



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 MINUTES

August 11, 2021 - 5:15 pm

80 Continental Drive, Suite 103 Reno Nevada 89509

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

1. Roll Call: **Present** – Justin Norton, John Lewis, Anne Stoll-Thompson, Matt Polley, Gary Zaepfel, William Mantle, Kelly Tracy, Kathie Maestas, Dave Kelly, and Wendy Leonard
Absent – Jake Jensen and Mike Touhey
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 July 14th, 2021, Minutes, (Motion: William Mantle; 2nd Dave Kelly)
6. Approval of Treasurer's June Report (Motion: Dave Kelly; 2nd Kathie Maestas)

Continuing Agenda

1. Grievance, December 24th update, (Wendy)
 - Requesting a two-week extension.
2. Member Appreciation, (William, Dave, & Matt)
 - The committee met and are moving forward with Member Appreciation for the 1st week of September.
 - Board Members will be at different WC locations to hand out bagels, coffee, swag, and to answer any questions that members might have.
 - Elene to investigate more local breakfast options instead of Einstein Bagels (keep price under \$3,400).
 - Conference room will need to be reserved – Dave looking into that.
 - Elene will get a list to Dave for number of employees at different locations.
 - There will be raffles and prizes for members who participate.
 - Start time – 7:30am
 - Dave to send out an e-mail invitation, work out logistics, and schedule.
 - In the future, committee will seek other local businesses to include more local entities across the area that have associations (not just Washoe County/Midtown/Downtown).
3. ACES Tickets, (Elene – *For Possible Action*)
 - Alex and Elene had a conversation regarding purchasing 100 to 200 tickets for members who are interested to redeem Aces tickets through a link and login. The link will be attributed to the members' county e-mail address.

- Discussed two ticket maximum per member.
 - Do we want to offer weekend or weekday games? Weekday pricing is \$17 for infield reserve / \$13 for right field reserve & weekend pricing is a dollar more per ticket. We also have a \$400 credit to purchase tickets.
 - Hats and a video shout-out will also be included for our members.
 - This perk will be a part of Member Appreciation in September/October.
 - Approval of 200 tickets at \$18 a piece for members (\$3600 total). (Motion: Matt Polley; 2nd Dave Kelly) All in favor to approve purchase of Aces tickets for September/October games.
 - Justin suggested we track tickets sold that don't get used. Also, not to use county e-mails for ads and soliciting.
 - William suggested a tutorial for members on how to redeem tickets.
 - Elene will ask if unused tickets roll over for next year.
4. Mike Langton Contract Renewal (John – *For Possible Action*)
 - Elene scheduled a meeting with John Lewis and Mike Langton on August 23rd at 10am to discuss contract renewal.
 5. 3rd Party Auditor, (Gary – *For Possible Action*)
 - Gary spoke to Sara Crumby (CPA) at Cupit Milligan Ogden & Williams to see if they were open to taking on the task of reviewing the health documents for audit.
 - She is willing to review before committing.
 - How do we approach this? Mike Langton will draw up a formal request for the health documents to be reviewed and audited.
 - The audit would be for the difference of opinion of the 50/50 split in health care costs.
 6. Request for Information Follow-up, (Dave)
 - Dave discussed the health savings may or may not cross the threshold.
 - We are going to ask for the money either way. The plan is lower, so that is the argument.
 - Dave will do a RFI for: percentage of members who use the HSA; average amount of money they put in to give us a better picture; and ask for the dollar value for each of the years where they gave a percentage (clarify dollar value).
 - Dave will then structure the argument and ask a 3rd party to review. Is this worth pursuing?
 - Justin mentioned to look at cost savings per capita data; William would like to see a breakdown of memberships and county population for 2017 and 2018. The county saved 1 million dollars, so where are the savings?
 - Kathie mentioned that Ashley B. does not know where the savings are. The Sheriffs Association will not give up anything and is heading to arbitration.
 - Dave will request the additional information and meet with Gary to send documents to 3rd party for review. Our list will be different from the INC's, so how can we convince HR?

