



LAS VEGAS POLICE PROTECTIVE ASSOCIATION CIVILIAN EMPLOYEES, INC.

9330 W. LAKE MEAD, SUITE 100 • LAS VEGAS, NV 89134
OFFICE: 702-382-9121 • FAX: 702-382-3603
WWW.PPACE.ORG • OFFICE@PPACE.ORG

July 2019

MEMBERSHIP MEETING MINUTES

Wednesday, July 10th, 2019
400 S. Martin L. King Boulevard
LVMPD Headquarters
1:30 PM

-PLEASE POST / DO NOT REMOVE -

BOARD MEMBERS PRESENT:

Michael Edmiston, President	1:30 pm
Carla Scott, Vice President	1:30 pm
Ronald C. DuVan, Secretary	1:30 pm
Kelly Richter, Treasurer	1:30 pm
Tracey Benson, Director	1:30 pm
Stephanie Roose, Director	1:30 pm

ASSOC. LEGAL COUNSEL:

John Dean Harper	1:30 pm
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CALL TO ORDER:

The July 2019 Membership Meeting was held at 1:30 p.m. The meeting was held at the Headquarters building.

PLEDGE of ALLEGIANCE:

The Pledge of Allegiance was recited by the Membership.

SECRETARY'S REPORT:

Copies of the April 2019 Membership Meeting minutes were sent out for posting to all areas. There were no corrections identified. Previous Membership minutes are available for the Membership from the Association website: www.ppace.org.

TREASURER REPORT:

The July 2019 Treasurer's Report was presented. Kelly also informed the Membership that the Association Fiscal 2019-2020 Budget has been finalized. The only substantial changes are funds for the replacement of the Association server, and a budget increase for Membership Events in anticipation of holding a Member Appreciation Dinner in the next fiscal year. As always, the report and budget can be reviewed at the PPACE office by Members.

ORDER of BUSINESS:

♦ Legislative Update:

Michael provided the Membership with a Legislative update. The recent 2019 Nevada Legislative Session has concluded. There were three significant bills that impacted the Association. A.B. 492 added certain civilian classifications for stress related workers compensation claims/benefits. This legislation provides long overdue recognition of the hazards and impact of conditions many of our Members are faced with during the performance of their assigned duties. The Association will be looking to further refine this language and statute in upcoming Legislative Sessions.

S.B. 143 which is a fix to the extremely detrimental S.B. 241 from the 2015 Legislative Session. S.B. 143 reverses S.B. 241 and restores protections of the evergreen provisions in collective bargaining. The evergreen protections are essential in protecting the pay and benefits of the Membership when a new successor Collective Bargaining Agreement has not been finalized (similar to the situation our Association is currently experiencing). With this protection, the Membership will not be financially harmed and continue to receive special pays and step increases. This Legislation is a significant gain for our Membership.

S.B. 111 is legislation that changes the amount of reserves held by a government entity that is exempt for consideration in collective bargaining. The previous amount considered exempt was approximately 25%. With this legislation, the amount considered exempt is a more reasonable 16%. This change is expected to assist in negotiations and arbitration regarding the "ability to pay" for employee wages and future cost of living increases.

A more comprehensive list will be published in the near future by the Nevada AFL/CIO. Once the Association receives the list of significant legislative changes, it will be posted on the Association website, www.ppace.org.

♦ **2019-2020 Annual Budget:**

This item was discussed as part of the Treasurer's Report.

♦ **Insurance - Soft open Enrollment:**

There were 41 employees who made changes during the recent open enrollment period. The majority of these changes were participants changing coverage from the HMO to PPO coverage.

Employees are reminded of the following information regarding health insurance:

- Dependents can be dropped at any time
- Dependents can only be added to the plan during open enrollment, or within 30 days of a qualifying event (marriage, birth, adoption, etc.)
- The insurance coverage ends upon the last day of employment or death (retirement coverage or cobra may be available)
- Upon Divorce, the non-employee divorcee is no longer eligible or allowed to be carried as a dependent
- Name changes must have already been processed by Social Security
- The Now Clinic is now COMPLETELY FREE!!!

As always, if you have any questions, concerns, or need assistance, please contact the Association Office.

◆ **EMRB Update**

Michael provided the Membership with an update concerning the recent EMRB hearing. The Hearing is being held by the EMRB in reference to a complaint by the Teamsters that is contesting the current make up and Membership of our Association. The Teamsters are challenging whether supervisors are eligible for Membership in the Association; and whether a vote should be conducted concerning the civilian employees of the LVMPD reference which organization should represent the employees, LVPPACE or Teamsters. The current hearings were originally scheduled for July 1st, 2nd, and 3rd and were to hear only the supervisory matter only.

Previously, Nevada had always applied a definition of a supervisor, as an employee that had to have authority to perform 12 supervisory tasks. There was a recent case out of Elko regarding commissioned employees where the EMRB held that performance of only one of the 12 tasks was the new standard to be applied. The task must be a substantial part of the duties for the day. In the instance of these hearings, the EMRB is reviewing the current job duties and structure of Civilian Employees on our Department.

