



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

October 8, 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, Shailee Thomas, Don Gill, Kathie Maestas, Mia Collins, Matt Polley, Monica McKee, and Anne Stoll-Truelock
Absent – Todd Kirsten, Blaine Clements, and Jessica Adams-Lopes
2. Guest Introductions – Sarah Crumby (CPA) & Danika Williams (NNPH)
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 September 24, 2025, Minutes - [Motion: Will, 2nd Monica]
6. Approval of September 24, 2025, Treasurer's Report – [Motion: Will, 2nd Sharilee]
7. Review motions and votes conducted by the Board since the previous meeting [For Possible Action] - Motion to appoint Justin Norton and Monica McKee to the Deferred Compensation Committee for a two-year term. (Motion: William, 2nd Jessica; Passed unanimously)
8. Total Membership: 1,392 members – 79.8% (1,754 eligible members) *subject to change*

Continuing Agenda [For Possible Action]

1. PERS Holiday overtime, Sheriff Department, (BOD)
 - Sharilee checked in with Joe Bett, a PERS specialist, and there is still no clear answer for employees. There will be another email sent out for follow-up.
2. PERS Lunch and Learn, Sheriff Department, (Blaine & Kathie)
 - Not as big a turnout as expected.
 - Next year order less coffee.
 - Idea for next year to have two sessions back-to-back around the lunch hour.
 - There will be two more Lunch and Learns in the County before Walter retires in January.
 - Stay tuned for dates and details.



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3. 3 Survey results concluded for ME, Assessor & Treasure & who's next, (William)
 - Will emailed results to the BOD.
 - Glowing reviews across the board from the Medical Examiner's Office, the Assessor's Office and the Treasurer's Office.
 - Next batch of surveys will be distributed to Animal Services, Comptrollers, County Manager's Office, and Public Administrators.
 - Anne noted that HR sent their own satisfaction survey out to all Health Employees.
4. United Health Care MLR reimbursement, (Justin)
 - HR is sorting out refunds for eligible members.
 - More information to come.

New Business [*For Possible Action*]

1. Possible shutdown of government funded positions (WIC/CCHA), (Justin)
 - Many concerns have been raised, and members have reached out to the WCEA.
 - WCEA is tracking the shutdown and trying to work with HR to find ways for WIC employees to not be furloughed.
 - Looking at department needs and slots for potential employees.
 - Justin will follow up with Kate Thomas to see where it stands and continue to inform concerned employees.
2. Election Results for President, Treasurer and 3 Board members, (Justin)
 - William Mantle – President; Kathie Maestas – Treasurer; Blaine Clements – BOD; Todd Kirsten – BOD; and Danika Williams - BOD
 - Motion to recognize and certify the 2025 election results of the WCEA Board to accept their positions. (Motion: William; 2nd Mia; Passed unanimously).
3. Induction Gathering, (BOD)
 - Meeting will be held at 5:30pm on October 30th at the Midtown Spirits, Wine and Bites.
 - Current and incoming BOD are encouraged to attend.
4. Discussion & possible appointment – filling soon vacant positions on the BOD (Justin)
 - One BOD seat will be open until October 31st, 2026.
 - Kathie is interested in the VP position.
 - Treasurer's position will remain open until BOD votes or appoints a new Treasurer.
 - Motion to appoint Kathie Maestas to the Vice President position for the WCEA. (Motion: Monica; 2nd: Mia; passed 6-1 with Matt in opposition).
5. On Boarding of New Leadership, (William)
 - On hold until next meeting.
6. Audit Presentation FY25, (Sarah Crumby CPA)
 - Sarah presented the FY 2025 audit report to the board.
 - Clean audit – well done.
 - CPAs recommend that management implement a stale check policy.
 - Findings will be posted on the WCEA Website.

Committee and Informational Reports



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Board of County Commissioner (BCC) (Justin)

- Discussion of budget and deficits.
- No real issues to be addressed until FY27.

Deferred Compensation Committee (Justin & Monica)

- Not met
- Committee won an award and was recognized for the diversification campaign.

Member Committee (Todd)

- Nothing to report.

Employee Management Relations Board (EMRB)(William)

- Nothing to report.

HR Representatives (William)

- Open enrollment begins at the end of the month.
- Schedule your free blood draw early.

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

- Watching and following possible move to Kaiser Health Plan.
- 2 commissioners brought up other plans.
- Anne would like to continue to serve on the committee, but Gary needs to be replaced as her Supervisory alternate.
- Agenda item for Gary's replacement next meeting.

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

- Issue with reclassification from the Public Administrator's Office.
- Discussion on Spec sheets and how the county used them for new hires and existing employees.
- Need more information and clarification from HR.

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

- PERS Lunch and Learn will be scheduled in December.
- More information TBA.

Washoe County Safety Committee (Anne)

- Meeting next week.
- Anne would like another board member to take her place on the committee.
- Tabled until next meeting.

Working Assembly of Governmental Employees (WAGE) (Matt)

- Nothing to report.
- Fall Assembly will be held in California on October 23rd.

One Last Thing – N/A

Adjourn at 7:21pm

Next meeting: November 12, 2025