New Business

1. Annual Member 9/15/2021 Meeting Agenda, (BOD)
 - a) WCEA Election, 3 board seats, (Mike, Jake, and William)
 - Treasurer, (Justin)
 - President, (John)
 - Nominations are due by Friday, August 13th.
 - Board can self-nominate.
 - Dave nominates William Mantle, Mike Touhey and Justin Norton.
 - Mike wants to run for treasurer.
 - Nomination list will be sent to the Board on Friday.
 - Next year, Elene will remind Board in early July about upcoming election and open seats.
 - The election all members meeting will be held on September 15th at the WCEA office and on Zoom. Members are encouraged to participate. Agenda will be the same as last year's.

2. Political Action Committee, (William)
 - Mention the PAC at all members meeting to remind people to sign up. It is already on the WCEA application, but a gentle reminder would be helpful.
 - Members of the Board are automatically members of the PAC.
 - The Board has not used funds and have struggled to move forward.
 - William will spearhead the PAC to benefit the WCEA in the upcoming election year. He will review the PAC Bylaws.
 - Board will review and update PAC Bylaws (October Agenda Item).
 - Justin unpublished the Bylaws on the WCEA website, until further review from BOD.

3. Lead Labor Rep Position, (BOD)
 - Lead Labor, member dues, (BOD)
 - Start process to hire replacement for Wendy (Lead Labor Rep).
 - Kathie sent a draft of job description for Wendy to review and edit. She made a few changes and Kathie will now send out to the entire Board for review.
 - Timeline to onboard new hire would be in December (at the latest).
 - Kathie, Justin, Mike, and Elene will work on getting post published. Elene will collect resumes for review.
 - Job will be posted on a few sites (Indeed, Craigslist, etc.)
 - Limit search to Washoe County area.
 - The candidate would have to be a resident of Reno or Sparks.

4. Elene Manor, Annual Review, (BOD)
 - To be discussed in closed session after meeting.

Committee Reports

Board of County Commissioner (BCC), (Elene)

- Nothing to report.

Citizen Advisory Committee, (John)

- Meeting in October.

Deferred Compensation Committee, (Justin)

- Met today. Economy's funds in Deferred Comp Portfolio are doing well.
- A point to consider is wage inflation is on the way. Something to consider when going into negotiations.
- Vote happening next quarter.
- Allowing Roth IRA conversions. Pay tax out and convert – liquidate into real assets.

Government Employee Management Relations Board (EMRB), (Matt)

- Matt was unable to attend meeting yesterday, so he will look at minutes and send out any important information to the Board.

HR Rep, (Justin)

- No meeting yest, but Justin knows that they are piecing together what open enrollment will look like.
- Justin will investigate health fair logistics next month.
- William inquired whether open enrollment is set by federal law, state law, or a choice within the county.
- Kathie will ask at the next INC meeting.

Insurance Committee Meeting (INC), (Kathie & Anne)

- Meeting tomorrow.
- Discrepancies on what has been said at first meeting (no increase) to what has been discussed in last meeting (PPO up 15%, High Deductible Plan up 14%, Vision staying the same).
- The reports need to be explained in detail.
- The county negotiated with you last time and gave up some benefits – we helped redefine the plan to help keep costs down.
- Ashley reminded Kathie that it is a benefit change, and it doesn't fall under the INC.
- She can make a plan design that the INC cannot do anything about. The county must make the change.
- William will work with Truveris to coordinate BOD to receive an e-mail

- Board does not want a vote until proposed changes can be reviewed. Delay the process.
- Kathie will reach out to Mike Dillon to request a meeting to review rate increases county is proposing.

Jobs Evaluation Committee (JEC), (Gary)

- Big meeting tomorrow from 1pm to 5pm
- Gary concerned with a job reclass. (reporting only) for Tech Services. It is a position that remains the same in pay but will oversee others in the same position (like a manager but without the pay bump).

Public Relations, (Dave)

- Nothing to report.

Public Employees' Retirement System (PERS), (Mike)

- Absent; however, e-mail was sent by Mike on 7/29 regarding the PERS lunch and learn session scheduled for 9/24 in the Health District Conference Room.
- Mike will work on logistics, food, etc.

Safety Committee, (Anne)

- Chapter 65 is still stuck in Manager's Office.
- Nothing else unusual.

One Last Thing

Anne mentioned that she looked at the minutes for March, and the PAC was discussed. The action item to review the PAC Bylaws and info fell off April's Agenda. Reminder to put on Agenda for October 2021.

Adjourn at 7:30pm.

Next Meeting: September 15th, 2021



