

MEETING MINUTES

FOP 88 MONTHLY EXEC BOARD & TRUSTEES MEETING

Date: May 11, 2026

Time: 6:03 p.m.

IN ATTENDANCE

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

Institutional Trustees: Lucas Fields (Z), Kaleo Gates, Lucinda Holmes (6:15), Preston Painter(Z), Tabatha Richter (Z), Lesa Struss(Z), Laura Vasquez

“(Z)” denotes ZOOM attendees

Stewards: Matt Barnes and Bret Kessinger(Z); members: Joshua Osienger, Martin Diaz

Excused absences: -- Michael Sabota (working), Jason Walter (family)

Other Trustee absences: Emilie Castle, Aaron Courtright, Tom Ervin, Coy Gerten, Caleb Heston, Michelle Mayer, Kolton Neuhaus, Jose Sanchez, Amy Wander, Micala Wessel

READING OF ROUGH MINUTES OF PREVIOUS MEETINGS

Secretary DeMary read the minutes of April 13, 2026 Executive Board and Institutional Trustees Monthly Meeting and the General Meeting held on April 27, 2026. President Wilson motioned to accept minutes, Ayes carried.

TREASURERS' REPORTS

- Treasurer Hanes presented April 1st, 2026, Treasurer Report. (Posted on the FOP88 website under the members tab.)

CORRESPONDANCE

Secretary DeMary reported:

- Nebraska Secretary Colon sent emails regarding information on the State Conference.
- Letter emailed to the Board from Martin Diaz, expressing interest in being NCCW Trustee

REPORT OF OFFICERS

President/Vice President Updates: 05/11/2026 - Presented by Vice President Clowes

- Conducted 6 Facility/Labor Management tours including: Tecumseh State Correctional Institution – 04/20; Reception and Treatment Center – 04/2; Work Ethics Camp / ICE – 04/22; Nebraska State Penitentiary – 04/23; Norfolk Regional Center – 05/08; Beatrice State Development Center – 05/11
 - 1 STA New Hire Orientation – 05/07
- President/Vice President: Traveled to Nashville to attend Bargaining classes - 04/14 to 04/17; Met with Director Jeffreys 04/30; Met with Inspector General Zach Pluhacek - 05/01

REPORT OF MEMBERSHIPS

- Secretary DeMary reported that there are 1,535 members in the National Membership Registry (AA)
- FOP88 members who retire and choose to remain an active member will pay yearly dues to cover the State and National dues. Currently that is \$31.50 (State \$20 and National 11.50) Amount is subject to change as dues increase at those two levels.

REPORT OF COMMITTEES

- Fundraising Committee
Treasurer Hanes reported that coins will be available through the Trustees. Coins and lapel pins are on order. Clothing on sale is active on the website.
- Case Manager Bargaining Committee
Sick leave mix-up was fixed and no cap on sick leave accruals. July wage increase remains the same: 3% cost of living and 1% step raise for good performance review.

UNFINISHED BUSINESS

- Update on the BBQ Cookouts- Next facilities will be OCC, CCCO and NCYF. Contact Warden Jansen for possible dates.
- Update on FOP BCBS Health Insurance opportunity
The NE benefits being offered for health is BCBS and is not the National FOP BCBS. ZOOM meeting with Mr. Gervasio and steam scheduled for May 19th.
- Update on delegates and NE State Conference
Treasurer Hanes reported that the deadline to add delegates was on May 10th. There are a total of 21 delegates attending. Mileage reports must be turned in.
- Discussion and vote on PAC contributions to gubernatorial candidates was tabled.

NEW BUSINESS

- Discussion and vote on By-Law Amendment submissions
 - Petitions to recall requirements- Trustee Holmes motioned to change the requirement to 25% of the current membership sign petition; Treasurer Hanes 2nd. All present voted yes (Painter absent at time of vote)
 - Secretary motioned to add a State Trustee officer to the Executive Board with duties and detail listed below; Trustee Gates amended the motion to change monthly stipend from \$200 to \$1,000. Treasurer Hanes 2nd. All present voted yes (Painter absent at time of vote)

State Trustee duties/details:

- Voting member of the FOP 88 Executive Board
- Chair of the 3-person Financial Audit Committee
 - Monthly balance of books
 - Quarterly Audits
 - Yearly Audits
 - Quarterly/Yearly Budgets
- Oversee the Institutional Trustees
- Liaison between the Trustees and the Executive Board
- Recruiting at facilities when a Trustee position is open
- Assist Trustees and Stewards with grievances and SOC hearings, Step One appeals
- Liaison between the Board and National Trustee
- Assist Executive Board members with any tasks
- Liaison between the Board/Legal/legislative assistant/lobbyists
- Required to attend Board Meetings and Monthly Executive Board & Institutional Trustees Meetings
- Monthly Stipend - ~~\$200.00~~ \$1,000/month

ADJOURNMENT

- President motioned for adjournment at 7:15 p.m. Treasurer 2nd.