



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*

General Membership Meeting Minutes September 15, 2021 - 5:30pm

I. Approval of August Minutes Motion: Dave Kelly 2nd: William Mantle

- Motion duly approved

II. Approval of August Treasurer's Report – Justin

- A. August: Motion: Dave Kelly 2nd: William Mantle
- B. Motion duly Approved
 - Market is good. Investments have increased.
 - WCEA has checking, savings, and investment accounts.
 - Assets around 75,000.
 - Exceeded our budget by a several thousand dollars due to Member Appreciation and Identity Theft Protection purchase for members.
 - The WCEA Website has a section for financials for members to see.

III. Health Benefits for 2022 – Kathie & Anne

- No benefit changes for HDHP, HMO, and PPO
- Basic plan increasing allowances for frames
- Insurance Committee meeting with County monthly to review the budget and see if we can bring in better benefits for our members.
- Presenting throughout the year, so when negotiations take place next year, we will have plans laid out and hopefully have a better option for mail order Rx cost and overall better benefits for members.
- Justin mentioned how Kathie and Anne worked incredibly hard to prevent cuts and cost increases. Thank you, Kathie and Anne! Huge win for WCEA!

IV. 2020 Financial Audit – Justin

- Audit is not ready. Working through process.
- All members will be notified when posted.

V. Member Appreciation – David, Matt, & William

- Last week, members were able to enjoy bagels and coffee at various locations throughout the county.
- Mitchell Fink (CSD) is the winner of the raffle.
- Aces tickets will be available for members soon.
- The WCEA would like feedback and ideas from our members for future events. The WCEA wants to partner with local business and strengthen our ties to the community. Ideas are welcome.

VI. 2022 Negotiation – Justin, David, & Mike

- Contracts end in June.



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- Negotiations kick off in February.
- Justin, Dave, and Mike will be involved.
- Surveys to go out in a few months.
- Dave updated members regarding arbitration on declared Christmas Eve holiday. WCEA lost that which is unfortunate since the Fire Department prevailed. We have one other potential grievance in the works that deals with the language in the contract that states any savings from benefit changes to health insurance in 2017 and 2018 would be split 50/50 with the members. We are looking at the numbers to see if it is a viable grievance. The county said there were no savings, and we disagree.
- Members will be informed when more information is available.

VII. New Lead Labor Representative-John

- This is Wendy Leonard's last year with the WCEA.
- In the process of hiring a new Lead Labor Rep.
- Job will be posted on the website and other platforms.
- Wendy is running for County Commissioner this upcoming year.
- If you have any questions, you can still reach her at wleonard@wcea.us
- Wendy stated that it has been an honor to work for the board and members. Great progress has been made over the last four years.
- Thank you for all of your hard work Wendy.

VIII. Out-going President Remarks – John

- This is John's last couple of months and President. He has enjoyed the last four years working with board, committees, and overseeing seeing positive changes for the WCEA.
- Members need to be involved and understand the process.
- Active participation is key to make things happen.
- Thank you to Wendy who has been fantastic for us. She has worked tirelessly for the WCEA and our members.
- Thank you, Elene, for keeping things organized and doing a great job.
- The WCEA is in good hands as John steps down.

IX. WCEA Board Elections – Seats Open

- A. President
- B. Treasurer
- C. Board of Directors – 3 seats

X. Meet the Candidates

President

- A. Justin Norton - speech

Treasurer

- A. Michael Touhey - speech



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Board of Directors

- A. Jake Jensen – Current Board Member
- B. William Mantle – Current Board Member
- C. Ron Souza – Sherriff's Office

IX. Questions

Adjournment at 6pm