



Washoe County Employees Association

639 Isbell Road, Suite 350 Reno, Nevada 89509

Executive Board

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

Board of Directors

Blaine Clements ~ Monica McKee ~ Mia Collins ~ Matt Polley ~ Danika Williams ~ Todd Kirsten ~ Sharilee Thomas

Staff

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

BOARD OF DIRECTORS MINUTES

November 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** – *William Mantle, Don Gill, Kathie Maestas, Todd Kirsten, Blaine Clements, Jessica Adams-Lopes, Matt Polley, Monica McKee, and Danika Williams*
Absent – *Shailee Thomas & Mia Collins*
2. Guest Introductions – *N/A*
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 October 8, 2025, Minutes - [*Motion: Monica, 2nd Blaine*]
6. Approval of October 8, 2025, Treasurer's Report – [*Motion: Matt, 2nd Todd*]
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] – *N/A*
8. Total Membership: 1,392 members – 79.8% (1,754 eligible members) *subject to change*

Continuing Agenda [*For Possible Action*]

1. Discussion & possible appointment – fill vacate board seat (BOD)
 - Motion to appoint Monica McKee to the Treasurer's position to fill out the remainder of Kathie's 2-year term on the Executive Board. [*Motion: Matt, 2nd Todd; Passed unanimously*]
 - Motion to offer the vacant Board seat to Karen Larsen (DAs office) to fill out the remainder of Monica McKee's one-year term. [*Motion: Matt, 2nd Todd; Passed unanimously*]
2. On Boarding of New Leadership (William)
 - William expressed his gratitude as the new leader of the WCEA.
 - He encourages the board to bring new ideas and collaboration to the table.



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- William offered ideas and prompts to the BOD to choose and take ownership of categorized in high and low priority.
 - Board will review prompts and let William know their interests and abilities.
 - William will email the board all the prompts to review.
 - Further discussion next meeting.
3. PERS Holiday Overtime: Sheriff's Department (BOD)
 - Nothing to report currently.
 - William is encouraging a point of contact at the PERS office with a direct line, so communication is timely.
 4. Government shutdown, furloughs/layoffs (BOD)
 - WIC received great news that funding is available through the rest of FY'26.
 - Resume operations without further interruptions.
 5. Four Surveys: Animal Services, Comptroller, Public Administrator, and Manager's Office (William)
 - Only concern was the results of the Animal Services survey.
 - Morale is down possibly due to being short staffed.
 - WCEA will dig deeper and send a follow-up email to AS employees.
 - In the future, William will send out a preemptive email before the actual surveys are distributed to departments stating that the surveys remain confidential and it is not a scam or phishing.
 - Next round of surveys will be distributed to the Clerk's Office, Alt. Public Defender's Office, Register of Voter's Office, and the Public Guardian's office.

New Business [*For Possible Action*]

1. PERS Lunch and Learn (Blaine & Kathie)
 - Kathie will set a date for the first week in December at the County Complex.
 - Motion to budget \$1,000 or under for the PERS Lunch and Learn as well as purchase a gift basket for Walter, who is retiring in January. [Motion: Kathie, 2nd, Monica; Passed unanimously]
2. Discuss and schedule Holiday Donation on behalf of the WCEA (BOD)
 - Discussion on where money should be donated.
 - Motion to give a flat donation of \$1,000 to the Northern Nevada Food Bank on behalf of the WCEA (to present the giant check with photo opportunities with the board and food bank staff) [Motion: Matt, 2nd, Monica; Passed unanimously]

Committee and Informational Reports

Board of County Commissioner (BCC) (William)

- Nothing to report.

Deferred Compensation Committee (Monica)

- Committee won an award and was recognized for best program for retirees.

Member Committee (Todd)



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- Nothing to report.
Employee Management Relations Board (EMRB)(William)
- Nothing to report.
HR Representatives (William)
- Currently open enrollment for employees
Insurance Negotiating Committee (INC) (Kathie, & Blaine)
- UMR will eliminate Carson Tahoe Hospital in 202.
- Surest Plan members do not have access to Carson Tahoe as they terminated their contract with United Healthcare earlier this year.
- PPO and HDHP continue to have access through a direct contract.
- Kathie will be discussing emergency coverage with Ashley for those members who are on the HMO plan that do not have an option for emergencies in the Carson area.
- Job Evaluation Committee (JEC) (William, Mia & Matt)
- Nothing to report.
- Public Employees' Retirement System (PERS) (Blaine & Kathie)
- PERS Lunch and Learn will be scheduled in December.
- More information TBA.
- Washoe County Safety Committee (TBD)
- Nothing to report.
- Working Assembly of Governmental Employees (WAGE) (Matt)
- Nothing to report.
- Add to Agenda for next meeting to discuss continuing membership with WAGE for the future.

One Last Thing – Discussion of transitioning new Executive Board members to bank accounts and accessibility.

- Motion to remove Justin Norton and David Kelly off the GNCU Business Checking Account (2839) and add William Mantle (President), Kathie Maestas (Vice President), and Monica Mckee (Treasurer) for access to account and check signing authorization. [Motion: Matt, 2nd, Todd; Passed unanimously]
- Motion to remove Justin Norton off the GNCU PAC Account (0242) and add William Mantle (President), and Kathie Maestas (Vice President) for access to account and check signing authorization. [Motion: Monica, 2nd, Danika; Passed unanimously]
- Motion to give William Mantle a GNCU Business Checking Debit card and destroy Justin Norton's debit card and access to the GNCU accounts. [Motion: Jessica, 2nd, Matt; Passed unanimously]

Adjourn at 7:20pm

Next meeting: December 10, 2025