



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

February 11, 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 Gil, Kathie Maestas, Mia Collins, Blaine Clements, Jessica Adams-Lopes, Matt Polley, Karen Larsen, Monica McKee, Shailee Thomas, and Danika Williams*
Absent – *Todd Kirsten*
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 January 14, 2026, Minutes - [*Motion: Matt, 2nd Blaine*]
6. Approval of January 14, 2026, Treasurer's Report – [*Motion: Kathie, 2nd Matt*]
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] – N/A
8. Total Membership: 1,377 members – 79.05% (1,742 eligible members) *subject to change*

Continuing Agenda [*For Possible Action*]

1. Holiday Overtime 2.5 (Sharilee)
 - Sharilee has not received any updates from PERS.
 - She met with Don Gil and Todd Kirsten to discuss next steps (possible grievance).
 - Willaim will follow-up with Seargeant Miller and Kate Thomas to discuss uniform application of the contract.



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New Business [*For Possible Action*]

1. Discussion Regarding PAC Endorsement (BOD)
 - Board will work on creating a standardized and singular questionnaire for upcoming PAC endorsement candidates.
2. Follow-up on November Prompts (William)
 - William has reached out to the board regarding the action items given to them.
 - Continue to move forward with refining and executing.
3. Upcoming Scholarship Information (BOD)
 - One \$4,000 scholarship will be awarded to a single recipient for 2026-2027.
 - Please email related labor prompts to the board for review and choose one prompt for the application by the beginning of April.

Committee and Informational Reports

Board of County Commissioner (BCC) (William)

- William encouraged the board to view the Budget Workshop.
- It highlighted a predicted \$31 million deficit by 2028, primarily due to increasing labor costs and revenue shortfall.
- Think about strategies for addressing these issues in future negotiations.

Deferred Compensation Committee (Monica)

- Monica will speak to Tom Verducci to determine possible Zoom or in-person presentations for members.
- Monica will coordinate with the DAs office, the Public Guardian's Office and other departments not currently enrolled.

Member Committee (Todd)

- Nothing to report.

Employee Management Relations Board (EMRB)(William)

- Nothing to report.

HR Representatives (William)

- New benefit for employee counseling.

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

- Met and discussed the cost of retirees driving up costs.
- Looked and numbers and Kathie will propose questions to Ashley at next meeting on the 19th.
- Sharilee will be the alternate supervisor for the INC committee going forward.

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

- Meetings are set for March and April.

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

- Another Lunch and Learn will be held in April, May or June with RPEN.



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Washoe County Safety Committee (Danika & Kathie)

- Meeting was on January 29th.
- Ben West is currently the Chair.
- 43 injury reports (which is average) which involve vehicles and exposure to bodily fluids and proper EEP usage.
- There is a Safety Award that anyone can be nominated for. Danika will email the link.
- Danika will email Ben West and cc Kathie regarding Kathie's assignment as the alternate for the committee.

Working Assembly of Governmental Employees (WAGE) (Matt)

- Nothing to report.
- Remove from Agenda.

One Last Thing – N/A

Adjourn at 6:38pm

Next meeting: March 11, 2026