



**TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH**

**DATE: 7/24/2014**





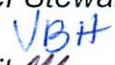


**RE:** *Revocation of the Southern Nevada District Board of Health's March 24, 2011 Approval of Petition #16-11 and Resolution #01-11 Which Established An Insurance Fund In Accordance with the 2008 – 2011 Collective Bargaining Agreement Between the Service Employees International Union and Southern Nevada Health District.*

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**PETITION # 15-14**

**That the Southern Nevada District Board of Health** approves the revocation of Petition #16-11 and Resolution #01-11. Revocation allows the Service Employees International Union to redirect the funds held pursuant to the Petition and Resolution for the direct benefit of bargaining unit employee wages.

**PETITIONERS**

**Mars Patricio**, *Manager, Financial Services*   
**Shirley Oakley**, *Human Resources Administrator*   
**Cara Evangelista**, *SEIU President*   
**Jacquelyn Raiche-Curl**, *SEIU Supervisor Chief Steward*   
**Victoria Harding**, *VP General Unit*   
**Mark Bergholdt**, *VP Supervisory Unit*   
**Andrew Glass**, *Director of Administration* 

**DISCUSSION**

Under the terms of the Collective Bargaining Agreement (CBA) between the Southern Nevada Health District (District) and the Service Employees International Union (SEIU), as approved by the Board on January 22, 2009, the District was required to create a fund for the purpose of providing District employees who retired after August 2009 a monthly subsidy for the costs associated with the purchase of retiree group Health Insurance, subject to the Rules and Operational Procedures approved by the Southern Nevada District Board of Health. The applicable CBA language is as follows:

"The District shall create a Retiree Health Insurance Trust for the purpose of providing retired employees a subsidy on a monthly basis that will be used to pay the cost of the retired employees' health Insurance costs as established by the HISC. The HISC shall also establish the retired years of service for retired employees to receive a monthly dollar subsidy towards the cost of health insurance; the rate of increase of the subsidy insurance plan; and a recommended funding commitment to be cost shared to fund the retiree subsidy program." Article 24(3), CBA 2008-2011, Approved 1/22/09.

The fund was not immediately established because there was a difference of opinion regarding the availability of funds for this program. Once that difference was resolved, the Petition and Resolution were presented to the Board for approval.

On March 24, 2011, the Board approved Petition #16-11 and Resolution #01-11. These Documents were intended to facilitate the District's compliance with the above-noted CBA provision. Pursuant to the Petition and Resolution, upon adoption of fund rules and operational procedures, which were to be recommended to the Board by the District's Health Insurance Study Committee (HISC), the funds were to be used to subsidize District retirees Health Insurance costs. The rules and operational procedures have not been presented to the Board for adoption.

Pursuant to the CBA approved by the Board on July 26, 2012, the language noted above pertaining to the retiree subsidy was deleted and replaced as follows:

"The District Employee Health Insurance Fund has been established for the purpose of providing employees with an additional insurance subsidy on a monthly basis that will be used to help pay the cost of the employees Health Insurance costs. Beginning with the premium due for January 2013, whenever employee and/or dependent insurance costs exceed the District's paid insurance subsidies shown in Table Two, the HISC shall meet to determine the amount of an additional subsidy that will be paid from the Employee Health Insurance Fund and applied to the appropriate dependent group. Such subsidy will end and employees will be responsible for the entire increase cost when the Employee Health Insurance Fund is depleted of funds." Article 24(2), CBA 2012-2014, Approved 7/26/2012.

Upon approval of the CBA which included the above-noted language change, Petition #16-11 and Resolution #01-11 were not modified to reflect its new purpose.

The amount currently in the fund is approximately \$433,300. The SEIU seeks to place the aforementioned bargained-for funds into the District's general fund. Once the Petition and Resolution are revoked, the SEIU will use those funds for the direct benefit of those District bargaining unit employees. The SEIU has management's support in its request.

### **FUNDING**

No funds are required in approval of this revocation.



APPROVED - BOARD OF HEALTH

Date 3/24/11

**TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH**

**DATE: 03/24/2011**



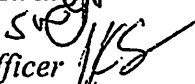

**RE:** *Approval of the establishment of a Southern Nevada Health District Retiree Health Insurance Fund in accordance with the current Collective Bargaining Agreement between the SEIU and Southern Nevada Health District.*

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### **PETITION # 16-11**

**That the Southern Nevada District Board of Health approve Petition #16-11 and Resolution #01-11. This will allow the Southern Nevada Health District (SNHD) to establish a Retiree Health Insurance Fund pursuant to Nevada Revised Statutes 354.612. The petition and resolution would allow the Southern Nevada District Board of Health to comply with the existing Collective Bargaining Agreement provisions so that upon adoption of the Rules and Operational Procedures of the fund, to be recommended to the Board by the SNHD Health Insurance Study Committee (HISC), funds will be used to provide a subsidy to SNHD employees for retiree group insurance for SNHD retirees Health Insurance costs.**

