



Washoe County Employees Association

80 Continental Dr., Ste 103 Reno, Nevada 89509

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

July 14, 2021 - 5:15 pm

80 Continental Drive, Suite 103 Reno Nevada 89509

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

1. Roll Call: **Present** – Justin Norton, John Lewis, Anne Stoll-Thompson, Mike Touhey, Matt Polley, Jake Jensen, William Mantle, Kathie Maestas, Dave Kelly, and Wendy Leonard
Absent – Kelly Tracy and Gary Zaepfel
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 June 9, 2021 Minutes, (Motion: William Mantle; 2nd Anne Stoll-Thompson)
6. Approval of Treasurer's June Report (Motion: Dave Kelly; 2nd William Mantle)

Continuing Agenda

1. Grievance, December 24th update, (Wendy)
 - Wendy will contact Mike and e-mail the Board for update.
2. Juneteenth, (BOD)
 - Employees were paid the same across the board.
 - Legislature will have to pass Holiday.
 - for 2022.
3. HSA, (William)
 - William is concerned with increased costs for physician visits and routine health care for employees on the High Deductible Health Plan (HDHP). Should the HSA account, which is frontloaded with \$2,000 every January, increase to offset these costs?
 - Kathie mentioned that this is not an INC issue but should be put in writing for upcoming negotiations and verbiage in the contract.
 - William will draft the concern for negotiations to look at in the future.
4. Member Appreciation, (William, Dave, Matt)
 - BOD will have to agree to Bagels and Shmears for WCEA members.
 - Cost estimate \$3,400
 - Motion to approve: (Dave Kelly; 2nd William Mantle). All in favor for motion to pass.
5. Aces Tickets, (Elene)



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BOD would like to see community engagement with the WCEA, so ACES tickets might be a good option for member appreciation.

- Elene will contact sales to see if allotment of discount tickets is optional.
 - First come first serve for discounted tickets.
 - She will report ticket prices/options to the Board.
6. Mike Langton contract renewal, (John)
 - John to meet with Mike at the end of month.
 - Elene will set up a reminder on the calendar in March to remind BOD of contract renewal.
 7. 3RD Party Auditor, (Gary)
 - Absent - Nothing to report.
 8. Letter to County, (Dave)
 - Results are in from the RFI (Request for Information).
 - Dave presented arguments to Board:
 1. 2016 clause regarding the savings plan design: 2-year
 2. requirement for employees to move to HDHP to keep costs low and clearly a substantial difference between the cost of the HDHP (2017 & 2018) and cost of HMO. The savings should be attributed to the 50/50 split.
 3. The contract language changed, so there needs to be a value of what that savings is.
 4. The threshold in 2017 & 2018 was \$10,200. The cost of our most expensive plan is \$10,132. The county adds in FSA and not every employee contributes to that. Dave pulled 2015-52 of IRS which states that only disbursements or contributions count toward the threshold calculation. A debate on how to calculate FSA properly is up for discussion.
 5. If we pass the threshold, the question to the county would be, "What were the savings?"
 6. The offer came in at 11.8% (county costs were \$2.25 million in 2017).
 7. INC recommended changes reduced to \$0. There was a 16% increase in 2018 by \$3 million (which reduced by half would be another 1.5 million).
 - Dave is in the initial stages for presenting estimate to the county. The board is interested to see how the county will handle these numbers and savings.

New Business

1. Citizen Advisory Committee, (John)
 - First meeting held on 7/14 was a meet & greet.
 - Meetings are held quarterly.
 - 8 members of community, John represents civilian union, a deputy represents law enforcement union, and a few experts are included (changes depending on what is being reviewed).
 - The committee is sent a packet before the meeting to review (synopsis of all uses of force, internal affairs, other issues, etc.)
 - Members of community pick which cases they would like to review before the meeting. Sherriff then prepares a panel of experts for review, depending on the topic.
 - Today's topic was use of force with a tazer (footage is semi-public).
 - Discussion, review, and feedback went well.
 - Positive experience for all. Meetings designed to be transparent.
2. WCEA Fiscal Year 2022 Budget, (Justin)
 - Roughly the same as 2021 (negligible shifts here and there like arbitration and Accidental Death Insurance for members, but nothing went up in considerable amounts.)



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- Revenue is not shifting up.
 - William questioned the Internet charge. Business cost went up through Spectrum.
 - Savings are for one-offs (member appreciation, etc.)
 - Approval of 2022 WCEA Budget: (Motion: Dave Kelly; 2nd William Mantle). All in favor of approving budget.
 - Justin will post budget to the website.
3. Fiscal Year 2021 Budget Closeout, (Justin)
- Revenue a little short (membership changes, interest rates, etc.)
 - Over expenditures by \$3,200 (tech upgrades).
 - No withdrawal from savings to offset the slightly over budget.



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Committee Reports

Board of County Commissioner (BCC), Elene

- Nothing to report.

Deferred Compensation Committee, Justin

- Nothing to report.

Government Employee Management Relations Board (EMRB), Matt

- One discussion went against the complaint, which was a discrimination issue. Could not be proven.
- Next meeting in August.
- Discussions are available on file from 1969 to present at the Legislative Bureau if anyone is interested in a case.

HR Rep, (Justin)

- Nothing to report.

Insurance Committee Meeting (INC), Kathie & Anne

- Anne and Kathie met with an insurance broker, Michael Dylan, and are looking into other options for county.
- The county had lied about the 2017 proposals. Ashley stated that all proposals have been heard and reviewed, which is not the case.
- Mike pointed out that there would have been savings with different plan options.
- Kathie will do a RFI to ask for bids from the last 5 years.
- Kathie, Anne, and Mike will review the information from the RFI, present their findings to the WCEA Board, and then the INC.
- WCEA has a right to present INC with a broker of choice.
- William will also follow up with another broker (Truveris) who deals with the pharmacology end. They will contact Kathie and Anne for information and questions they have regarding the current plan for county employees.
- When all is said and done, Anne and Kathie will present findings and information at the next INC meeting.

Jobs Evaluation Committee (JEC), Gary

- Absent – Nothing to report.

Public Relations, Dave

- Nothing to report.

Public Employees' Retirement System (PERS), Mike

- Lunch and Learn to take place late August or early September.
- Mike looking for day/time at his office or BCC Chambers.
- WCEA will cater lunch.
- PERS will be there for Q&A.

Safety Committee, Anne

- Nothing to report.

One Last Thing

- Justin – Wendy's replacement for the end of the year to keep on the agenda for August.
- Upcoming WCEA election – late September. Keep on Agenda.
 1. Seats up for election this year – President, Treasurer, and 2 Board Seats (currently held by Mike, William, and Jake).
- William – new office manager at DA's office.



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- Jake – Danika was awarded WAGE scholarship. Jake would like to attend WAGE conference. Anne is interested too.
- Elene to investigate costs for tables at the Rib Cook-off in September for possible member appreciation event.

Adjourn @ 7:42

Next meeting: August 11, 2021