



# Washoe County Employees Association

---

## Executive Board

John Lewis      David Kelly      Kathie Maestas      Justin Norton  
*President*      *Vice President*      *Secretary*      *Treasurer*

## Board of Directors

Cheryl Bennett    William Mantle    Ron Souza    Anne Stoll-Thompson    Mike Touhey    Sarah Turner    Gary Zaepfel

## Staff

Wendy Leonard      Elene Manor  
*Lead Labor Representative*      *Administrative Assistant*

Agenda: August 12, 2020

I. Establish Quorum

II. Attendance

- A. Present: David Kelley, Justin Norton, Kathie Maestas, Anne Stoll-Thompson, Mike Touhey, Gary Zaepfel
- B. Absent: Sarah Turner, John Lewis, Cheryl Bennett, Ron Souza

III. Closed Session

IV. Approval of July Meeting Minutes Motion: William Mantle 2<sup>nd</sup>: Gary Zaepfel

- A. Motion duly Approved

V. Treasurer's Report

- A. July : Motion: William Mantle 2<sup>nd</sup>: Gary Zaepfel
- B. Motion duly Approved

VI. Continuing Agenda

- A. Fiscal Year 2020 Budget Closeout
  - Justin provided Budget information, treasurers report
  - Justin showed that the revenue was higher than planned and we spent less than the estimated budget for FY 2020
- B. Fiscal Year 2021 Budget (Justin)
  - Justin provided draft of budget
  - William asked about and received information on the costs with the tech contract and upcoming year budget
    - Justin stated the new computer expenses are planned and in the new budget

Motion to approve 2021draft budget: Motion: Kathie Maestas 2<sup>nd</sup>: Anne Stoll-Thompson – No opposition motion passed.

- C. County/Manager Update (John)
  - Continued – John is not present
- D. WCEA Articles (Wendy)
  - Articles of incorporation saved and on the new 2021 calendar to address the issue w/ Langton as it gets closer. Articles expired in 2023. This item can be removed from Agenda
- E. WCEA Website (Justin)
  - Continued
- F. IT Contract (Wendy)
  - Contract signed and item to be removed from Agenda.
- G. Office Lease (Wendy)
  - Office lease signed for 2 years and item will be removed from Agenda.
- H. Nurses Contract (Wendy)
  - Mike and Wendy working on the legal language and will have something available next Board meeting.
- I. PAC By-Laws (Kathie and Justin)
  - Kathie advised that they had sent by-laws and asked if anyone had questions
  - David asked about the PAC and he has concerns about providing recommendations to members
    - Justin replied that the board of WCEA would be the PAC members. Kathie got the language from the police union.
    - Justin recommends eliminating the tiers and the board should be deciding of who the PAC is going to recommend/endorse.
    - Gary asked: Why do the by-laws state the PAC will be a corporation, and do we need articles of incorporation separate from the WCEA articles? Yes according to Justin.



# Washoe County Employees Association

---

- Funding is there; however, the members do not necessarily need to know that there is a PAC. Let members know when it is officially up and running. 80 to 90% of members contribute.
- Find a better way to track PAC funding.
- Justin will send Kathie By-Laws for editing and send back out to board members.
- Committees can be formed, like a grievance committee, and a survey can be sent out as well.
- Articles of Corporation requires meeting and present members as a stand alone meeting. Confirm with Mike Langton.
- PAC reports will be transparent to members and available on website.

## J. OPEB (Kathie)

- Steve Edmonson gave a presentation and said that things are not great. Definite highs and lows and bouncing back...Kathie sent the articles via e-mail to the main@wcea account to preview. If you have questions, let Kathie know.
- CARES Act money that was precluded to replace lost revenue. Cannot use money for that.

## K. FOIA Request (Dave)

- Dave has not put this together yet.
- Is the board still comfortable to start the next grievance process, with COVID and with the current grievance?
- Kathie recommended getting the numbers to show the cost savings regardless of if we move forward with the grievance or not. Gary agreed.
- David will continue working on the FOIA request

## L. Grievances (Wendy)

- Justin said that grievances are moving forward. Mike Langton and Mary Canderas picked an arbitrator and are looking at October. It will be paper only, since everyone agrees on the facts of the case.
- Board will have a solid answer by October or November and wait for the outcome.
- Kathie asked to send members an update? Justin and Dave would rather wait until a final outcome.

## VII. New Business

### A. Citizen Advisory Panel (John)

- John is not present, but Kathie communicated that the committee will meet and John will let us know the update.

### B. 2020 WCEA Election (Justin)

- Election is in November.
- Send e-mail out to members.
- Everyone is running again, and there may be an extra seat if Sarah resigns.
  - It was recommended and agreed, if Sarah does resign that the seat be held open until elections as they are only a couple of months out.
  - The following individuals were elected in 2018 and up for re-election this year:
    - David Kelly – Vice President
    - Kathie Maestas – Secretary
    - Gary Zaepfel - BOD
    - Cheryl Bennett - BOD
    - Anne Stoll-Thompson - BOD
- Justin will create a draft and let members know.

## VIII. Correspondence/Announcements

## IX. Committee Reports



# Washoe County Employees Association

---

- A. WCEA Public Relations (David)
  - Nothing to report
- B. PERS Updates (Cheryl)
  - Cheryl not present – nothing to report
- C. BCC Meetings (Elene)
  - Meeting was canceled
- D. Insurance Committee Meeting (Cheryl)
  - Cheryl not present – nothing to report
- E. Safety Committee (Anne)
  - Nothing to report
- F. HR Rep Meetings (Justin)
  - Nothing to report
- G. JEC (Gary)
  - Meeting tomorrow at 1pm via Teams.
  - Discussing classifications of new positions; SPEC changes; DAs office (4 reporting only positions – new positions)
- H. Deferred Comp Committee (Justin)
  - No substantial changes.
  - Employees are still contributing to their 457s.
  - Eliminated one of the funds last meeting and transferring funds for those who are invested in it.
  - Justin will send an info briefing (data) from VOYA via e-mail.
  - CARES Act enables employees impacted by COVID to be able to take a bigger than usual loan out from the 457. So far, the county only has two inquiries.
- X. One More Thing
  - Anne confirmed that employee wage information is filed with DETR
  - It is more logical that DETR was hacked rather than the County with all of the other agencies having the same issues.
  - Elene will reach out to Credit Reporting/Tracking services and see if they are interested in offering WC employee discounts
  - Leave Payouts: Discussion regarding if delaying the payouts cost the County extra (due to 2.5% wage increase) and how much?
    - Payroll does not have an auto-report that can calculate that.
    - Discussion regarding leave payouts going through division supervisors rather than directly to Payroll
      - Originally Sheriffs and Health were denying employees (date related) initially
      - Shouldn't need supervisory approval (potential language change needed for next contract)
  - Employee best places to work survey – County will be releasing infor to staff in the coming weeks.
    - Survey was conducted prior to Covid
  - Kathie asked if we should go back to in person meetings
    - David and Gary recommended that we keep the zoom meetings setup for the next few months.
    - Elene will insure that the Zoom meeting invites are continued.
- XI. Adjournment: Next meeting: September 9, 2020 via Zoom
  - Meeting adjourned at 6:52pm