



# 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

## October 2019

### MEMBERSHIP MEETING MINUTES

Wednesday, Oct. 9<sup>th</sup>, 2019  
9330 W. Lake Mead, Suite 100  
11:30 AM

***-PLEASE POST / DO NOT REMOVE -***

#### BOARD MEMBERS PRESENT:

Carla Scott, President	11:30 am
Kelly Richter, Vice President	11:30 am
Ronald C. DuVan, Secretary	11:30 am
Jason Begun, Treasurer	11:30 am
Jason Begun, Director	11:30 am
Tracey Benson, Director	11:30 am
Stephanie Roose, Director	11:30 am

#### CALL TO ORDER:

The October 2019 Membership Meeting was scheduled for 11:30 a.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 July 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](http://www.ppace.org).

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## **TREASURER REPORT:**

The October 2019 Treasurer's Report was presented. As always, this report can be reviewed at the PPACE office by members.

## **ORDER of BUSINESS:**

### **◆ Extended Office Hours:**

The Association has received numerous requests from the Membership for extended hours to meet the needs of the various work schedules of the Membership. The Association will adjust the normal office hours for the next four months on a temporary bases to provide dates with extended hours and days that the Association office will be open. Based upon the utilization of the new hours/days, a future decision will be made about any permanent change to the hours the office operates.

The extended hours/days for October will be as follows:

10-10-19: 0430-1700 (Thursday)  
10-12-19: 0700-1700 (Saturday)  
10-15-19: 0430-1700 (Tuesday)  
10-16-19: 0700-2000 (Wednesday)  
10-23-19: 0700-2000 (Wednesday)

The schedules for November, December, and January will be made once the insurance open enrollment and any necessary contract meetings are scheduled/finalized. As always, the Association Board of Directors is available for feedback regarding the above changes and suggestions for future hours of operation.

### **◆ Introduction of New Full-Time Staff:**

Carla informed the Membership that Jason Begun has been assigned to the Association Office full time. Jason will be responsible for the Treasurer duties.

◆ **EMRB:**

The Association has been sending Constant Contact e-mails out to the Membership in regards to the EMRB/Teamster issues that have been discussed at previous Membership Meetings. The EMRB has determined that all parties need to have final briefs submitted by November 15<sup>th</sup> in regards to whether the supervisors are to be excluded from representation by the Association.

Further, the parties are to have final briefs submitted by December 31<sup>st</sup> in regards to signatures that have been submitted concerning the civilian employees of the LVMPD and whether a vote is necessary to determine which organization should represent the employees, LVPPACE or Teamsters.

There are numerous issues with both of the above matters that must be resolved and considered prior to any decision by the EMRB being finalized. The Association will send out e-mails to the Membership as new developments occur. This item will also be discussed at future Membership Meetings. If any Member has any questions or would like further information, please contact the Association Office.

◆ **Negotiations:**

The Association has learned that the arbitrator has decided for the Department in the recent contract dispute between the Department and the PPA. As a result of the arbitration, it appears that those employees covered by the PPA contract will receive a 2.25% COLA for Fiscal 2019; a 2.5% COLA for fiscal 2020; and reopeners for COLA in Fiscal's 2021 and 2022.

Our Association will most likely be offered something similar. With the above information, the Association will be polling the Membership to determine what proposal to present to the Department at the next negotiations session on Tuesday, October 15<sup>th</sup>. As a result of the short time frame, the poll will only be available from Thursday 10/10 through Monday morning 10/14. The poll will include 3 options to choose from that are similar to the structure of the arbitrators decision regarding the PPA contract. There are various differences such as restoration of frozen merits; and another that incorporates a bonus versus a COLA increase for fiscal 2020.

It is imperative that the Membership participates and votes in the poll. Whatever decision has the most support once the results of the survey are determined, will be the direction the Association proceeds with the Department. There is no perfect solution that is able to meet all of the various individual needs/circumstances of every Member/position/classification

in the Association. It is the goal of the Association to take the input and direction of the Membership as a whole in order to reach a tentative agreement to present to the Membership for consideration, discussion, and a vote of the Membership. Look for emails concerning the above poll on Thursday, 10/10; and then for an update next week concerning the results of the poll and more information regarding whether the Association and Department are able to resolve the final remaining issues to reach a tentative agreement to present to the Membership and Fiscal Affairs.

