



# 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

Blaine Clements    William Mantle    Matt Polley    Jaleh Polak    Jessica Adams    Monica McKee    Gary Zaepfel

## Staff

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

## BOARD OF DIRECTORS MINUTES

November 8<sup>th</sup>, 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, Blaine Clements, William Mantle, Matt Polley, David Kelly, Kathie Maestas, Gary Zaepfel, and Monica McKee  
**Absent:** Jessica Adams and Don Gil
2. Guest Introductions – N/A
3. Swear in newly elected/re-elected board members for a term of office of November 1, 2023, to October 31, 2025. (Dave)
4. 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.
5. Closed session to review confidential labor & employee matters.
6. Approval of October 2023 Minutes (Motion: William; 2<sup>nd</sup> Dave)
7. Approval of October 2023 Treasurer’s Report (Motion: William; 2<sup>nd</sup> Matt)
8. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] None.
9. Total Membership: 1,223 (71.1%)

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

1. WAGE update, (Matt & William)
  - 10 Unions affiliated with WAGE.
  - Would like to see more depth in speakers, mostly sales pitches.
  - Highlight was federal mediators presented and offered advice, assistance, support to government unions.
  - Matt will give mediator contact information to Elene.
  - Next conference will be this Spring in Dallas.
  - Matt encourages other board of directors to attend.
2. WCEA Swag, (Member Committee)
  - BOD will be ordering new swag for members.



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- Recognize new members as well as long-term members.
  - Look at ways to engage with employees; for example, newsletters, quizzes, etc.
  - Give away swag for prizes and those who engage.
  - E-mail ideas to committee members.
3. Membership Drive, (Kathie)
    - This year the drive will take place in January
    - WCEA to give away \$25 gift cards to members who recruit new employees to the WCEA (Motion: Kathie; 2<sup>nd</sup> William). All in favor.
    - A formal letter will be sent to members notifying them of the membership drive.
    - Employees who left the union and want to return will get their reinstatement fee waived.
  4. WCEA banner pick up, (William)
    - Elene picked it up.

## New Business *[For Possible Action]*

1. Swearing of new board members, (Dave)
  - Moved to beginning of meeting.
2. KF meeting with CM update, (Mike & William)
  - William sent transcript of meeting to BOD.
  - Not expecting anything to change regarding KF.
  - William discussed his concerns about adjusting merit dates according to County Code, NRS, and HR.
  - William will follow up with some questions to Cat Korson and present his findings to the WCEA attorney, Mike Langton, to get some legal perspective.
3. 2024 Negotiations, (Justin)
  - Engagement letter will go out to HR in January.
  - Negotiations Committee will be formed.
  - Draft survey to members to voice their concerns and needs.
4. Bylaws, (Kathie)
  - Postponed until next meeting.
5. Holiday donations, (BOD)
  - Postponed until next meeting.
  - E-mail ideas to BOD.

## Committee and Informational Reports

### Board of County Commissioner (Elene)

- Uploaded JEC Staff Report 11-14-2023.
- Uploaded Q1 2024 Interim Financial Report

### Sheriff's Office Citizen Advisory Committee (Justin)

- Nothing to report.

### Deferred Compensation Committee (Justin)

- Nothing to report.

### Member Committee (Jessica)

- Nothing to report.

### Employee Management Relations Board (William)

- Nothing to report.

### HR Representatives, (Justin)

- Nothing to report.



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Insurance Negotiating Committee (Kathie & Gary)

- Training with management and another training is scheduled for the 16<sup>th</sup>.

Job Evaluation Committee (Gary)

- Nothing to report.

Public Employees' Retirement System (Mike)

- PERS Lunch and Learn will be scheduled for a future date. Conference room needed.

Washoe County Safety Committee (Monica)

- Nothing to report.

Working Assembly of Governmental Employees (Matt)

- Nothing to report.

**One Last Thing** – N/A

**Adjourned at 7:45pm**

Next meeting: December 13<sup>th</sup>, 2023



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