### **PETITIONERS:**

**Marciano P. Patricio, Jr., Financial Services Manager**   
**Angus MacEachern, Human Resources Administrator**   
**Scott Weiss, Director of Administration**   
**Lawrence Sands, DO, MPH, Chief Health Officer** 

### **DISCUSSION:**

Under the terms of the current Collective Bargaining Agreement between the Southern Nevada Health District (SNHD) and the Service Employees International Union (SEIU), as approved by the Board at its January 22, 2009 meeting, the District is required to create an appropriate fund to receive the funds in excess of the cost per employee per month funding that is derived from the difference between the actual cost of the insurance and the per employee per month contract amount offered by the District. These funds are then to be used to help fund retired employee costs in maintaining the group health insurance benefit as provided by SNHD. The rules and operational procedures for the use of these funds would be

recommended by the Health Insurance Study Committee (HISC) to the Southern Nevada District Board of Health. The HISC is a committee of six employees, representing both labor and management, who meet and discuss issues relating to the Health Insurance program available to District employees. This fund was not previously established as there was a difference of opinion as to the availability of funds for the program. As that difference has now been resolved the fund can be established. The amount to be transferred into the fund is \$333,196.52 through February 2011. This amount was derived by the calculations shown in Attachment A to this petition. Continued funding for the fund would be derived utilizing the same formula used above. The current funding obligation continues through the end of the current contract expiring on June 30, 2011. It is anticipated that the Board would approve the rules and operational procedures recommended by the HISC and subsequently approve the fund expenditures. The rules and operational procedures have not been agreed upon at this time and will be presented to the Board for adoption at a future meeting.

#### **FUNDING:**

The funding for this program was approved by the Labor Agreement Ratification on 1/22/09.

**SOUTHERN NEVADA DISTRICT BOARD OF HEALTH  
RESOLUTION NO. 01-11**

**WHEREAS**, the Southern Nevada District Board of Health desires to create a fund for the purpose of providing employees who retired from the district a subsidy on a monthly basis towards the cost associated with the purchase of group retiree health insurance in accordance with the existing Collective Bargaining Agreement (CBA) between the Southern Nevada Health District (SNHD) and the Service Employees International Union (SEIU).

**WHEREAS**, NRS 354.612 provides that the Southern Nevada District Board of Health may establish such a fund by resolution setting forth the purpose and details of the fund.

**NOW, THEREFORE**, it is hereby resolved by the Southern Nevada District Board of Health that the Retiree Health Insurance Fund (Fund) be established upon adoption of this resolution and;

**FURTHER**, that the purpose of said Fund is to provide retired employees of SNHD who retired after August 2009 a monthly subsidy for the costs associated with the purchase of retiree group Health Insurance, subject to the Rules and Operational Procedures as approved by the Southern Nevada District Board of Health. The Fund will be funded from transfers from the general fund in accordance with the current CBA between the District and the SEIU that expires on June 30, 2011. The Health Insurance Study Committee (HISC) that was established in the current CBA is responsible to recommend to the Southern Nevada District Board of Health the Rules and Operational Procedures of The Fund and the amount of any subsidy. The Fund will be maintained according to all Federal, State, Local requirements and SNHD financial policies including generally accepted accounting principles, and that if the fund balance is insufficient to provide the insurance supplement established by the HISC that the fund shall terminate upon notice of termination to all retirees receiving a supplement.

**RESOLUTION ADOPTED** at the regular meeting of the District Board of Health held

March 24, 2011.

**VOTING AYE:**

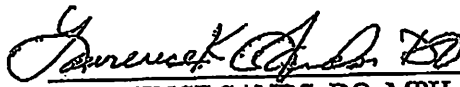
Stavros Anthony  
Kathleen Boutin  
Jim Christensen, MD  
Chris Giunchigliani  
Karl Gustaveson  
Timothy Jones  
Nancy Menzel  
John Onyema, MD  
Linda Strickland  
Lois Tarkanian  
Jimmy Vigilante  
Anita Wood

**VOTING NAY:**


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**ABSENT AND NOT VOTING:**

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Robert Eliason  
Mary Beth Scow  
\_\_\_\_\_