◆ **Insurance Lunch & Learns:**

The final insurance Lunch and Learn of the year is scheduled for Wednesday, October 30<sup>th</sup> at 11:30 a.m. Look for LVMPD everyone emails with further information.

◆ **Insurance – Open Enrollment:**

The medical insurance contract and open enrollment period will all be transitioning to a calendar year versus the previous fiscal year renewal. What this means is that any plan changes either by the insurance companies or during open enrollment, will be effective January 1<sup>st</sup>. Preliminary plans are to have open enrollment from Friday, November 1<sup>st</sup> through Wednesday, November 27<sup>th</sup>.

Once the renewal and details are finalized, meetings will be scheduled where participants can attend to ask questions of the insurance brokers, insurance representatives, and the Association; obtain information about the coverage option differences; obtain information concerning adding and/or dropping dependents; and learn how to best utilize the insurance. Look for e-mails, LVMPD everyone notices, and fliers soon. If any participants have questions or concerns regarding the insurance, please contact the Association Office for assistance and additional information.

◆ **Representative Meeting – Week of November 4<sup>th</sup> – 8<sup>th</sup>:**

The Association will be meeting will be setting aside time during the week of November 4<sup>th</sup> – 8<sup>th</sup> to meet with Members who have previously been or who have expressed interest in becoming an Association Representative. Moving forward into the New Year, the

structure, duties, responsibilities, and expectations of Association Representatives will be revised. The goal of the Association is to have Association Representatives available to the Membership in all of the various work locations on the Department. If any Member would like additional information, they can contact the Association Office.

◆ **Membership Appreciation Dinner – February 2020:**

Plans are being finalized for a Membership Appreciation Dinner to be held in February, 2020. Preliminary plans are to hold the dinner on either the 8<sup>th</sup> or 9<sup>th</sup> of February. The locations currently under consideration are the Redrock or Suncoast. Look for further information as plans are finalized.

◆ **Membership:**

Carla provided a membership update. There are currently 1,479 Civilian Employees. Of these employees, 1,189 are Members of the Association which is a participation rate of approximately 81%. Since the July Membership Meeting there have been 39 new hire Civilian Employees. Of these 39, 36 have become Members which is a 92% join rate.

◆ **Relocation:**

The Association is currently finalizing plans to relocate the Association Offices. Over recent years, there have been numerous requests to have the Association consider moving the office to a more central location. Currently, the plan is to relocate in the vicinity of the Headquarters building which is in the middle of the valley and near major freeways.

The Association hopes to resolve the final details and be in a new location towards the end of October or beginning of November. There were questions regarding whether the new location would cost the Association more money. Carla indicated that the new office location is anticipated to provide significant cost savings to the Association and Membership. The membership will be informed of further details and a more detailed cost analysis once all plans are finalized.

**OTHER:**

- ◆ **Raffle:** A raffle was conducted at the conclusion of the meeting. Numerous Members in attendance won a variety of prizes. Congratulations!!!
  
- ◆ **Member Cards/Discounts:** The Association has distributed membership cards to all Members. You may need to present these cards to obtain a one of the many discounts that are presently listed on the Association website, [www.ppace.org](http://www.ppace.org). If you have not received your card yet please contact the Association Office. Additionally, please let us know if you are aware of any businesses who may be interested in offering the Membership a discount.
  
- ◆ **January 2020 Membership Meeting:** The next quarterly Membership Meeting will be in January 2020. It is scheduled to be held at Headquarters in building B Action Room on January 15<sup>th</sup> at 11:30 a.m. Email reminders will be sent to the Membership in January.

With no further business to discuss the October 2019 meeting was concluded.


Submitted By:



Ronald C. Du Van  
Secretary, LVPPACE

Date: 10/16/19.

Approved By:



Carla Scott  
President, LVPPACE

Date: 10/16/19