



Washoe County Employees Association

80 Continental Dr., Ste 103 Reno, Nevada 89509

Executive Board

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

Board of Directors

Jake Jensen William Mantle Matt Polley Anne Stoll-Thompson Mike Touhey Kelly Tracy Gary Zaepfel

Staff

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

BOARD OF DIRECTORS MINUTES

October 13, 2021 - 5:15 pm

80 Continental Drive, Suite 103 Reno Nevada 89509

Pursuant to the WCEA Bylaws, Article X, Section 2, the Minutes will be posted at wcea.us.

1. Roll Call: **Present** – Justin Norton, John Lewis, Anne Stoll-Thompson, Mike Touhey, Gary Zaepfel, William Mantle, Kelly Tracy, Kathie Maestas, , and Wendy Leonard
Absent – Dave Kelly and Matt Polley
2. Guest – N/A
3. Public Comment [Comments will be heard under this item and will be limited to two minutes per person and may pertain to matter on and off the Board agenda].
4. Closed Session
5. Approval of September 15th, 2021, Minutes, (Motion: William Mantle; 2nd Kathie Maestas)
6. Approval of Treasurer's September Report (Motion: Mike Touhey; 2nd William Mantle)

Continuing Agenda

1. Grievance, December 24th update, (Wendy)
 - The county lost.
 - The only way to challenge is to change the language in the contract.
 - Wendy will chat with Mike next week and send grievance documents to the board.
 - Justin will also reach out to Mike to see if we have standing for a second binding arbitration.
2. Request For Information follow up, (Dave & Wendy)
 - There was a date for the county to produce the records (almost two weeks ago).
 - They have not produced the records, so Mike and Wendy have set a date for mid next week for him to follow up with county.
3. Member Appreciation, (William, Dave, & Matt)
 - Member Appreciation Week went well.
 - Baseball tickets will be credited to WCEA for next season.
 - Looking at creating a partnership with the Chamber of Commerce and local restaurants/businesses to see what opportunities we can create for our members.
 - Consider awards/rewards for membership benchmarks 5/10/15 longevity.
4. Aces Tickets, (Elene – *For Possible Action*)
 - WCEA will get a credit next year for the tickets that didn't get used from the canceled games.
5. Political Action Committee Bylaws (PAC), (William)
 - William made some edits to the language.
 - Board reviewed changes and William will post to the shared drive for more input from the board.
 - Bring markups to the next meeting to review.

6. Mike Langton Contract Renewal, (John – *For Possible Action*)
 - John spoke to him and is passing on communication to Justin.
 - Justin will follow up with Mike.
 - For now, keep him on a month-to-month retainer.
7. 3rd Party Auditor, (Gary – *For Possible Action*)
 - Gary spoke with Sarah Crumby and she is willing to look at the information.
 - Board needs to come to a consensus on what we are going to give to them to audit.

