



LAS VEGAS POLICE PROTECTIVE ASSOCIATION CIVILIAN EMPLOYEES, INC.

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January 2017

MEMBERSHIP MEETING MINUTES

Wednesday, Jan. 18th, 2017
9330 W. Lake Mead, Suite 100
11:00 AM

-PLEASE POST / DO NOT REMOVE -

BOARD MEMBERS PRESENT:

Michael Edmiston, Vice President	11:00 am
Ronald C. Du Van, Secretary	11:00 am
Roger Pruette, Treasurer	11:00 am
Eric Sahota, Director	11:00 am
Carla Scott, Director	11:00 am

CALL TO ORDER:

The January 2017 Membership Meeting was scheduled for 11:00 a.m. The meeting was held at the Headquarters building.

SECRETARY'S REPORT:

Copies of the October 2016 Membership Meeting minutes were sent out for posting to all areas. There were no corrections identified. Previous Membership Meeting minutes are available for the membership from the Association website: www.ppace.org

TREASURER REPORT:

The January 2017 Treasurer's Report was presented. As always, this report can be reviewed at the PPACE office by members.

ORDER of BUSINESS:

◆ Teamsters Discussion:

This item was also discussed previously during the October 2016 Membership Meeting. The Association has received concerns regarding some Members about unsolicited emails they received in regards to the Teamsters. The Association has not provided any outside organization or business with any email or physical addresses of the Membership.

Whenever any approved correspondence is sent out, it is done by the PPACE Office. There was a PPACE email to the Membership by the Association legal counsel, John Dean Harper, addressing the matter of activities of some employees organizing meetings with the Teamsters. There have been no approved "Teamsters" emails from our Association. Any correspondence a Member may have received, originated from outside the PPACE Office.

Kim Lyons also addressed the Membership in regards to some of her personal experiences the Teamsters and her family.

Some of the various Membership benefits of the Association were discussed such as:

- Voting rights for the Contract, Officer Elections & Association Issues
- Representation in disciplinary matters
- Contract Negotiations
- Quarterly Membership Meetings
- Installation / Member Appreciation Events (Free to Members)
- Distinct Benefit Solutions – to save you money on health, dental, vision costs
- Short Term Emergency Loans (up to \$1,000)
- Group Life Insurance of \$25,000 per member (pro-rated once by 50% at age 70—never less than \$12,500)
- Flowers sent to members who are hospitalized.
- Discount tickets to Theme Parks and Attractions
- Annual Scholarships for Members & Dependents (10 - \$1,000 per year awarded)
- Discount at various car dealerships
- Movie premieres held at various local theaters

The Association Board of Directors is always available to the Membership. There are many decisions made that are often contentious where even the Board is not in agreement. Our organization is very diverse, has many numerous classifications, and encompasses

various working environments and skill sets. With such a large group of employees with different concerns and priorities, it is not always possible to find solutions that will satisfy every single employee 100%.

The Board does however feel it is crucial that every Member's concerns are heard. The Association Office is always available to the Membership to assist in any way possible; and to work toward finding acceptable solutions that benefit the Membership as a whole. There are many things that are specifically reserved as management rights by the N.R.S. The Association has limited ability to negotiate and address these matters with the Department. If any Member has questions or concerns, please call or email the Association Office. The Association has and will continue to be open and transparent with the Membership.

The Association will continue to monitor this matter and provide the Membership updates as any developments occur.

◆ **Medical Insurance Renewal:**

The Association's insurance broker, Brown & Brown, will begin putting together a package for a request for proposals for the medical insurance renewal. There is much uncertainty in regards to what the future holds as it relates to the costs, guidelines, rules, and regulations concerning medical insurance.

One of the biggest factors that impact the renewal rates is the previous year's utilization. Our utilization in recent years has been high. Distinct Benefit Solutions was made available to the Membership in an effort to help reduce some of the utilization while providing the membership an additional benefit and cost saving option.

Currently across the country rates have been increasing by double digits. The Association has sent a letter to retirees with the insurance informing them of the potential for a 20% increase to the total cost of the insurance. The Association does not want for retirees to be potentially caught off guard and not have the necessary information that could impact decisions on Medicare, or other options they may have.

The Association does not anticipate being able to finalize the 2017-18 fiscal year medical insurance contract until April. Once details are finalized, look for more information and insurance meetings during the month of May. It is anticipated that open enrollment will begin in either late May or early June.

◆ **BHO Lunch and Learn – February 8th:**

The next scheduled BHO class is “Surviving Organizational Change” and is scheduled for Wednesday, February 08th, 11:30 am – 12:30 pm. The class will be held at Headquarters Building A., Advanced Training Room 109.

◆ **Allstate Voluntary Benefits Presentation:**

There will be an open enrollment period for the voluntary benefits offered by Allstate in February. These voluntary benefits consist of critical illness, accident, universal life insurance, and a new benefit – hospital indemnity insurance. The benefits are available to all civilian employees who are covered by our Association’s Collective Bargaining Agreement. The enrollment period is scheduled for February 1st – 15th and will be conducted on-line. The effective date will be March 1st, 2017 with payroll deductions beginning with the first paycheck in March.

The open enrollment period is an opportunity to sign up for one or more of these benefits with a guarantee issue. This means that regardless of your health situation you are eligible. Additionally, the cost for many of the benefits is based off the age you sign up at and will not increase as your age increases. There is detailed plan information available on the Association web page at <http://www.ppace.org/voluntary-benefits.html> . Look for emails and LVMPD everyone notices once open enrollment begins.

Michael J. Tesmer with Allstate Benefits then presented an overview and plan information concerning the voluntary benefits. Michael then made himself available to answer questions about the various benefits.

OTHER:

- ◆ **PPACE Office Damage:** In November the Association Office sustained extensive water damage from a leaking dishwasher upstairs in the PPA. The Association is working with the PPA and insurance adjusters to repair and replace damaged items. The office has been working out of boxes and only with partial equipment until all repairs are completed and replacement equipment obtained. This has caused some minor delays in the normal operations.

- ◆ **Sick Leave:** A Member expressed concern with the Department's inconsistency and application of the Sick Leave policies. The Association has and will continue to address these concerns in meetings with the Department and during Contract Negotiations.

With no further business to discuss the January 2017 meeting was concluded.

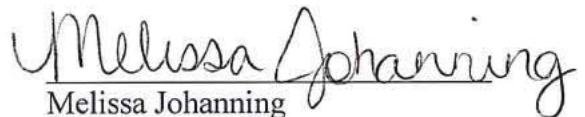
Submitted By:



Ronald C. Du Van
Secretary, LVPPACE

Date: 1/24/17

Approved By:



Melissa Johanning
President, LVPPACE

Date: 1/24/17