



# Washoe County Employees Association

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## 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  
*Lead Labor Representative*

## **BOARD OF DIRECTORS**

### **MEETING MINUTES**

**June 10, 2020 - 5:15 pm**

#### **I. Establish Quorum**

#### **II. Attendance**

- John Lewis, Justin Norton, Katie Maestas, David Kelly, Gary Zaepfel, Anne Stoll-Thompson, William Mantle, Cheryl Bennett, Mike Touhey.
- Absent:
  - Sara Turner, Ron Souza

#### **III. Closed Session**

#### **IV. Approval of May Minutes (Motion: William Mantle 2<sup>nd</sup>: Anne Stoll-Thompson. Duly Passed)**

#### **V. Treasurer's May (Motion: William Mantle 2<sup>nd</sup>: Gary Zaepfel. Duly Passed)**

#### **VI. Continuing Agenda**

- Scholarship, fall, (*Sarah, Mike, William*)
  - *Scholarship committee is moving forward and will be meeting next week to review applications.*
- Job Announcement update (*Kathie, Wendy, Mike*)
  - *Meeting scheduled 6/11/20. Kathie, David, John, Justin, Mike will be participating in second round of reviews.*
- Townhall update (*Dave, John*)
  - *There were two town hall zoom meetings with a lot of questions and feedback.*
  - *Dave said one suggestion received recently was to allow employees who can't get a vacation buy out to convert it to sick leave.*
  - *Justin provided an update about voting. Currently 69% of all members have voted, and only 12% have voted to give concessions.*
  - *Brief discussion regarding CSD giving some employees extra leave with pay. Many departments are frustrated that some departments aren't getting the same benefit.*
  - *Nurses, Deputies associations have said no to concessions*
  - *Will we be providing information to the County on the vote? Overall the thought is that we should provide the information in some form, and we will definitely provide the information to the members.*
    - *It may benefit the members to share some information with the County – specifically that members asked what they could get in return and what is reasonable.*
    - *Kathie recommended the board getting together to discuss what information to present to the County.*
  - *For the time being, the County is not suffering financially and if/when it is we will re-consider.*
  - *Gary recommends having a list of top potential concessions/trades to be ready with in case the County comes back with a request.*
  - *It is not recommended to provide comments to the County at this time.*
- WCEA Website, (*Justin*)
  - *Continued*
- NEO, (*Kathie*)

- HR said they are going to try to figure out how to assign employees to bridge so they must participate.
- Managers will be doing their presentations LIVE on June 17<sup>th</sup>.
- John and David will be recording a presentation. They will come to WCEA office to get it done this upcoming week.
- PERS presentation via Zoom, *(Cheryl)*
  - Cheryl contacted PERS re: doing a zoom presentation. She will provide a link to Justin to put up on the website for members to find the Q&A.
  - Cheryl will check with PERS to see what their plan is to re-open so that members can get in to pick up information as needed.
- OPEB, *(Kathie)*
  - *Will continue meeting regarding OPEB. Investment earnings are continuing to increase.*
  - *The investment rate is 6-7% and Kathie has all of the financial documents to share if requested.*
- FOIA Request, *(Dave)*
  - *Continued*
- Grievances, add Christmans Eve *(Wendy)*
  - *Mike Langton has been asked to move forward with the grievance.*
  - *Wendy will check back with him tomorrow to ensure the process is not stalled.*

## VII. New Business

- County /Member update on contract *(John)*
  - *Buyout questions: Is everyone clear on what/how to get the vacation buyout?*
  - *Anne provided information that she spoke with Cat Korson in March and had approval to move forward, but now Cat does not recall the conversation.*
  - *The language says July-October and we are hoping to immediately process the buyout requests as soon as July hits. The language is also confusing in the fact that it states “annually”. Anne shared that she has approximately 4 pending requests for buy outs.*
  - *Moving forward, the requests will be processed between the dates listed on the contract.*
  - *There was discussion that the contract does NOT state that the department head has to approve it, only that it gets sent to the department head AND HR. This may cause some confusion that a department head may be able to deny the request.*
  - *Gary asked if no one can sell back their vacation, and are not able to utilize their leave, what happens? Anne clarified that a vacation request must be submitted and denied, and then sent to Payroll to pay out the vacation leave time that is over the allotted maximum amount by the end of the year.*
- Office Lease *(Wendy)*
  - *The property owners have offered to keep the lease at no cost increase for the next 12 months, and to increase during the following 12 months by 3%. .*
  - *Anne motioned to stay where we are, Justin Seconded, the vote passed and we will continue the lease for 24 months.*
- IT issues *(Kathie)*
  - *We should consider changing computer service providers, Kathie will research companies and bring a few suggestions to the board next meeting.*
- Board responses to member emails *(Gary)*
  - *There was discussion to remind everyone on the board to, “reply all” when a question from a member to the board is answered, that whomever replies to the request that they reply to all of the board so that there is no confusion.*
  - *Dave recommended that the board have a brief email discussion prior to responding, and the board agreed that this was a good approach.*

## VIII. Correspondence/Announcements

- No new announcements

## IX. Committee Reports

- WCEA Public Relations *(David)*
  - *We are hoping to not have to start a public media campaign but are prepared to if necessary.*

### B. PERS Updates *(Cheryl)*

- See previous under “Continuing Agenda”

### C. BCC Meetings *(Michelle)*

- Last week was cancelled
- The BCC has it agendaized to go into closed session regarding labor relations.
- Dave recommended having Mike Langton Ready to file an injunction in case the County chooses to suspend the contract.
- Wendy will talk with Mike about it tomorrow. The BCC is the 19<sup>th</sup> and the 30<sup>th</sup>.

**D. Insurance Committee Meeting (Cheryl)**

- *Meeting last week, they discussed Neutral party name. They have until the end of June to get the name to Ashley. It will be a person who works with the County to get a mediator in case one is needed.*
- *The insurance committee agrees about the domestic partnership and covering children under the insurance. There is a little more research to be done prior to finalizing approval of this.*
- *CDS has contracted with SMS to pay claims, and claims payments are not going well. CDS is trying to fix the problem so that claims get paid in a timely manner.*
- *SMS has been contracting with SMS since late last year.*
- *Dave asked re: children of domestic partners. Has there been discussion about the additional cost of adding those to the plan? Cheryl said it has not been discussed yet.*

**E. Safety Committee (Anne)**

- *Security messaging system has been dropped due to budget.*

**F. HR Rep Meetings (Justin)**

- No recent meetings

**G. JEC (Gary)**

- Nothing new.

**H. Deferred Comp Committee (Justin)**

- Just met a couple of hours ago. Some funds were reviewed and underperforming funds will be reviewed.

**X. One More Thing**

- Kathie asked for clarification regarding shift bidding and a request for Animal Services dispatch positions to be allowed to shift bid on a seniority basis.
- Wendy provided information regarding other departments that follow this and history on how the different groups have been
- John mentioned that the Sheriff asked John to be on a newly formed committee that has been tasked for a citizen review board. John asked if there were any concerns with being on the board. Dave thought it would be a good idea to have John participate and John would be acting mostly as advisory.

**XI. Adjournment – Meeting adjourned at 7:10 pm Next meeting: July 8, 2020**