



**LEOFF I DISABILITY BOARD**  
**Meeting Minutes**  
**Meeting: In Person & Remote Attendance**  
**Thursday, January 8, 2026 @12:15-1:45pm**

**MEMBERS PRESENT:**

Nic Dunning, Council Member Acting Chair  
Ed Sorger, Police Representative  
Ed Pole, Member-At-Large

**STAFF PRESENT:**

Jennifer Lisherness, Human Resources Analyst | LEOFF I HR Liaison  
Brandy Legomina, Deputy City Clerk

**CALL TO ORDER:**

Chair Greenstein welcomed everyone to the January 8, 2026 **LEOFF I Disability Board Meeting**. The meeting was called to order at 12:15pm.

Chair Greenstein Council Member Dunning, Police Representative Sorger, Member-At-Large Pole, and LEOFF I HR Liaison Lisherness were present for the meeting.

**ABBREVIATED LAND ACKNOWLEDGEMENT:**

Chair Greenstein read the abbreviated land acknowledgement.

**APPROVAL OF AGENDA:**

Chair Greenstein called for a motion to approve the agenda. Council Member Dunning made a motion to approve the agenda. Police Representative Sorger seconded. The motion passed unanimously.

**APPROVAL OF MEETING MINUTES:**

Acting Chair Dunning called for a motion to approve the meeting minutes from the October 9, 2025 meeting. Council Member Dunning made a motion to approve the minutes. Police Representative Sorger seconded. The motion passed unanimously.

**PUBLIC COMMENT:**

None.

**2026 ELECTION OF OFFICERS:**

Council Member Greenstein noted that the City needs to hold an election of officers each year to elect a chair and a vice chair. Chair Greenstein opened the floor for nominations for chair.

Council Member Dunning nominated Council Member Greenstein. Ed Sorger seconded. Chair Greenstein asked for any other nominations. The motion passed unanimously.

Chair Greenstein opened the floor for nominations for vice chair. Chair Greenstein nominated Council Member Dunning. Member-At-Large Pole II seconded. Chair Greenstein asked for any other nominations. The motion

passed unanimously.

**REVIEW OF LEOFF I POLICIES & PROCEDURES UPDATES:**

HR Liaison Lisherness presented the proposed updates to the LEOFF I Policies & Procedures. Member-At-Large Pole moved to accept the changes as presented. Police Representative Sorger seconded. The motion passed unanimously.

**REVIEW OF CLAIMS REQUIRING BOARD APPROVAL:**

HR Liaison Lisherness reported that there is a claim that was received that requires board approval:

- ✓ \$10,150 for dental implants.

Chair Greenstein asked if action was needed. HR Liaison Lisherness noted that action was needed. Chair Greenstein asked if there were any questions. Police Representative Sorger asked if anyone was familiar with the schedule/pricing of this type of procedure. HR Liaison Lisherness noted that members are asked to submit multiple estimates and this pricing was in alignment.

Council Member Dunning inquired about the process of claim review. HR Liaison Lisherness noted that members reach out to let the City know that they will be having an upcoming claim, submit multiple estimates from providers, go through insurance first and then anything else outstanding is submitted to the board for reimbursement.

Police Representative Sorger asked if the City could require LEOFF I member to be on a dental plan similar to the Regence Plan. HR Liaison Lisherness stated that she would need to look into it and get back to the board.

Member-At-Large Pole asked if dental insurance premiums were able to be reimbursed. HR Liaison Lisherness noted that dental premiums were added to the policies within the last few years.

Member-At-Large Pole asked if we could require the members to get and then reimburse the members to reduce the overall costs to the City. Chair Greenstein noted that HR Liaison Lisherness is going to look into it and speculated that we would be able to mandate and that it is more likely that we can mandate the coverage as the City pays the premiums.

Police Representative Sorger made a motion to approve the claim. Council Member Dunning seconded. The motion passed unanimously.

**REPORT OF CLAIMS APPROVED BY HR LIAISON:**

HR Liaison Lisherness reported that there were two claims received that were within the threshold to approve by the HR Liaison:

- ✓ \$761.16 for dental costs.
- ✓ \$458.57 for prescription reimbursement.
- ✓ \$1,350.00 for massage reimbursement (over an extended period of time).
- ✓ \$222.00 for vision costs.
- ✓ \$637.11 for dental, prescription and radiograph costs.
- ✓ \$304.00 for prescription costs.
- ✓ \$304.00 for prescription costs.

Police Representative Sorger noted that it is rare that prescriptions are not covered and asked if there was any way for HR Liaison Lisherness to know if they submitted to insurance first. HR Liaison Lisherness noted that she typically asks the members if they do not specify when submitting the request for reimbursement.



HR Liaison Lisherness asked if the board had any questions regarding the reimbursements. There were no questions.

Council Member Dunning asked if there was a way to put together some options for discounted resources. If there was a way to lower that cost. Chair Greenstein noted that there are some resources. Council Member Dunning said it might be something to look into if it isn't too much of a lift.

Chair Greenstein asked if there were any additional claims. HR Liaison Lisherness stated that was all of the claims.

**2026 Advisory Board Stipend Program:**

HR Liaison Lisherness presented the 2026 Advisory Board Stipend Program form and asked the board members if they received them in their agenda packets and if they had any questions.

Police Representative Sorger asked if this was something that needed to be done every year. HR Liaison Lisherness noted that it did need to be completed on an annual basis. Council Member Dunning noted that he recommends opting in to show the value to the City.

Chair Greenstein asked if there were any questions. There were no questions.

**2026 Demographic Survey:**

HR Liaison Lisherness shared the QR code for board members to be able to complete the survey and asked if there were any questions.

Council Member Dunning asked Council members needed to fill out the survey again if they already completed it for council. HR Liaison Lisherness noted that the survey only needs to be completed once.

Chair Greenstein asked if anyone had anything else to add. Police Representative Sorger asked if HR Liaison Lisherness could update the contacts and update the policies with them and noted that he is interested in attending the WSLEA Conference.

**CHAIR GREENSTEIN ADJOURNED THE MEETING @12:37PM.**