



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 ~ 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

May 13, 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, Danika Williams, Mia Collins, Blaine Clements, Jessica Adams-Lopes, Matt Polley, Kathie Maestas, Karen Larson, Blaine Clements, Todd Kirsten, and Sharilee Thomas
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 April 8, 2026, Minutes - [*Motion: Kathie, 2nd Todd*]
6. Approval of April 8, 2026, Treasurer's Report – [*Motion: Todd, 2nd Matt*]
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] – N/A
8. Total Membership: 1,362 members – 78% (1,740 eligible members) *subject to change*

Continuing Agenda [*For Possible Action*]

1. Holiday Overtime 2.5 (Sharilee)
 - Sharilee has not received any updates from PERS.
 - WCEA is likely to take the issue to arbitration, due to discrepancies across departments and the interpretations of Article 13, if the county attempts to standardize pay at 1.5x across all departments.

New Business [*For Possible Action*]

1. Treasurer Appointment/Election (BOD)
 - Motion to appoint Matt Polley as Treasurer to replace Monica's current term ending in November of 2027 (Motion by Jessica, 2nd: Sharilee; Passed unanimously)

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2. Deferred Compensation Committee Appointment – (BOD)
 - Motion to appoint William Mantle to the Deferred Compensation Committee to replace Monica (Motion by Jessica, 2nd: Mia; Passed unanimously)
 - Kathie or William will ask Gary Z if he would like to serve as the retiree representative on the committee as well.
3. Review Mia's Survey (Mia)
 - Review at next meeting.
4. Bargaining Unit Classification review (William)
 - Follow up with Cole and Patricia on the classification review and next steps after their legal review of which positions should be confidential.
5. Compensation Alignment Review – Role Scope & Market Compensation (Elene)
 - Elene gave a brief presentation on how her role has changed, how it compares to the market, and why a compensation realignment is appropriate at this time.
 - The BOD will discuss later.

Committee and Informational Reports

Board of County Commissioner (BCC) (William)

- Upcoming Primary Elections.

Deferred Compensation Committee (William)

- Doing well in terms of fees.
- 401A investments were voted down.
- Upcoming conference to be held in Florida.

Member Committee (Todd)

- Possible discounted movie tickets to members.
- Remote vote to take place for BOD.

Employee Management Relations Board (EMRB)(William)

- Nothing to report.

HR Representatives (William)

- Addressed changes to tuition reimbursement policies.
- Now decided at the department level.

Insurance Negotiating Committee (INC) (Kathie & Blaine)

- UMR yearly cost review.
- Upcoming presentations by 2 new vendors next week.

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

- Nothing to report.

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

- L&L set for June 17th.
- Email information to members on Friday

Washoe County Safety Committee (Danika & Kathie)

- Reports on workers' compensation claim trends, noting an increase in assaults and mental health-related incidents.

One Last Thing – Scholarship application deadline is May 31th.

Adjourn at 7:47pm

Next meeting: June 10, 2026



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