



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

April 12, 2023 5:30 pm

Pursuant to the WCEA Bylaws, Article X, Section 2, the minutes will be posted at 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 March 2023 Minutes (Motion: William Mantle; 2nd Dave Kelly)
6. Approval of March 2023 Treasurer’s Report (Motion: William Mantle; 2nd Gary Zaepfel)
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*](1 email vote – *NTW Week - Food cost approved 8 Ayes, 0 no vote, 2 abstained votes*)

Continuing Agenda [*For Possible Action*]

1. Aces Game 6/22/2023 (Cost & number of tickets), (Matt)
 - The cost for 50 tickets is \$1,850.
 - WCEA members will only have to pay \$15 per ticket. The WCEA will cover the rest of the cost.
 - WCEA members may purchase 4 tickets (maximum).
 - Approval of WCEA ACES Coors Light Zone purchase (Motion: Matt Polley; 2nd William Mantle). All in favor.
2. Korn Ferry Discussion, (BOD)
 - The BOD discussed the county’s Korn Ferry salary study, strategies, and concerns.
3. Nomination/Award Criteria Discussion, (on hold) (William)



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- Nothing to report on.
- 4. PERS Presentation Dates TBD, (Mike)
 - May 10th will be the date of the Lunch & Learn
 - Location will be at the Sherriff's Office – 911 Parr Blvd.
 - Mike will send out an RSVP to WCEA members who are interested in attending.
 - RPEN will also present at the Lunch & Learn.
- 5. 50/50 Split update, (Dave)
 - Met with attorney.
 - Forwarded rebuttal/response letter to HR.
- 6. Scholarship Essay Topics, (Mike)
 - Mike reminded BOD to vote for the next essay topic.
 - He will make a final decision by the end of the week and e-mail WCEA members scholarship information and packet.
 - Deadline is May 31st.
 - All applications will be e-mailed to Elene.
 - Committee will meet, review applications, and make a final decision on recipients. Meeting date TBD.

New Business *[For Possible Action]*

1. Wage Conference update, (Matt)
 - Matt reported the information from the Federal Mediation/Reconciliation Services presentation.
 - Matt had a few suggestions regarding recruitment and retention, how to target and communicate with different generations, building relationships with other unions, departments and reps, and employee engagement.
 - Wage Scholarship deadline is June 1st.
 - Next conference is in New Orleans.

Committee and Informational Reports

Board of County Commissioner (Elene)

- Nothing to report.

Legislator Update (Justin)

- Justin informed the BOD of bill (SB264) that would strip civilian Sheriff Office employees from our union.
- Justin, Don, and Mike Langton met with the Vegas team to discuss language changes.
- Justin also made a comment on a pro-union bill that requires any local government to provide Bargaining Units detailed employee information twice a year.

Sheriff's Office Citizen Advisory Committee (Justin)

- Latest meeting involved a deputy case.

Deferred Compensation Committee (Justin)

- No new business.

Member Committee (Matt)

- Meeting will be scheduled.

Employee Management Relations Board (Matt)



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- Bill SB264 was discussed.
- William would like to take Matt's place in reporting the EMRB issues to the BOD.
- Approval of William's role in the EMRB (Motion by William; 2nd by Matt Polley). All in favor.

HR Representatives, (Justin)

- Nothing to report.

Insurance Negotiating Committee (Kathie & Gary)

- Met recently and reviewed an appeal.
- Next meeting will be on the 20th to begin negotiations.

Job Evaluation Committee (Gary)

- Meeting next Thursday.

Public Employees' Retirement System (Mike)

- Nothing to report.

Washoe County Safety Committee (Monica)

- Nothing to report.

Working Assembly of Governmental Employees (Jake)

- Nothing to report.

One Last Thing – The WCEA will partner with National University System to offer members tuition discounts for online classes. They will do a short presentation at the next meeting.

Kathie mentioned the Washoe County Employee Survey and BOD is reviewing data.

Adjourned at 7:06pm

Next meeting: May 10, 2023



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