  
LAWRENCE SANDS, DO, MPH  
Chief Health Officer

Date: 23-24-11

  
LINDA STRICKLAND, CHAIR  
District Board of Health

**RETIRES SUBSIDY VARIANCE FROM 8-1-2009 THROUGH 6-30-2011  
TIER: EMPLOYEE ONLY COVERAGE**

**PPO PLAN**

Month	8-1-09 THROUGH 12-31-09					2010					1-1-2011 THROUGH 6-30-11				
	# of Active EE/Mo.	EE Actual Cost	SNHD Fund	Variance	Total	# of Active EE/Mo.	EE Actual Cost	SNHD Fund	Variance	Total	# of Active EE/Mo.	EE Actual Cost	SNHD Fund	Variance	Total
JAN						153	\$ 436.92	\$ 490.00	\$ 53.08	\$ 8,121.24	142	\$ 453.54	\$ 515.00	\$ 61.46	\$ 8,727.32
FEB						153	\$ 436.92	\$ 490.00	\$ 53.08	\$ 8,121.24	130	\$ 453.54	\$ 515.00	\$ 61.46	\$ 7,989.80
MAR						151	\$ 436.92	\$ 490.00	\$ 53.08	\$ 8,015.08					
APR						151	\$ 436.92	\$ 490.00	\$ 53.08	\$ 8,015.08					
MAY						150	\$ 436.92	\$ 490.00	\$ 53.08	\$ 7,962.00					
JUNE						150	\$ 436.92	\$ 490.00	\$ 53.08	\$ 7,962.00					
JULY						149	\$ 436.92	\$ 490.00	\$ 53.08	\$ 7,908.92					
AUG	174	\$ 424.28	\$ 465.00	\$ 40.72	\$ 7,085.28	148	\$ 436.92	\$ 490.00	\$ 53.08	\$ 7,855.84					
SEPT	174	\$ 424.28	\$ 465.00	\$ 40.72	\$ 7,085.28	144	\$ 436.92	\$ 490.00	\$ 53.08	\$ 7,643.52					
OCT	173	\$ 424.28	\$ 465.00	\$ 40.72	\$ 7,044.56	143	\$ 436.92	\$ 490.00	\$ 53.08	\$ 7,590.44					
NOV	171	\$ 424.28	\$ 465.00	\$ 40.72	\$ 6,963.12	141	\$ 436.92	\$ 490.00	\$ 53.08	\$ 7,484.28					
DEC	171	\$ 424.28	\$ 465.00	\$ 40.72	\$ 6,963.12	142	\$ 436.92	\$ 490.00	\$ 53.08	\$ 7,537.36					
<b>TOTAL</b>					\$ 35,141.36					\$ 94,217.00					\$ 16,717.12

**HMO PLAN**

Month	8-1-09 THROUGH 12-31-09					2010					1-1-2011 THROUGH 6-30-11				
	# of Active EE/Mo.	EE Actual Cost	SNHD Fund	Variance	Total	# of Active EE/Mo.	EE Actual Cost	SNHD Fund	Variance	Total	# of Active EE/Mo.	EE Actual Cost	SNHD Fund	Variance	Total
JAN						107	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,910.34	105	\$ 397.38	\$ 515.00	\$ 117.62	\$ 12,350.10
FEB						107	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,910.34	98	\$ 397.38	\$ 515.00	\$ 117.62	\$ 11,526.76
MAR						106	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,817.72					
APR						107	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,910.34					
MAY						107	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,910.34					
JUNE						107	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,910.34					
JULY						106	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,817.72					
AUG	116	\$ 386.06	\$ 465.00	\$ 78.94	\$ 9,157.04	107	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,910.34					
SEPT	115	\$ 386.06	\$ 465.00	\$ 78.94	\$ 9,078.10	107	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,910.34					
OCT	115	\$ 386.06	\$ 465.00	\$ 78.94	\$ 9,078.10	105	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,725.10					
NOV	114	\$ 386.06	\$ 465.00	\$ 78.94	\$ 8,999.16	104	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,632.48					
DEC	112	\$ 386.06	\$ 465.00	\$ 78.94	\$ 8,841.28	105	\$ 397.38	\$ 490.00	\$ 92.62	\$ 9,725.10					
<b>TOTAL</b>					\$ 45,153.68					\$ 118,090.50					\$ 23,876.86

PPO	\$ 146,075.48
HMO	\$ 187,121.04
<b>TOTAL</b>	<b>\$ 333,196.52</b>

**Ellen Gibbins**

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**From:** Kieawa Mason  
**Sent:** Wednesday, April 06, 2011 11:08 AM  
**To:** Mars Patricio; Scott Weiss  
**Cc:** Shea Crippen; Robert Leavitt; Betty-Jo Jaynes; Janet Webster; Lan Lam; Terry Hizon; Catherine Reel; Jeanne Isaac; Ellen Gibbins  
**Subject:** New Fund Established for SNHD Retiree Health Insurance Subsidy

As approved by the Board of Health on March 24, 2011, Petition# 16-11, a new fund has been established to subsidize the health of insurance of retired SNHD employees.  
All of the pertinent information is shown below.

NEW FUND - 08  
NEW PROGRAM – 808

I have set-up the following accounts in USL:  
08-000-1001-000 CASH - COUNTY INVESTMENT  
08-000-1002-000 CASH - TRANSFER ACCOUNT  
08-000-1004-000 CASH - ACCOUNTS PAYABLE  
08-808-4815-000 INTEREST EARNED  
08-808-5070-000 FRINGE BENEFITS

Kieawa A. Mason  
Accounting Supervisor  
Southern Nevada Health District  
Phone (702) 759-1249  
Fax (702) 759-1448  
[masonk@snhdmail.org](mailto:masonk@snhdmail.org)