New Business

1. Sarah Crumby, Audit Manager
 - Reviewed documents with Board.
 - Audit results will be posted on the website.
2. Lead Labor Rep Position, (BOD)
 - Extending job post for another two weeks.
 - Apply through Indeed, if interested.
 - 4 applicants so far.
 - Kathie will send an e-mail out to WCEA members to apply, if interested.
3. Review and Certify 2021 WCEA Election Results, (Kathie)
 - Board reviewed and certified results.
 - Approval of Election Results (Motion: Justin Norton; 2nd Anne Stoll-Thompson) All in favor. Passes.
4. Induction Dinner, (Kathie)
 - Second week of November.
 - Incoming Board Celebration.
 - Send Kathie ideas of restaurants (Johnny’s Little Italy is a suggestion).
5. Possible (new) Policy COVID vaccine, (BOD)
 - There is no policy.
 - OSHA is involved now; waiting for directive from county.
6. Member Survey, (Justin)
 - The results of the WCEA member survey regarding COVID-19 were discussed by the Board.
 - 74% of WCEA members participated.
 - Key data points included: 79% of respondents stated they were vaccinated for COVID-19; 55% of respondents supported a vaccine mandate with no option to opt out and take regular COVID-19 tests; 64% of respondents supported a vaccine mandate with an option to opt out and take regular COVID-19 tests.
7. New Employee Orientation, (BOD)
 - Jourdin, Elizabeth Kay is revamping the NEO; times vary.
 - Kathie and Mike have presented twice.
 - Around three employees have signed up from the orientation.
8. Membership Drive, (BOD)
 - WCEA is missing about 1/3 of Washoe County Employees, so invite everybody and hand out applications at an event.
 - A coffee meet and greet would be helpful for the future.
 - Justin suggested offering a free movie ticket to members who recruit others to join the WCEA.
9. WAGE SW Credit, (Elene)
 - Cheryl Bennett has a \$452.00 flight credit. How does the Board want to deal with that?
 - Board can’t reclaim those funds, so Cheryl is only one able to utilize credit. If she does use it, we could ask her to pay the board (voluntarily).
 - Suggestion – Amend the policy (reimbursement)
 - Justin will amend the policy to state employees must pay up front and then get reimbursed for travel costs.
10. WAGE Conference Update. (Jake)
 - Jake presented at the conference.
 - Successful turnout.
 - Tracy from WAGE would like to see more WCEA participation.
 - Suggestion when new members sign up: give them immediate gratification (reward of some type), then follow up after probation period with a “thank you” reward or acknowledgement.
11. Travel for WCEA Policy, (BOD)
 - Justin will amend the policy.
 - Board will review at next meeting.

Committee Reports

Board of County Commissioner (BCC), (Elene)

- Nothing to report.
- Justin mentioned the Workplace Violence Policy. It might be merged with the Conceal and Carry Policy.
- Justin will keep the board posted and reach out to Patricia in HR.

Citizen Advisory Committee, (John)

- Next quarterly meeting is on the 20th.
- John will stay on the committee and report significant events, even though he is stepping down from the board.

Deferred Compensation Committee, (Justin)

- Nothing to report. Meeting next week.

Government Employee Management Relations Board (EMRB), (Matt)

- Absent

HR Rep, (Justin)

- Met last month.
- Discussion was mostly about open enrollment which starts next week.

Insurance Committee Meeting (INC), (Kathie & Anne)

- Anne and Kathie still meeting once a month.
- Meeting with broker (Dillon), to discuss issues.
- Every complaint from a member will be forwarded to Ashley (INC).
- Revisit INC alternates with new board in future.

Jobs Evaluation Committee (JEC), (Gary)

- Meeting tomorrow.
- Gary will update in November.

Public Relations, (Dave)

- Absent. Nothing to report.

Public Employees' Retirement System (PERS), (Mike)

- Great turnout. 60 to 70 people showed.
- Elene and Mike offered lunch from Capriottis'.
- Walter from PERS presented.
- Another session via zoom would be helpful for those members who couldn't attend.

Safety Committee, (Anne)

- Code 65 lost in manager's office, so the DA's office will resubmit for the November BCC for approval.
- Library staff at various locations have been dealing with noncompliant patrons regarding mask mandates.

One Last Thing

(Oath of Office for 2021 WCEA Election Winners)

- John to swear in new officers at Induction Dinner.
- Toast to John Lewis' service to the WCEA. Thank you for your service and dedication to the WCEA.
- Justin discussed the turnover of the new President and BOD. The Greater Nevada Credit Union (GNCU) account must be updated for users and signers.
 - As of November 1st, 2021, the new signers will be Justin Norton (President); David Kelly (Vice President); Michael Touhey (Treasurer); and Kathie Maestas (Secretary)
 - Elene Manor (Office Assistant) will also be a user of the account.
 - John Lewis (former President) will be removed from the account.
 - Approval of change for GNCU account users. (Motion: Justin Norton; 2nd William Mantle) All in favor. Motion to change GNCU users passes.

Adjourn at 7:21pm

Next Meeting: November 10th, 2021

