



Sun Valley G.I.D. Board Workshop Minutes of September 23, 2014

Board Members Present:

Sandra Ainsworth	Chairperson
Garth Elliott	Vice-Chair
Margaret Reinhardt	Secretary
Joseph Barstow	Treasurer
Susan Severt	Trustee

Board Members Not Present:

Staff Present:

Darrin Price	SVGID, General Manager
Mike Ariztia	SVGID, Public Works Director
Maddy Shipman	SVGID, Legal
Jennifer Merritt	SVGID, Staff

Others Present:

Vicky Maltman	Audience
Michael Rider	Audience

The meeting of the Sun Valley GID was called to order by Chairperson Ainsworth at 6:01 p.m. in the Sun Valley District Administrative Building, 5000 Sun Valley Blvd, Sun Valley, NV.

Item#1. Roll call and determination of a quorum.

Board members present; Treasurer Barstow, Vice Chair Elliott, Chairperson Ainsworth, Secretary Reinhardt, Trustee Severt. A quorum was present.

Item#2. Pledge of Allegiance.

Led by Trustee Severt

Item#3. Motion to approve agenda.

Trustee Severt made a motion to approve the agenda. Treasurer Barstow seconded the motion. The motion carried unanimously.

Item#4. Certify posting of agenda.

Jennifer Merritt certified posting of agenda.

Item#5. Public Comments for items not on the agenda.

None

Item#6. Review of District current Employee Benefit Summary and possible motion to consider revising the Employee Benefit Package for new hires.

Darrin Price, General Manager provided a copy of the District's Employee Benefits At A Glance, District Personnel Policy Section 6 "Benefits", and a copy of prior staff memo providing an overview and breakdown of health insurance coverage. Mr. Price briefly went over the various tiers of different costs for medical coverage for employee, employee and spouse, employee and

child, employee and children, and employee and family. He also provided a breakdown of the potential cost savings with employee cost sharing for health insurance.

Audience members Vicky Maltman commented on the District's Employee Benefits At A Glance and inquired if the District only participates with direct deposit with credit unions or are national banks included for direct deposit.

Mr. Price responded the District offers direct deposit with all banks. The District offers assists for any employee who wishes to open an account with a credit union.

Secretary Reinhardt stated Washoe County offers 100% coverage for an employee and 50% for spouse and dependents. She inquired if staff knows what the other agencies offer to their employees regarding health insurance coverage for spouse and dependents.

Mr. Price responded the Board was provided a worksheet at a prior meeting that showed the comparison of other agencies what they offer for benefits and health insurance coverage. Mr. Price also stated historically one of the reasons why the District offered a generous benefit package is because the District pays less than industry standards and less than some of the agencies that the District compares itself to.

Secretary Reinhardt commented on a website "Transparent Nevada" she stated it provides a total value of an individual employee's wage and benefits. The total value is a very beneficial piece of information for reference purposes. She would like to see this information provided with future comparisons. She stated after comparing the District and other agencies total compensation, she believes the District is doing very well.

Audience member Vicky Maltman stated after looking at the comparisons regarding Life Insurance she noticed the District offers dependent coverage; Spouse \$2,000 and Child \$1,000 each. She inquired if the District provides this as an extra benefit or is it at cost for the employees.

Mr. Price responded he believes the Life Insurance coverage for spouse or dependents would be at cost to the employee and deducted from their paychecks. He would confirm this and report back at a board meeting. Additional discussion ensued regarding Life Insurance coverage.

Trustee Severt stated she reviewed the District's entire benefit policy and there are several benefits that she thinks should remain the same such as; computer assistance, direct deposit, education assistance, bereavement leave, holidays, sick leave, court leave, vacation leave, retirement, deferred compensation, and uniforms. She stated she believes the health benefits (medical, dental, vision) and longevity are what is being questioned.

