

MEETING MINUTES

FOP 88 MONTHLY EXEC BOARD & TRUSTEES MEETING

Date: December 8, 2025

Time: 6:05 p.m.

IN ATTENDANCE

President Jay Wilson, Vice President Michael Clowes, Secretary Marcia DeMary, Treasurer Candace Hanes.

Institutional Trustees: Lucas Fields (Z), Shauna Kister (Z), Lucinda Holmes, Michelle Mayer (Z, 6:08 pm), Preston Painter(Z), Tabatha Richter (Z), Amy Wander(Z), Micala Wessel

"(Z)" denotes ZOOM attendees

Stewards: Rick Faith, Michael Sabota, and Bret Kessinger(Z)

Excused absences: Lesa Struss, Jason Walter, Emilie Castle

Other Trustee absences: Aaron Courtright, Tom Ervin, Kaleo Gates, Julie Graddy, Caleb Heston, Kolton Neuhaus, Doreen Reynolds, Jose Sanchez

READING OF ROUGH MINUTES OF PREVIOUS MEETINGS

Secretary DeMary read the minutes from November 10th, 2025, Executive Board and Institutional Trustees Monthly Meeting. President Wilson motioned to accept minutes, Ayes carried

TREASURERS' REPORTS

- Treasurer Hanes presented November 1st, 2025, Treasurer Report. (Posted on the FOP88 website under the members tab.)

CORRESPONDANCE

Secretary DeMary reported that there was no correspondence.

REPORT OF OFFICERS

President/Vice President Updates: 12/08/2025 – Presented by Vice President Clowes:

- Conducted 9 Facility/Labor Management tours including: Community Corrections Center – Lincoln 11/12; Lincoln Regional Center – 11/13; Nebraska Correctional Center for Women – 11/14; □ Reception and Treatment Center – 11/18; Youth Rehabilitation and Treatment Center – Hastings - 11/19; Norfolk Regional Center –

11/20; Youth Rehabilitation and Treatment Center – Kearney – 11/21; Tecumseh State Correctional Institution – 12/2; Nebraska State Penitentiary – 12/8

- 1 STA New Hire Orientation – 11/17

President:

- Represented 2 Statement of Charges

Vice President:

- Represented 1 Statement of Charges
- 1 Step 1 Grievance Meeting

President/Vice President:

- Tecumseh BBQ – 11/24 – President, Vice President and Treasurer attended and fed staff; CCCL Barbeque – 11/26 – President, Vice President attended and fed staff;
- Met with Director Jeffreys and Board regarding questions with the ICE contract at WEC, as well as issues with NCCW. Introduced to Geoff Britton, Internal Investigations for NDCS.
- Met with Scott Rasmussen about Compensatory times and Compensatory bank limits

REPORT OF MEMBERSHIPS

Secretary DeMary reported that there is a total of 1,525 members.

REPORT OF COMMITTEES

- Fundraising Committee
Next meeting to be held after the New Year

UNFINISHED BUSINESS

- BBQ Cookout at TSCI was on 11.24.2025, 4 to 7 p.m. CCC-L was held on 11.26.2025.

NEW BUSINESS

- Discussed and voted on BSDC Trustee Melissa Hales's resignation (11.13.2025) An email was sent on December 7th, 2025, per Ms. Hale's request to the BSDC members

ADJOURNMENT

- President motioned for adjournment at 6:25 p.m. Secretary 2nd.