



Washoe County Employees Association

639 Isbell Road, Suite 350 Reno, Nevada 89509

Executive Board

Justin Norton ~ William Mantle ~ Jessica Adams-Lopes ~ Kathie Maestas
President Vice President Secretary Treasurer

Board of Directors

Blaine Clements ~ Monica McKee ~ Mia Collins ~ Matt Polley ~ Anne Stoll-Truelock ~ Todd Kirsten ~ Sharilee Thomas

Staff

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

BOARD OF DIRECTORS MINUTES

March 12, 2025 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, William Mantle, Jessica Adams-Lopes, Monica McKee, Matt Polley, Kathie Maestas, Blaine Clements, Anne Stoll-Truelock, Don Gill, Todd Kirsten, and Mia Collins
Absent – N/A
2. Guest Introductions – *None*
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 February, 2025, Minutes [*Motion: Kathie, 2nd Jessica*]
6. Approval of February, 2025, Treasurer’s Report [*Motion: Blaine, 2nd Monica*]
7. Review motions and votes conducted by the Board since the previous meeting [For Possible Action] Matt motioned for WCEA to donate \$1,000 to WAGE to either sponsor or Co-sponsor a mixer on one of the evenings during the assembly. The motion did not pass. 5 Nays; 1 undecided; 2 voted to pass motion.
8. Total Membership: 1,306 members – 73% (1,772 eligible members) *subject to change*

Continuing Agenda [*For Possible Action*]

1. Annual Donation, (Kathie)
 - Kathie followed up with the school district and there are no projects to donate to currently.
 - BOD discussed donating to unhoused students, graduating Seniors who need scholarships, Library programs that need funding, Children’s Cabinet, Eddy House, etc.
 - Kathie and Jessica will continue to explore options for the best way to allocate the donation.



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- They will report back on their findings in April.
- 2. County Budget Cuts, (BOD)
 - Reno/Sparks are struggling with cuts and freezes to budget.
 - The County will not freeze or cut positions, at this time, according to the County Manager.
 - No new information at this time.
- 3. Nevada Legislative Session Update, (Justin)
 - Session is in full swing.
 - Justin is tracking bills on a spreadsheet in which he will share with the BOD.
 - Justin and Mike Langton are tracking one bill that deals with making contract negotiations open to the public which is concerning.
 - Many State Labor Bills, but nothing of concern currently.

New Business [*For Possible Action*]

1. Sick Leave/Straight in Lieu of Sick, (William/Sharilee)
 - Two concerns brought forth: 1) How Holiday OT is calculated and paid specifically to an RDO scenario, and 2) Concerns with how sick time and OT are coded in a 40-hour work week at the SO.
 - The language in the contract seems to support the fact that a person on their RDO gets 8 hours of Holiday Pay. It also seems to support should that employee be called in to work an 8-hour shift of OT, that should be paid at 2.5. That has not been the practice and there has been a long-standing practice at the SO that requires you only get 1.5 until you surpass 8/10/12 hours.
 - The language in the CBA does not appear to support that practice and/or how other departments are operating. Sherilee is working with Don to understand all the arguments and how best to present that to County management to change the practice at the SO.
 - Currently, if an employee uses 12 hours of sick leave but is then asked or required to work 12 hours of OT during the same week, it is paid out as straight time which is supported by the CBA. What the SO is requiring is the person encode the 12 hours of SL and then the 12 hours of OT (straight time still) instead of just allowing them to offset or flex the 12 for the 12. Again, it appears most departments do not do it this way and work off a flex type of scenario. Don will assist by resolving this with the Sheriff.
2. Update Scholarship Information for 2025-2026 (William)
 - William is working with Tech Services to send out a mass email with information about the upcoming WCEA and WAGE Scholarship opportunities and the membership drive in April.
 - William is requesting the BOD to send him essay ideas and examples to use on this year's application. The deadline for submission is April 1st.
3. Alexis Cabble LLC Bookkeeping Proposal (Justin)
 - Our CPAs referred the WCEA to work with Alexis, in the future, for Bookkeeping and QuickBooks assistance. There will be a cost savings.



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- Alexis charges a flat rate of \$250 per quarter.

Committee and Informational Reports

Board of County Commissioner (BCC) (Justin)

- Nothing to report.

Sheriff's Office Citizen Advisory Committee (Justin)

- Re-working schedule due to poor attendance.

Deferred Compensation Committee (Justin, Monica)

- Nothing to report.

Member Committee (Todd)

- Nothing to report.

Employee Management Relations Board (EMRB)(William)

- Nothing to report.

HR Representatives (Justin)

- Nothing to report.

Insurance Negotiating Committee (INC) (Anne, Kathie, & Blaine)

- Met with Ashley B. regarding recent concerns with UMR lawsuits and claims not being paid.
- The SUREST Plan and UMR need to be looked at for inconsistencies and the INC would like to explore other options in the future. Also, members do not want to lose out-of-network coverage.
- Kathie will coordinate dates for upcoming meeting to discuss ongoing issues and concerns.

Job Evaluation Committee (JEC) (William, Mia & Matt)

- Upcoming meeting to discuss budget on March 26th.

Public Employees' Retirement System (PERS) (Blaine, Kathie)

- Upcoming Lunch and Learn will be held May 14th at 9th Street.
- Room is reserved.
- Lunch will be served at noon.
- Motion to approve budget for lunch and beverages for up to \$1,000. (Motion by William; 2nd by Todd) All in favor. Motion passes unanimously.

Washoe County Safety Committee (Anne)

- Nothing to report.

Working Assembly of Governmental Employees (WAGE) (Matt)

- Matt and William be attending the upcoming Spring Conference in North Carolina.
- They will report back to the BOD in April.
- Matt and William will provide receipts for airfare and lodging for reimbursement.

One Last Thing – N/A

Adjourn at 7:30pm

Next meeting: April 9, 2025