



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

January 14, 2026 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, and Danika Williams
Absent – Mia Collins
2. Guest Introductions – Jean Ely and Christine Page with RPEN
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 December 10, 2026, Minutes - [Motion: Monica, 2nd Todd]
6. Approval of December 10, 2026, 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: 1,387 members – 79.2% (1,754 eligible members) *subject to change*

Continuing Agenda [For Possible Action]

1. Holiday Overtime 2.5 (Sharilee)
 - Sharilee received an update from PERS that they are still in the process of auditing the Sheriff's Office.
 - BOD discussed holiday overtime pay issues, with concerns raised about inconsistent practices across departments and potential violations of PERS.
 - WCEA would like to form a group (including interested members with relevant experience) to develop a legal argument regarding holiday overtime pay practices for potential grievance.



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New Business [*For Possible Action*]

1. Retired Public Employees of Nevada (RPEN) Presentation – Jean Ely and Christine Page
 - Brief overview of RPEN (Retired Public Employees of Nevada) who explained their organization's history, membership, structure, and advocacy efforts for public employee retirees.
 - They described RPEN's work in defending defined benefit programs against proposed changes, their legislative advocacy, and their recent success in defeating the WEP and GPO measures affecting Social Security benefits.
 - The board agreed to explore opportunities to collaborate with RPEN, particularly during upcoming Lunch and Learn sessions.
2. Discuss Documents Given to Members (William)
 - William would like to see more transparency in member communications.
 - BOD would like members to become more fluent in the contract and direct them to the language when needed.
 - In the future, if something needs to be communicated to all members of the WCEA, the board will agree upon the communication needs as it pertains to the case.

Committee and Informational Reports

Board of County Commissioner (BCC) (William)

- Clara Andriola is now the Chair, and Mariluz Garcia is the Vice Chair of the BCC.
- Monitoring effluent/sewage efficiency analysis and potential impacts.
- Continue to monitor and update board on parks district analysis and potential impacts on park employees.

Deferred Compensation Committee (Monica)

- Nothing to report.

Member Committee (Todd)

- WCEA pens have been received for SWAG

Employee Management Relations Board (EMRB)(William)

- Nothing to report.

HR Representatives (William)

- Email sent out stating that new employees will be staggered to take the Core Competencies online trainings.

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

- Next meeting in two weeks.

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

- Nothing to report.

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

- Another Lunch and Learn will be held in the Spring with RPEN.



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Washoe County Safety Committee (Danika & Kathie)

- Nothing to report.

Working Assembly of Governmental Employees (WAGE) (Matt)

- William spoke to John J. Cruthers and explained how the WCEA needs to focus more on building relationships with local unions.
- He understands our needs and is open to collaboration in the future.
- For now, William will initiate outreach to local union leaders to arrange collaborative meetings/luncheons.

One Last Thing – Discussion regarding the PAC endorsements and how the WCEA will create a standardized questionnaire for evaluating potential candidates for elected positions. This will be an agenda item for next meeting. Survey results will be shared and begin process to survey APDs office and DAs office (and possibly HSA and Emergency Management) as next survey targets.

Adjourn at 7:13pm

Next meeting: February 11, 2026