



Washoe County Employees Association

80 Continental Dr., Ste 103 Reno, Nevada 89509

Executive Board

Justin Norton David Kelly Kathie Maestas Mike Touhey
President *Vice President* *Secretary* *Treasurer*

Board of Directors

Jake Jensen William Mantle Matt Polley Anne Stoll-Thompson Ron Souza Kelly Tracy Gary Zaepfel

Staff

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

BOARD OF DIRECTORS MINUTES

December 8, 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, Jake Jensen, Matt Polley, Kathie Maestas, and Wendy Leonard
Absent – Kelly Tracy
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 October 13th, 2021, Minutes, (Motion: Dave Kelly; 2nd William Mantle)
6. Approval of Treasurer's October Report (Motion: William Mantle; 2nd Anne Stoll-Thompson)
7. Approval of Treasurer's November Report (Motion: William Mantle; 2nd Anne Stoll-Thompson)
8. Review Motions and Votes conducted by email by the Board since last meeting
 - On November 2, 2021, a motion was made by Kathie and seconded by William to reappoint Darryl Craig and Justin Norton to the Washoe County Deferred Compensation Committee for a term of 2 years. The vote was conducted via e-mail. The motion passed 7-0. Kathie, William, Gary, Mike, Matt, Anne, and Dave voted in support. There were no votes in opposition. Kelly, Jake, and Ron did not vote.
 - On November 16, 2021, a motion was made by William and seconded by Jake to refund \$28 which is 4 pay periods worth of membership dues (the maximum permitted by the bylaws) to Carolyn Nadeau who took a position not covered by WCEA in November 2017 but continued paying dues. The vote was conducted via e-mail. The motion passed 9-0. William, Jake, Mike, Anne, Matt, Gary, Dave, Kelly, and Kathie voted in support. There were no votes in opposition. Ron did not vote.
 - On November 17, 2021, a motion was made by Mike and seconded by Anne to hire Don Gil as the Lead Labor Representative with a salary of \$30.00 per hour and increase the salary of Elene Manor by 10% to \$27.50 per hour and increase Ms. Manor's work schedule to 40 hours per week to continue shadowing and training under the Lead Labor Representative. The vote was conducted via e-mail. The motion passed 9-0. Mike, Anne, William, Kathie, Dave, Jake, Gary, Matt, and Kelly voted in support. There were no votes in opposition. Ron did not vote.
 - On November 29, 2021, a motion was made by Kathie and seconded by William to hire Don Gil as the Lead Labor Representative with a salary of \$35.00 per hour with reviews at 6 months and 1 year. The

vote was conducted via e-mail. The motion passed 7-0. Kathie, William, Gary, Jake, Matt, Dave, and Anne voted in support. There were no votes in opposition. Mike, Kelly, and Ron did not vote. Please note that this vote supersedes the previous vote with regards to Mr. Gil's salary and reviews.

9. Dave Kelly swore in new Board Members under oath.
 - Justin Norton – President
 - Mike Touhey – Treasurer
 - Jake Jensen – BOD
 - William Mantle – BOD
 - Ron Souza – BOD
10. Wendy Leonard's last meeting.
 - Board thanked Wendy for her service and support to the WCEA and its members.
 - Thank you for building better relationships with management and your hard work is greatly appreciated. You will be missed!

