



Washoe County Employees Association

639 Isbell Road, Suite 350 Reno, Nevada 89509

Executive Board

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

Board of Directors

Blaine Clements ~ Karen Larsen ~ 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

December 10, 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, Karen Larsen, Monica McKee, Shailee Thomas, Mia Collins and Danika Williams*
Absent – *N/A*
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 November 12, 2025, Minutes - [*Motion: Jessica, 2nd Blaine*]
6. Approval of November 12, 2025, Treasurer’s Report – [*Motion: Kathie, 2nd Sharilee*]
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] – *N/A*
8. Total Membership: 1,388 members – 79.2% (1,754 eligible members) *subject to change*

Continuing Agenda [*For Possible Action*]

New Business [*For Possible Action*]

1. New Board Member Swearing-In (William)
 - Swear in newly elected/re-elected board members for a term of office of November 1, 2025, to October 31, 2027.
2. Wage Membership Discussion (BOD)
 - Discussion on whether to continue our WAGE membership for 2026.



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- Matt expressed concerns regarding better use of WCEA funds to benefit our members and advocacy of the organization.
 - WCEA will explore other ways to collaborate with local and regional organizations to create a community and a committee.
 - Motion to not renew our WAGE membership for 2026. [Motion: Todd, 2nd, Sharilee; Passed unanimously]
 - Amended motion to leave to WAGE organization in pursuit of meeting with and collaboration with local and regional organizations in lieu of WAGE. [Motion: Kathie, 2nd Jessica; Passed unanimously]
3. Appointment to Safety Committee (BOD)
- Motion to appoint Danika to the Safety Committee with Kathie to be an alternate, to be communicated to the Safety Committee Chair, by Elene, of the changes. [Motion: Monica, 2nd Todd; Passed unanimously]
4. Don's Phone Line (William)
- Motion to pay Don a \$30 per month stipend, in addendum to his paycheck, for his personal phone line on his cell that he uses for WCEA business. (Elene will set this up in QuickBooks.) [Motion: Jessica, 2nd, Mia; Passed unanimously]

Committee and Informational Reports

Board of County Commissioner (BCC) (William)

- Nothing to report.

Deferred Compensation Committee (Monica)

- Nothing to report.

Member Committee (Todd)

- Gathering data for membership outreach ideas.
- WCEA pens will be ordered for SWAG

Employee Management Relations Board (EMRB)(William)

- Nothing to report.

HR Representatives (William)

- Have not met.

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

- Kathie and Blaine expressed transparency issues regarding what was voted on and what was given during negotiations.
- Kathie will express concerns with Ashley and request that if the county cancels a monthly meeting, that committee members can still meet and discuss latest concerns.
- Meetings will be held once a month.
- Kathie will reach out to Kate Thomas to keep her in the loop.

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

- Committee reviewed and signed new spec sheet changes.
- Meeting with NNPH on Friday to review department roles and specs.

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

- Good turnout at the Lunch and Learn on December 3rd.



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- Surveys to go out to Downtown offices to see if there is interest in a Lunch and Learn presentation.
- Kathie and Blaine will report back to the board and set a date, if necessary.
- Walter's replacement has been found for future presentations.
- Congratulations on your retirement, Walter.

Washoe County Safety Committee (TBD)

- Assigning a new member committee.

Working Assembly of Governmental Employees (WAGE) (Matt)

- William and Matt will let WAGE know that the WCEA will not continue membership for 2026.

One Last Thing – Discussion of next steps regarding Sharilee's request from PERS regarding data of Sick Leave/Straight in Lieu of Sick/Holiday Overtime 2.5 which there is still no answer or communication from PERS. To rectify those affected, the WCEA is going to consult with Don about a grievance or possibly escalating it to the PERS Board President.

Adjourn at 7:34pm

Next meeting: January 14, 2026