



Washoe County Employees Association

639 Isbell Rd, Ste 350 – Reno, NV 89509 – (775) 329-9750 – wcea.us

Executive Board

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

Board of Directors

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

Staff

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

General Membership Meeting Minutes September 30, 2026 - 5:30pm WCEA Office

I. Approval of August Minutes- William

- Motion by Sharilee; 2nd by Blaine. Motion passes unanimously.

II. Approval of August Treasurer's Report – Matt

- Motion by Kathie; 2nd by Blaine. Motion passes unanimously.

III. Health Benefits for 2027 – Kathie & Blaine

- Surest plan is being eliminated due to high costs (46% increase in rates and an out-of-pocket max of approx... \$15,000).
- The contract requirement for employees to stay on the HDHP for two years was not the cause of the plan's elimination, as most employees chose to remain on the plan anyway.
- 82% eligible employees chose to remain of the high-deductible plan.
- The county went out to bid for alternative plans and found similar or higher increases, making the Surest plan unsustainable.
- WCEA outlined the specific cost increases for different coverage levels under PPO and high-deductible plans, noting that the deductible increase is tied only to the employee-only portion rather than the family deductible. The team also discussed a new addition of the Sword health benefits, which includes free access to thrive, loom, and pulse programs for PT and dietary guidance through an app, allowing employees to receive treatment at home without missing work.

IV. Fiscal Year 2026 - Matt

- Table discussion for November.
- Audit FY'26 is in progress.
- Budget and audits are posted on the WCEA website.

V. President Remarks – William

- William highlighted improved communication with county leadership.
- Pleased with the hard work of the BOD and willingness to communicate, engage, and assist with what is affecting our members.
- William addressed concerns about the county's financial outlook and how it could impact employee positions.
- He stressed the importance of the upcoming legislative

session and legislation affecting local jurisdictions.

- Thanks to all the BOD and Mia and Sharilee, who are not returning to the board. You will be missed.

VI. WCEA Board Elections – Seats open

- A. Vice President
- B. Secretary
- C. Board of Directors – 4 seats

VII. Meet the Candidates

Vice President

- Kathie Maestas, (Recorder's Office)

Secretary

- Jessica Adams-Lopes, (Office of the County Manager)

Board of Directors

- A. Karen Larson, (District Attorney)
- B. Anne Stoll-Trulock, (Northern Nevada Public Health)
- C. Rick Martinez, (Public Administration)
- D. Kathryn O'Bryan, (Public Defender)

VIII. Questions

- Quick discussion of bylaws regarding departmental representation limits.
- Reminder that the election starts October 8th and ends October 26th.
- New BOD to be sworn in at the November meeting.

Adjournment at 6:04 pm



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