



# Washoe County Employees Association

639 Isbell Road Suite 350 Reno, NV 89509

## Executive Board

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

## Board of Directors

Jacob Jensen   William Mantle   Matt Polley   Ron Souza   Jessica Adams   Monica Liebgott   Gary Zaepfel

## Staff

Don Gil   Elene Manor  
*Lead Labor Representative*   *Administrative Assistant & Labor Representative*

## BOARD OF DIRECTORS MINUTES

**February 8, 2023 5:30 pm**

**Pursuant to the WCEA Bylaws, Article X, Section 2, the minutes will be posted at [wcea.us](http://wcea.us).**

1. Roll Call – **Present:** Justin Norton, Mike Touhey, William Mantle, Jessica Adams, Monica Liebgott, Matt Polley, Gary Zaepfel, Kathie Maestas, David Kelly, Ron Souza and Don Gil  
**Absent:** Jake Jensen
2. Guest Introductions – 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 matters on and off the Board agenda*] None.
4. Closed session to review confidential labor & employee matters
5. Approval of January 2023 Minutes (Motion: Matt Polley; 2<sup>nd</sup> William Mantle)
6. Approval of January 2023 Treasurer’s Report (Motion: Dave Kelly; 2<sup>nd</sup> William Mantle)
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] N/A

### **Continuing Agenda** [*For Possible Action*]

1. WCEA, Aces (Coors Light Zone), (Matt)
  - WCEA will be hosting a game night in the Coors Light Zone for WCEA members on June 22<sup>nd</sup>.
  - More information to come regarding cost and number of members.
2. Holiday donations, (Dave, Matt, & William)
  - The survey showed most members interested in Food Bank of Northern Nevada and Keep Truckee Meadows Beautiful for a community clean-up day.
  - 10 participants of the survey will receive \$25 Visa Gift Cards.
  - Dave will put together a budget for donations and present at next meeting.
  - Coffee and Bagels will be served at various locations on March 8<sup>th</sup> with a budget of \$1500. (Motion by William; 2<sup>nd</sup> by Matt). All in favor.
3. WAGE Conference Attendee, (BOD)
  - Kathie will follow up with Jake to see if anyone has contacted him who is interested in attending the conference.
4. PERS Presentation Survey, (Mike)
  - 200 members have responded to the survey so far.



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- Lunch time is popular and members requested it be held earlier in the year (March or April)
  - The Sheriff's Office is ready to host. Date to come.
  - Mike will relay the rest of the survey data to the board, once polling is over.
5. Korn Ferry Report, (Justin)
    - Justin and Dave met with HR to discuss data points.
    - Information will be disseminated in the staff report and discussed at the County Manager Meeting.
    - The report is an Agenda Item for 2/14/2023.
    - Commissioners are supportive.
    - August 14<sup>th</sup> is the start date for a Tier Roll-out. It will take several weeks for payroll to reorganize and code positions.
    - Anyone not starting on the cycle will be backdated to the 14<sup>th</sup>.
  6. Remote/Hybrid Schedule, (BOD)
    - There have been conversations between County Managers, the WCEA, and HR on how to bring equity to those employees who have to work in office each day.
    - All remains status quo. The WCEA will update members with any new information.
  7. 50/50 Split (Dave)
    - There is no answer from HR yet.

## **New Business** [*For Possible Action*]

1. WC-FY 21-23 Strategic Plan, (Justin)
  - Nothing to report.
2. Handbook Update, (William)
  - Looking at the new Handbook, there is a discrepancy in 5.195 (1 &2).
  - Former employees should have up to 3 years to get reinstated instead of 1 year (as the new handbook reads).
  - William will e-mail HR for clarification, and it will be brought up again at negotiations.
3. Discussion & Possible Nomination/Awarding of WCEA Management, (Justin)
  - Don floated the idea of awarding managers recognition for excellence in the workplace. Employees could nominate a manager who would be deserving of the award.
  - This could be an annual or monthly award (acknowledgement) that would be presented at the BCC.
  - BOB will create an award committee who would come up with parameters and guidelines for the recipient (Motion by William; 2<sup>nd</sup> by Dave). All in favor of an award committee.
  - Don and Elene will participate on committee as well.

## **Committee and Informational Reports**

Board of County Commissioner (Elene)

- Nothing to report.

Sheriff's Office Citizen Advisory Committee (Justin)

- Have not met.

Deferred Compensation Committee (Justin)



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- No new business.

Member Committee (Matt)

- Will work out a budget, for items discussed.
- Present to board at next meeting.

Employee Management Relations Board (Matt)

- Nothing to report.

HR Representatives (Justin)

- Have not met.

Insurance Negotiating Committee (Kathie & Gary)

- Met last month regarding the new UMR system.
- Kathie and Gary will bring up issues related to rising rates for PPOs.
- Kathie will inquire about OPEB increases across the board.

Job Evaluation Committee (Gary)

- Nothing to report. Meeting next month.

Public Employees' Retirement System (Mike)

- Nothing to report.

Washoe County Safety Committee (Monica)

- Issues with parking lot at courthouse relating to ice, falls, vehicle break-ins.
- Ben West is requesting more security and a snow patrol re-vamp.

Working Assembly of Governmental Employees (Jake)

- Nothing to report.

**One Last Thing** – The WCEA is up to 1,200 members. The membership trial was also a success.

**Adjourned at 7:03pm**

Next meeting: March 8, 2023



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