Continuing Agenda

1. Request For Information follow up, (Dave & Wendy)
 - Dave gave Wendy an updated e-mail with the two other pieces of information that they need. The last two pieces that we are asking for is the percentage of employees who had an FSA during 2017 and 2018 and what the average contribution is, and the exact dollar amounts of savings that the INC worked on in 2017 and 2018. They gave us percentages and not exact amounts. For us to make the case of what we feel the savings should be split with the 50/50, they have to give us the dollar amount.
 - Dave ran through the data again and even if some parts were above the Cadillac Tax threshold, there are other parts that are below it; for example, employee and spouse, so I think we can make the case even if in some areas we might not win. We will pursue it win or lose.
2. 3rd Party Auditor, (Gary – *For Possible Action*)
 - Sarah Crumby has not returned Gary's call. He is finding out whether the accountants will take the job, since they do our yearly audit review.
 - Looking for them to review the Health Benefits financial picture from 2017 to 2018 (possibly 2016).
 - Essentially looking for a third party to look at the numbers and let us know what the county spent on various plans.
 - Dave let everyone know that we are waiting for the last RFI from the county. He will bullet point out what our case is, and then have a third party look at information.
 - Dave will forward Letter to the County and their response to BOD.
 - Table this agenda item until BOD receives docs.
3. Political Action Committee Bylaws (PAC), (William)
 - Kathie asked William if he is running for office, which he stated, "Yes."
 - Kathie mentioned that William should not be a part of the PAC committee, just in case he wants to ask for support from the PAC in the future.
 - William agrees and is looking at the PAC Bylaws from a standpoint of formatting and ambiguity. Below are the tracking edits and changes William is presenting to the BOD.
 - The Bylaws are on the BOD Shared Drive for editing and formatting purposes.
 - William asked who will be a part of the committee?
 - How are members elected or appointed?
 - Any PAC Officer could be removed by the board for Just Cause (provide actions and examples in Bylaws).
 - Added section on recusal.
 - Membership of the PAC is voluntary.
 - Article 6 Section 2 discusses any non-member can make a voluntary contribution to the PAC at any time.
 - NRS Statue needs to be quoted to present limits as well as how contribution tracking is done.
 - Suggestions for use of funds. Funds should be used to promote the betterment and welfare of the union.
 - Suggestions for candidate interviews, meet and greets, etc. with BOD and possibly members.
 - When will the PAC annual meeting be held and who gets the e-mail?
 - The PAC shall determine if any funding shall be donated to a campaign candidate, etc. William asked if that should be dispersed to individuals who earn an endorsement.
 - Justin and Dave suggested less restrictions in the Bylaws for case-by-case endorsements.
4. Mike Langton Contract Renewal, (Justin – *For Possible Action*)
 - Mike has no intention of retiring anytime soon and would give us plenty of notice when the time comes.

- He should sign the contract for another year.
 - Dave motioned to for Mike to sign contract at the same rate (August 2021-August 2022). Matt Polly 2nd the motion. All in favor.
5. Review WCEA travel policy, (BOD)
- Updates will be available for next meeting.

New Business

1. Welcome new Labor Rep, (Justin & Dave)
 - Don Gil is taking Wendy's place in January.
 - He will attend the next meeting.
 - Justin will let the members know of the changes.
 - Don's e-mail is dgil@wcea.us
 - Don will have a flexible schedule (32 hours a week, possibly more).
2. Discussion, donation with Sheriff, (Gary)
 - The WCEA will donate two \$250 Visa Gift Cards to Afghan Refugee Families (Motion: Anne Stoll-Thompson; 2nd William Mantle).
 - In the future, the BOD will discuss a charitable fund to donate to each year.
 - The BOD will add a budget line and hear suggestions from members.
 - A committee would be helpful for needs throughout the year and to manage funds.
3. Holiday Event, (BOD)
 - No Holiday event this year.

Committee Reports

Board of County Commissioner (BCC), (Elene)

- Uploaded WC Governmental Funds – FY 2022 to Board Shared Drive. Elene will send out again.
- Justin mentioned on next week's BCC meeting that ARPA funds and allocations will be discussed.

Citizen Advisory Committee, (John)

- Take off the agenda since it is not a WCEA Committee
- John will fill us in if something come up.

Deferred Compensation Committee, (Justin)

- No Subsequent changes.

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

- Meeting is tomorrow. Nothing new.
- They have a new attorney.

HR Rep, (Justin)

- Open Enrollment.

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

- Meeting on the 19th. Reviewing an appeal.
- Going to the health fair and let Ashley know of complaints.

Jobs Evaluation Committee (JEC), (Gary)

- Meeting tomorrow.
- 5 reclassification requests.
- 13 new positions.

Public Relations, (Dave)

- Nothing

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

- Nothing

Safety Committee, (Anne)

- Nothing
- Code 65 is still stuck in the Manager's Office.

One Last Thing

Wage's next conference in March (Las Vegas). Jake would like a few BODs to go with him. He will keep everyone posted on dates and details.

Adjourn at 6:58pm

Next Meeting: January 12, 2022

