



# Washoe County Employees Association

639 Isbell Rd, Ste 350 – Reno, NV 89509 – (775) 329-9750 – wcea.us

## Executive Board

Justin Norton *President*   David Kelly *Vice President*   Kathie Maestas *Secretary*   Mike Touhey *Treasurer*

## Board of Directors

Jake Jensen   William Mantle   Ron Souza   Anne Stoll-Truelock   Kelly Tracy   Matt Polley   Gary Zaepfel

## Staff

Don Gil *Lead Labor Representative*   Elene Manor *Administrative Assistant*

## General Membership Meeting Minutes September 21, 2022 - 5:30pm Washoe County Caucus Room

### I. Approval of August Minutes-Kathie

- Motion by Kathie; 2<sup>nd</sup> by Ron. Motion passes unanimously.

### II. Approval of August Treasurer's Report – Mike

- Motion by Gary; 2<sup>nd</sup> by Anne. Motion passes unanimously.

### III. Health Benefits for 2022 – Kathie & Anne

- Kathie presented overview of the INC Committee (roles and responsibilities).
- Kathie and Anne have spent countless hours reviewing design changes to benefits that would have the least impact on members while keeping quality benefits.
- Kathie and Anne proposed to the INC team and WC Benefits for calendar year 2023 the following items:
  - For the HMO, Prominence had come back with a renewal rate of 3.9% increase for medical and prescription coverage, or an option to make one change to that plan which would be going from Cigna to Health First Network, which would reduce the proposal to 1.9 million.
  - The INC agreed to go with the 1.9 proposal after being told that the prior claims being reviewed that it would potentially only effect 3 individuals, possibly retirees, or families that have children out-of-state attending school (minimal impact to members).
  - For the PPO, the proposal was to remove the 4<sup>th</sup> quarter deductible carryover (anyone who met their deductible in the 4th quarter). We added out-of-network deductible of \$1,000 for the individual employee only coverage and a \$2,000 for family coverage; reduced the out-of-network benefit from 80% to 60% of the usual and customary charges; all employee medications that are specialty drug class will participate in the SHARX program – register online and receive coupons that will offset the cost with no out-of-pocket co-pays; removing a program called “Back on Track,” which is no longer available through the provider anyhow.
  - For the high-deductible plan, we added an out-of-network deductible of \$4,500 for the individual and \$5,500 for family coverage; reduced the out-of-network benefit from the 80% to 60% of usual and customary charges in requirement with the SHARX program for all specialty medications, and removed the “Back on Track” program, which is no longer available.
  - Some items changing on the high deductible are the family deductible will be increasing to \$3,000 per the IRS guidelines; contributions to employees HSA cards will be increasing - employee only coverage will go from \$2,000 to \$2,250 – family coverage will go from \$2,000 to \$2,500.
  - Premium increase for HMO will be less than 1%; The PPO and high deductible will be increased by 10% (INC has no say in premium increases).
  - Kathie and Anne crunched the numbers and came up with the ideas of what we wanted to propose to the INC and tried to keep all plans as even as possible.
  - The reason we opted for the out-of-network changes is in hopes that it would affect the least number of members. We hope members stay within network and not out-of-network, as much as possible.

- We will continue to help members who are having issues with MAXOR.
- We can utilize other programs like GoodRx and shop around to help those with prescription costs.
- We were also made aware of an issue with claims with employees who were using APRNs because our MAXOR is in Texas, and their state law requires that a doctor's notice must go with that prescription. Employees who are having issues can contact the health benefits manager.
- Thank you to Kelly and Gary for being the backups for Anne and Kathie.
- Please reach out to Anne or Kathie with questions or concerns.

#### **IV. Fiscal Year 2022 - Mike**

- Recap from last year – we received our third-party financial audit, and all is sound.
- Small increase in membership dues for 2022 and 2023 due to new labor rep and office staff working more hours, an increase in insurance costs, and rent.
- WCEA would like to continue member appreciation, outreach, etc.
- Audit report will be presented to board in October and posted on the website.

#### **V. 2022 Negotiations – Justin, Dave, Mike, & Kathie**

- COLAs kicked in; longevity pay will show in December.
- Two-year contract.
- Reach out to board if members have ideas for future.
- Dave mentioned that it was a very effective and efficient team this year.

#### **VI. President Remarks – Justin**

- It's been a very good year for the WCEA.
- Great contract, new positions, good relationships with management and lines of communication, and protection for our members. It's not always easy, but we make it work.
- New office space since previous space was being converted into a daycare. Office will be advantageous to host members and meetings.
- Former WCEA President, Penny Rasmussen, passed away recently which was a big loss for the WCEA and WAGE. She fought tirelessly for our members and will be missed. The WAGE Scholarship is now called the "Penny Rasmussen Memorial Scholarship," in honor of Penny.



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## **VII. WCEA Board Elections – Seats open**

- A. Vice President
- B. Secretary
- C. Board of Directors – 4 seats

## **VIII. Meet the Candidates**

### **Vice President**

- A. David Kelly (Health) – speech

### **Secretary**

- A. Jake Jensen (Sheriff) – speech
- B. Kathie Maestas (Recorder) – speech

### **Board of Directors**

- A. Jessica Adams (Emergency Management) - speech
- B. Lauren DeRouen (Animal Services)
- C. Monica Liebgott (Medical Examiner) - speech
- D. Matt Polley (Human Services) - speech
- E. Anne Stoll-Truelock (Human Services) - speech
- F. Kelly Tracy (Sheriff) - speech
- G. Gary Zaepfel (Technology Services) - speech

## **IX. Questions**

- Question from member: What are the ways members can get involved that don't necessarily take a leadership role and what is the process for joining committees? Justin responded with being vocal with your membership – reaching out to the board with questions or concerns, ideas, recruiting others into the WCEA, getting involved with negotiations, learning to rep other employees, and attend WCEA meetings.
- Question from member: What percent of county employees contribute financially to the WCEA? Justin responded with about 78%. We have 1,175 due paying members. The association covers roughly 1,500 employees.
- Question from member: Do you have an organizational committee that deals with membership? Justin responded with no, but that is a good point you bring up and we could certainly look into it. We do have a member appreciation committee if you are interested in joining.

**Adjournment at 6:26pm**



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