



# Washoe County Employees Association

639 Isbell Road Suite 350 Reno, NV 89509

## Executive Board

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

## Board of Directors

Jacob Jensen    William Mantle    Matt Polley    Ron Souza    Jessica Adams    Monica McKee    Gary Zaepfel

## Staff

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

## BOARD OF DIRECTORS MINUTES

August 9, 2023 5:30 pm

**Pursuant to the WCEA Bylaws, Article X, Section 2, the minutes will be posted at [wcea.us](http://wcea.us).**

1. Roll Call – **Present:** Justin Norton, Mike Touhey, William Mantle, Matt Polley, David Kelly, Kathie Maestas, Jessica Adams, Gary Zaepfel, Monica McKee, and Don Gil  
**Absent:** Jake Jensen and Ron Souza
2. Guest Introductions – Sarah Crumby from Cupit, Mulligan, Ogden & Williams; Anne Stoll-Truelock from the Health Department
3. Public Comment [*Comments will be heard under this item and will be limited to two minutes per person and may pertain to matters on and off the Board agenda*] None.
4. Closed session to review confidential labor & employee matters.
  - Motion to move to arbitration: Panel for Case #230802-08138 (Motion by Mike; 2<sup>nd</sup> Matt; passed unanimously)
5. Approval of July 2023 Minutes (Motion: Matt; 2<sup>nd</sup> Dave)
6. Approval of July 2023 Treasurer’s Report (Motion: Dave; 2<sup>nd</sup> Jessica)
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] N/A
8. Total Membership: 1,210

### **Continuing Agenda** [*For Possible Action*]

1. Korn Ferry Job Classifications, (Justin)
  - Actively working on roll-out department by department.
  - Letter was sent to HR with WCEA proposal.
  - WCEA will request data on employee salaries before and after Korn Ferry roll-out.
  - Justin will send out a reminder to departments when new salaries take effect.
2. Personal Leave Accrual, (William)
  - Nothing to report.
3. Nomination/Award Criteria Discussion, (on hold) (William)



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- Nothing to report on.
- 4. WCEA Swag, (Member Committee)
  - Have not met.
- 5. Upcoming Election, (BOD)
  - President, Treasurer, and 3 BOD seats open (Jake, Ron & William).
  - Kathie will send out information to members.
  - Submissions for nominations due by August 18<sup>th</sup>.
  - All members' meeting will take place on September 20<sup>th</sup>.
  - Elections will be held September 21<sup>st</sup>-27<sup>th</sup>.
  - Newly elected officials begin November 1<sup>st</sup>.

## New Business *[For Possible Action]*

1. Annual Audit Review, Ms. Crumby, Cupit, Mulligan, Ogden & Williams
  - Sarah Crumby, the CPA from Cupit, Mulligan, Ogden & Williams, presented the WCEA audit findings to the board.
  - Justin will post the report on the website.

## Committee and Informational Reports

### Board of County Commissioner (Elene)

- Nothing to report.

### Sheriff's Office Citizen Advisory Committee (Justin)

- Justin did not attend.
- The committee discussed use of force by an officer.

### Deferred Compensation Committee (Justin)

- Met today.
- Start date of June 5<sup>th</sup> for all new employees being auto enrolled to their target date fund based on age.
- WCEA will consider updating contracts in negotiations for auto escalations.
- Another seat might be opening up on the committee soon, due to a retirement.

### Member Committee (Jessica)

- Nothing to report.

### Employee Management Relations Board (William)

- Nothing to report.

### HR Representatives, (Justin)

- Nothing to report.

### Insurance Negotiating Committee (Kathie & Gary)

- Anne presented the HR Milliman projections.
- PPO 38%; High Deductible 14-15%; HMO 8.5%
- HMO will become more of a PPO type plan with a larger network.
- HR proposed a 10% increase to both the high deductible and the PPO.
- At the meeting on June 22<sup>nd</sup>, Gary suggested dropping it to 8%.
- Anne presented options for pricing both high deductible and PPO to align all plans without network deductibles.
- Milliman gave it as one amount with only a 1% deduction.
- Based upon that, the committee would rather go with the 8% with no benefit changes as opposed



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to having some changes with a 1% decrease.

- The 8% increase and premiums will be for those members with the PPO and high deductible plan.
- The County will conduct a class for navigating the changes to the HMO.
- Committee votes tomorrow. Anne, Kathie, and Gary will start asking questions about OPEB and revenue data.

Job Evaluation Committee (Gary)

- A few new openings at HSA.
- Mike suggested another board member join Gary at the meetings.
- Gary will find out when the next training session is available and how many seats the WCEA has on the JEC Committee.

Public Employees' Retirement System (Mike)

- PERS Lunch and Learn is scheduled for September 14<sup>th</sup>, but a conference room is needed.
- More information to follow.

Washoe County Safety Committee (Monica)

- AD training is coming up.
- Celeste Wallick retired.
- Active shooter drills throughout the county will be taking place soon.

Working Assembly of Governmental Employees (Jake)

- Conference in New Orleans October 26<sup>th</sup>-28<sup>th</sup>.
- Matt will disseminate information to the board to see who is interested in attending.

## One Last Thing –

Discussion on comp time per William's e-mail to the BOD. Wild Island tickets will be available again next week, possibly at the County Complex. More information to come.

**Adjourned at 7:26pm**

Next meeting: General Membership Meeting – September 20<sup>th</sup>, 2023



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