The first day of the hearing was held on Monday, July 1st. Towards the end of the first day, the attorney for the Teamsters had a medical episode. Due to the medical issue, the 2nd day of scheduled testimony was cancelled. The hearings reconvened on Wednesday, July 3rd, but were also cut short because a member of the EMRB had a previously scheduled flight out of town. As a result of the above delays, the hearings have been extended and are now scheduled to reconvene on September 4th and 5th.

It is anticipated that once the hearings conclude, a decision will be available within approximately no more than 60 days. As this matter develops and as more information is available, updates will be provided to the Membership. This item will also be discussed during the October Membership Meeting.

◆ **2019 Negotiations Update/Membership Survey:**

The Association Membership recently voted on a new proposed Collective Bargaining Agreement with the Department. The Membership overwhelmingly rejected the proposed contract. The Association is appreciative of all of the Members who voted on the contract as the voter participation was one of the highest ever in our Association.

The Association recently concluded a poll of the Membership to determine what was important to the Membership and to help guide the Negotiations Committee in future negotiations. There were 437 Members who participated in the survey. Not all respondents answered all questions. The results of the survey were as follows:

If you voted no, please select why you voted no:

COLA	283	46%
Acting Pay	96	16%
On-Call Pay	57	9%
Merit(s) Restored/Bonus	175	29%

If we were able to get Acting Pay and On-Call Pay off the table, would you vote yes for the Tentative Agreement, if the Department agrees to meet further reference COLAs?

Yes	280	64%
No	157	36%

What would you like to see for a COLA for the 1st year (19-20)?

5%	118	27%
3%	92	21%
4%	84	19%

What would you like to see for a COLA for the 2nd year (20-21)?

5%	100	23%
3%	91	21%
4%	82	19%

What would you like to see for a COLA for the 3rd year (21-22)?

5%	103	24%
3%	87	20%
4%	77	18%

What would you like to see for a COLA for the 4th year (22-23)?

5%	115	26%
3%	85	19%
4%	83	19%

The Membership then asked questions and provided items of concern to the Association. The Association is in the process of attempting to schedule additional negotiation sessions with the Department to address Member concerns and in an attempt to find a mutually acceptable resolution. An effort is being made to ensure sessions are open, but details will be worked out with and agreed to by the Department. As additional information becomes available, it will be posted for the Membership.

♦ **Membership Updates:**

The membership was provided an update concerning Association Membership. There are 1,474 employees eligible for Membership in our Association. Of those eligible for Membership, 1,186 are Members which is approximately 81%. Since the April Membership Meeting, there have been 31 new hires of which 28 have become Members of the Association which is a 90% join rate.

♦ **Insurance Lunch & Learns:**

The Association has been sponsoring monthly Lunch and Learns regarding our health insurance coverage and benefits. The next Lunch and Learn is scheduled for August 28th and will focus on prescription benefits. These sessions are a great opportunity to learn more about your benefits, how to navigate coverage, ways to maximize your benefits, and have questions and/or concerns answered. Look for LVMPD everyone notices and email reminders for future sessions.

OTHER:

- ♦ **Member Cards/Discounts:** The Association has received the new Membership cards. They were distributed to Members in attendance at the July Membership Meeting.
- ♦ **Address Changes:** The Association sends out numerous important informational items by e-mail. Additionally, ratification votes concerning contracts are also primarily conducted by e-mail. Please ensure that the Association has a good current e-mail address on file for you so that you are notified of items of concern.

Additionally, when you change your mailing address with the Department, the Association is not notified. It is important to update the Association of any address changes so that you continue to receive any mailings and for the insurance information to be updated. If you have changed your e-mail or mailing address, or have not been receiving e-mails from the Association, please contact the Association at 702-382-9121 or office@ppace.org.

- ♦ **Scholarship Deadline – July 15, 2019 @ 5pm:** The Association awards up to ten \$500.00 scholarships for the Fall semester. Recipients of the scholarships can apply to receive an additional \$500.00 scholarship for the Spring semester by completing a renewal

application. Both Members and Dependent children are eligible to apply. For complete details please see the Association website, www.ppace.org or call the Association Office at 382-9121. The Deadline to apply for the Fall 2019 scholarships is Monday, July 15th.

- ♦ **Association President, Michael Edmiston:** Michael informed the Board that he will be resigning as Association President effective July 31st, 2019. Carla will thus assume the responsibilities and position of Association President. Michael expressed his heartfelt thanks and appreciation of the Membership. He indicated that he will be sending a out a letter to the Membership later in the day. The Membership expressed their appreciation, and thanks for the numerous accomplishments and service Michael has provided to the Board, Membership, Association, and Department.

With no further business to discuss the July 2019 Membership Meeting was concluded.

Submitted By:



Ronald C. Du Van
Secretary, LVPPACE

Date:

7/11/19.

Approved By:



Carla Scott
Vice President, LVPPACE

Date:

7/11/19