



Washoe County Employees Association

639 Isbell Road, Suite 350 Reno, Nevada 89509

Executive Board

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

Board of Directors

Blaine Clements ~ Karen Larsen ~ Mia Collins ~ Danika Williams ~ Vacant ~ Todd Kirsten ~ Sharilee Thomas

Staff

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

BOARD OF DIRECTORS MINUTES

August 12, 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, Danika Williams, Todd Kirsten, Blaine Clements, Matt Polley, Karen Larson, Blaine Clements, Don Gil, and Sharilee Thomas
Absent – Kathie Maestas, Mia Collins, and Jessica Adams-Lopes
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 July 8, 2026, Minutes - [*Motion: Blaine, 2nd Sharilee*]
6. Approval of July 8, 2026, Treasurer's Report – [*Motion: Todd, 2nd Blaine*]
7. Review motions and votes conducted by the Board since the previous meeting [*For Possible Action*] – Motion to increase Elene's pay by \$3/hr. effective August 5th – [*Motion: Todd; 2nd Matt – All in favor; passed unanimously*).
8. Total Membership:
August: 1,358 members – (77.4% of 1,754 eligible members)
July: 1,365 members - This is a 0.8% decrease from July to August.

Continuing Agenda [*For Possible Action*]

1. Holiday Overtime 2.5 (Sharilee)
 - Await legal advice from Mike Langton on the Holiday OT provision and request a meeting with HR to discuss the discrepancies.
2. Approval of FY27 Budget (BOD)
 - Motion to approve the FY 27 budget (Motion by Todd; 2nd by Sharilee – All in favor; passed unanimously).

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New Business *[For Possible Action]*

- Schedule All-Member Meeting and Solicit Nominations for Elections (William)
 - a. Open seats include:
 - i. Jessica
 - ii. Kathie
 - iii. Mia
 - iv. Sharilee
 - v. Karen
 - vi. Vacant Seat (Matt's position)
- Meeting will be held on September 30th. More information to follow.

Committee and Informational Reports

Board of County Commissioner (BCC) (William)

- Nothing to report.

Deferred Compensation Committee (William)

- Met today – plan is doing well with diversified investments.
- Vote to change some definitions to allow part-time permanent employees to have access to plan.
- Management class will be able to sell 80 hrs. of their vacation leave through Def. Comp.
- Vote to reduce management fees by .01% starting in October.
- New retiree, Russell, appointed to alternate seat.

Member Committee (Todd)

- Nothing to report.

Employee Management Relations Board (EMRB)(William)

- Nothing to report.

HR Representatives (William)

- Nothing to report.

Insurance Negotiating Committee (INC) (Kathie & Blaine)

- Finished negotiations. Moving forward with the Surest Plan.
- Voted for “Sword” which allows extra benefits for Musco-skeletal and women’s health opportunities.
- PPO plans only. No more HMO.

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

- Off-cycle meetings scheduled in September and November.

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

- Lunch and Learn at Sheriff’s Office to be scheduled in the fall.

Washoe County Safety Committee (Danika & Kathie)

- Discussion on mental health; two safety awards were presented; reviewed evacuation safety plans.
- Parking construction/structure discussion.

One Last Thing – The November BOD meeting will have to be rescheduled due to the Veteran’s Day Holiday falling on the 11th. TBD.

Adjourn at 6:24pm

Next meeting: September 30, 2026



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