



# 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

April 9, 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, Don Gill, Todd Kirsten, and Mia Collins  
**Absent** – Anne Stoll-Truelock
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. Motion to go to arbitration for a member [*Motion: Don, 2<sup>nd</sup> William*] Motion passed unanimously.
5. Approval of March 12, 2025, Minutes [*Motion: Kathie, 2<sup>nd</sup> Jessica*]
6. Approval of March 12, 2025, Treasurer’s Report [*Motion: Blaine, 2<sup>nd</sup> Monica*]
7. Review motions and votes conducted by the Board since the previous meeting [For Possible Action] Motion for WCEA to provide bagels and/or Qdoba for Dispatch Week, April 13<sup>th</sup>-19<sup>th</sup> to not exceed \$300 with reimbursement to Sharilee for coordinating the pick-up/delivery to the dispatch department [*Motion: Kathie, 2<sup>nd</sup> William*] Motion passed 10-0.
8. Total Membership: 1,339 members – 75.6% (1,772 eligible members) *subject to change*

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

1. Annual Donation, (Jess & Kathie)
  - Jess sent an email to the BOD suggesting the Children’s Cabinet donation.
  - The board discussed donating \$3,500 for a table of 8, at the fundraiser in August, and WCEA listed as a partner in the program. [*Motion: Monica, 2<sup>nd</sup> Todd*] Motion passed unanimously.
2. County Budget Cuts/Freeze, (BOD)



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- 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 that he shared with the BOD.
  - Justin is tracking AB388, SB2, SB198, SB298, and SB410.
- 4. Sick Leave/Straight in Lieu of Sick, (William/Sharilee)
  - Discussed in closed session.
- 5. Membership Drive (William)
  - In full swing. Goal is 80% membership for WCEA.
  - Another email will be sent to remind non-members of the drive and incentive to sign up.
  - Movie tickets will be disseminated at the end of the drive in early May.
  - William will be sending a list of non-members to the BOD so the board can encourage employees to join.
- 6. Scholarship Essay Selection (William)
  - William will select an essay topic and upload it to the scholarship application.
  - Application and information on the 2025-2026 WCEA Scholarship and WAGE scholarship will go out to members of the WCEA on May 1<sup>st</sup>.
  - Only one recipient will be eligible to receive the scholarship.

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

1. Letters of Expectation Debrief (William)
  - Don and William met with Patricia Hurley and Cole McBride regarding the lack of policy around LOEs. HR and the WCEA will be working together to come up with language for a policy and guidance to be used by the county.
  - LOEs are non-disciplinary, and rebuttals are encouraged and appropriate, if necessary.
2. Department Survey (William)
  - William sent the BOD a sample survey that could be used for the PDs office.
  - He would like to engage more members by periodically sending out surveys, so members feel heard.
  - William is going to send out the survey he created to test the effectiveness of engagement and responses from members.
  - BOD will discuss ways to obtain engagement and feedback from our members.
3. Holiday Overtime 2.5 (Sharilee)
  - Nothing to report currently.
  - Don and Justin will bring the concerns to the Sheriff on Monday.
4. Assessment (Jessica)
  - Commissioners requested an assessment at the Manager's office to interview Division heads and Supervisors regarding employee workflow, processes, basic logistics, etc.
  - Responses are confidential.
  - Unclear what the data will be used for moving forward.



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## Committee and Informational Reports

Board of County Commissioner (BCC) (Justin)

- Nothing to report.

Sheriff's Office Citizen Advisory Committee (Justin)

- Nothing to report.

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)

- Meeting April 24<sup>th</sup>.
- 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.

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

- Met today.
- Two more meetings are scheduled.

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

- Upcoming Lunch and Learn will be held May 14<sup>th</sup> at 9<sup>th</sup> Street.
- Room is reserved.
- Lunch will be served at noon.
- Elene will coordinate with Blaine and Kathie food selection and logistics.
- Blaine will email members in the coming weeks.

Washoe County Safety Committee (Anne)

- Nothing to report.

Working Assembly of Governmental Employees (WAGE) (Matt)

- Productive assembly.
- William gave two informative presentations.
- Matt suggested the WCEA should foster communication and engagement with neighboring unions.
- Next assembly is at the end of October in Glendale, CA.

**One Last Thing** – N/A

**Adjourn at 7:45pm**

Next meeting: May 14, 2025