



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

Staff

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

BOARD OF DIRECTORS MINUTES

December 13th, 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:** Mike Touhey, William Mantle, Blaine Clements, Matt Polley, David Kelly, Kathie Maestas, Jessica Adams, Gary Zaepfel, and Monica McKee
Absent: Justin Norton and Jaleh Polak
2. Guest Introductions – Mia Gzebb and Olivia Alexander-Leeder (Health)
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*] Mia expressed her concerns and frustrations about the lack of support to questions posed by employees to the County HR Department and Health Management regarding the Korn Ferry study and as well as concerns about equity issues when it comes to merit pay. The WCEA has already received initial analysis relating to Article 8 with Mike Langton, the WCEA attorney. The WCEA will be having future discussions with Mike Langton to provide the BOD with any legal standing relating to Article 8. If that exists, the WCEA will engage in a dialogue with the County before further action.
4. Closed session to review confidential labor & employee matters.
5. Approval of November 2023 Minutes (Motion: William; 2nd Matt)
6. Approval of November 2023 Treasurer’s Report (Motion: William; 2nd Jessica)
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] None.
8. Total Membership: 1,230 (72%)

Continuing Agenda [*For Possible Action*]

1. WCEA Swag, (Member Committee)
 - Committee met in November.
 - Discussed items to purchase including lanyards, retractable badge holders, pens, stickers, pop sockets, and stress balls
 - Jessica will put together a purchase order to share with the BOD to get approval before ordering the Swag.
2. Membership Drive, (Kathie) (on hold until January)



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- This year the drive will take place in January.
 - More information to share at next board meeting.
3. Holiday Donations, (BOD)
- BOD mentioned a few options including The Eddy House, Project 150 Reno, and Food Bank of Northern Nevada.
 - Idea is to split the donations into two entities.
 - Motion to split the donations to The Food Bank of Northern Nevada (\$500) and The Eddy House (\$500) and to keep \$500 in reserve for future need. (Motion by Matt; 2nd: William) All in favor, passes unanimously.
4. 2024 Negotiations, (Justin) (on hold)

New Business [*For Possible Action*]

1. Deferred Compensation Appointment, (Kathie) [*For Possible Action*]
- Motion to reappoint Justin Norton to the Washoe County Deferred Compensation Committee effective immediately for a term ending November 30, 2025. (Motion by Kathie; 2nd: William). All in favor, passes unanimously.
 - Motion to temporarily extend the appointment of Darrell Craig to the Washoe County Deferred Compensation Committee effective immediately with an expiration of February 28, 2024. (Motion by Kathie; 2nd: Gary). All in favor, passes unanimously.

Committee and Informational Reports

Board of County Commissioner (Elene)

- Health Dept. presented Korn Ferry discrepancies and merit pay flaws.
- Manager Brown said only 20% of employees were tapped out prior to the KF implementation which will be a key point of data to discuss.
- Manager Brown received a merit bonus and stellar review from HR. His current base salary is \$331,115.20
- William mentioned that Manager Brown also received a severance package of one year's salary. With that being the case, other jurisdictions are making a year severance the norm, so the BCC wants too as well.
- Question – Why aren't the WCEA members or employees in general invited to participate in the Performance Survey? Only 29 participants responded out of the 33 invited to participate.

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)

- There is no longer a staff director.

Insurance Negotiating Committee (Kathie & Gary)

- Nothing to report.

Job Evaluation Committee (Gary)



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- Nothing to report.

Public Employees' Retirement System (Mike)

- Nothing to report.

Washoe County Safety Committee (Monica)

- Nothing to report.

Working Assembly of Governmental Employees (Matt)

- The next WAGE conference is in Dallas on March 7th-9th 2024.
- Registration fees went up to \$150.
- BOD to discuss at a future date whether participating in WAGE is cost effective. Nevada has only 1/3 of the WAGE membership. Is it worth our members' money to continue to support the conference if we, as a union, are not growing, learning, and benefiting from the conferences?

One Last Thing – N/A

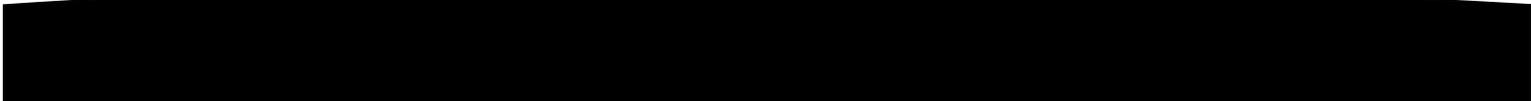
Adjourned at 7:45pm

Next meeting: January 10, 2024



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