Vice Chair Elliott stated he recalls several conversations regarding the consideration of modeling the District's health benefits after Washoe County. He agreed with Trustee Severt's previous comments. He stated that prior County Manager Katy Simon agreed with him that Washoe County's higher paid salaries were out of line compared to the private sector and they were going to be looked at. He also stated when speaking with Ms. Simon she also stated that Washoe County tried to get rid of their longevity, but the unions are too strong to overcome that. He would really like to see longevity substituted with an employee purchase savings program or an overall budget savings program that can shared with the employees at the end of the fiscal year. He stated longevity is almost things in the past, employees are not expected to stay with a company for twenty years. Based on his own work experience it is rare that a company encourages employees to stay longer than a year. Most company's look for new blood and new thoughts and encourages change over, and he agrees with it to some extent. He doesn't want to

minimalize the value of longevity. He stated after looking at the comparison of the other agencies regarding longevity, he thinks longevity could be eliminated.

Chairperson Ainsworth stated tonight's agenda item is for new hires only.

Vice Chair Elliott commented he thinks longevity should be looked at across the board.

Mr. Price responded the Board will be formally reviewing the comparison of all the agencies during its next meeting September 25, 2014, that is when discussion of longevity can take place.

Audience member Michael Rider commented on longevity, he stated he has experience with management and retaining employees and providing them training, he is in favor of retaining employees and over time they become more valuable, but they can also become more costly. He stated he tries to retain his employees and he thinks that retaining employees is a good thing as long their quality of work is good.

Trustee Severt stated she knows a lot of companies that no longer offer longevity pay. She stated she respectfully disagrees with Vice Chair Elliott comments, she has over 140 employees at her place of employment and they only leave the company if it is family related and/or if they retire. She stated she thinks the District's longevity schedule is a little rich. She would recommend paying out on specific year's only and not every year. She did her own research on different companies regarding longevity and not many companies offer it any more. She found that longevity is being replaced with some kind of service award.

Mr. Price suggested a longevity plan similar to Gardnerville Ranchos or Incline Village General Improvement District. They both offer longevity on specific anniversary years.

Treasurer Barstow stated every job he has had; he has always tried to stay five years or longer because that is what he was taught. He stated with his current position with the Church, he was informed that he would have to work with the Church for at least three years before he would be able to offer any kind of improvements. He stated everyone likes to be praised and recognized for their work. He stated for every job he has had for more than five years, he has received a plaque for his time served at a company and never a check. He believes an employee should receive something for their time served with a company.

Audience member Vicky Maltman commented she does not calling longevity a bonus because it resonates to what is going on in the VA System right now. Veterans are dying because hire ups are telling people to change things yet they are still getting bonuses. She stated bankers are foreclosing homes and making money off the backs of individuals who are devastated, yet the bankers get a bonus. She stated she is against bonuses.

Chairperson Ainsworth inquired if the District is restricted from giving bonuses. She knows the District does not offer Christmas or any other kind of special bonuses.

Mr. Price responded the District has never offered a bonus to the employees.

Audience member Vicky Maltman commented she understands that longevity is not really considered a bonus, but some individuals may see it as a bonus. She understands praising an employee for doing a good job on a day-to-day basis, but not for a work performance that is considered just getting by. She also stated she likes the suggestion recognizing employees on specific anniversary years.

After additional discussion regarding longevity Trustee Severt made a motion to approve longevity for new hires; every five years employees recognized with some kind of service award up to management (example certificate, plaque) and \$1,000 paid on every ten years. Secretary Reinhardt seconded the motion. The motion carried unanimously.

Chairperson Ainsworth inquired if anyone wanted to make a motion regarding health insurance coverage for new hires.

Vice Chair Elliott suggested modeling the District's health insurance package after Washoe County.

Trustee Severt made a motion for new hires; District cover 100% of the employee's health insurance (medical, dental, vision) and 50% for dependents. Secretary Reinhardt seconded the motion. After further discussion the motion carried by the following: Ayes – Vice Chair Elliott, Secretary Reinhardt, Trustee Severt, Chairperson Ainsworth, Noes – Treasurer Barstow.

Item#7. Public comments.

None

Item#8. Board comments.

Trustee Severt announced the Sun Valley Landowner's Building is hosting a Meet the Candidates Night on September 26, 2014 from 6:30pm until 8:00pm.

Item#9. Adjournment.

Secretary Reinhardt made a motion to adjourn at 7:21 pm. Treasurer Barstow seconded the motion. The motion carried unanimously.