); Tech Services looked over the department metrics – same with Corners Dept.
- H. Nurses Contract (Wendy)
  - Absent – Follow up next meeting
- I. PAC By-Laws (Kathie and Justin)
  - Still working on those – will be on October Agenda.
- J. FOIA Request (Dave)
  - In progress.
- K. Grievances (Wendy)
  - Working with attorney – ongoing.

## VII. New Business

- A. Citizen Advisory Panel (John)
  - Sheriff pumped the brakes on that – formulative stages – configuring a list of people to talk to.
- B. Resignation – Sarah T. (Kathie)
  - Motion and except resignation – All Board Members are in favor.
- C. INC Committee & PERS Board Rep (BOD)
  - Kathie – Sent e-mail last night – brought up proposal – Good discussion (2 out of pocket deductibles) asking County to send other information – Where would the percentages come from?
  - The WCEA also is requesting that the County agree to:
    - Not considering reducing the subsidy benefit to HDHP participants for 3 years, the length of this insurance agreement.
    - Include a PPE subsidy to cover costs being charged by providers not included in the normal insurance benefits.
  - The WCEA is supportive of the County's plan to increase certain costs but takes the position that the INC should only hit the requested \$700,000, not the full line list of items. Currently the request from Washoe County amounts to approximately \$1.25 million. The WCEA feels that the following items should be removed, which will come in approximately 25K under the requested amount:
    - Increase individual out of pocket in the high deductible to \$6000 (in-network) (cost savings of \$284,886.72)
    - Increase family maximum out of pocket to \$7000 (in-network) (cost savings of \$284,886.72)
  - The WCEA feels that any underage from the County's request coming from these requests, including any potential costs from a PPE subsidy, can be covered by increasing the reduction from the OPEB funding line item.
  - Look at e-mails and let Kathie know to discuss and review by Monday.
  - Members of the INC Committee will need to look at how to spread the cuts across the board; there will be a lot to modify.
- D. Annual Membership Meeting (BOD)
  - E-mail Kathie what Board wants on that Agenda; Kathie will send out an old Agenda for Board to look at. Date is September 30<sup>th</sup>. Kathie spoke to Wendy regarding using WCEA office for meeting.

## VIII. Correspondence/Announcements

### IX. Committee Reports

- A. WCEA Public Relations (David)



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- Nothing to report.
- B. PERS Updates (Cheryl)
  - Nothing to report.
- C. BCC Meetings (Elene)
  - Nothing to report.
- D. Insurance Committee Meeting (Cheryl)
  - Absent – Nothing to report.
- E. Safety Committee (Anne)
  - Have not met yet.
- F. HR Rep Meetings (Justin)
  - Prepare one for open enrollment; no formal date.
- G. JEC (Gary)
  - Nothing to report.
- H. Deferred Comp Committee (Justin)
  - Not meeting for another quarter

## **X. One More Thing**

## **XI. Adjournment** – Next Meeting: October 8<sup>th</sup>, 2020

- Meeting adjourned at 6:31pm