



SCALE

***Board Meeting Agenda
Wednesday, January 2, 2019***

***SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670
12PM***

- Call to Order
- I. Roll Call
- II. Approval of Minutes from Last Meeting (December 5, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Board Training – Mastagni and Goyette
 - c. New Membership Pamphlets
 - d. 457B Deferred Compensation Administrative Fees
 - e. Bylaws Revisions
 - f. Presentation from Eric Stern SCERS CEO @ DCSS on January 31, 2019
 - g. SCALE Office Furniture Update
 - h. SCALE Documents
- V. New Business
 - a. Asian and Pacific Islander Caucus
 - b. Investigative Assistants DMV Confidentiality
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes January 2, 2019

**SCALE office
2366 Gold Meadow Way
Gold River, CA 95670**

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin (Mastagni)	(Goyette)	(Mastagni)

- I. The meeting was called to order at 1221 hours by Jeremy Zerbe. The meeting was held at the SCALE office at 2366 Gold Meadow Way in Gold River, CA 95670.
- II. Roll Call
- III. Approval of minutes from December 5th, 2018.
 - Motion: Doniell Cummings
 - Second: Dan Burke
 - Passed: Unanimous

IV. Treasurer's Report

Accounts (12/31/18)

General Fund 6222	186,542.86
Legal Defense Fund 3903	88,443.78
PAC Fund 3911	22,804.98
Savings 7915	26,309.56
Wells Fargo Office Acct.	1,053.87

Debit Card Acct.		434.43
	Total	325,589.48
<u>Fidelity (12/31/18)</u>		254,878.32

Total Cash and Investments 580,467.80

Motion: Jesse Juarez
Second: Tanisha Batts
Passed: Unanimous

V. New Business (Taken out of order)

A. Order new checks

- a. We are running low on checks. A motion was made to allow Dan to order new checks.

Motion: Dan Burke
Second: Jesse Juarez
Passed: Unanimous

B. Movie tickets

- a. A motion was made to continue to purchase 4 sets of movie tickets for monthly drawings for the Membership.

Motion: Jesse Juarez
Second: Tanisha Batts
Passed: Unanimous

VI. Old Business

A. Movie Ticket Drawing

January Winners:

Emily Baker – Coroner
Jimmie Vigon - DHA
James Bryant – DCSS
Patrick Anderson – Crime Lab

B. Board Training – Mastagni and Goyette

- a. If there are any specific topics that the Board would like to see covered, contact Erin, Kim, or Mark.

C. New Membership Pamphlets

- a. Jeremy Z has finished some work with this task, but is still working on finalizing this.
- D. 457b Deferred Compensation Administrative Fees
- a. No further information was provided regarding this topic.
- E. Bylaws Revisions
- a. Jeremy Z is going to spend some time on working on what areas of the bylaws need to be worked on.
- F. Presentation from Eric Stern SCERS CEO @ DCSS on January 31, 2019
- a. This presentation will occur on January 31st 2019. This talk will allow an opportunity for the membership to get direct information regarding their pensions.
 - b. This talk will allow an opportunity for the membership to get direct information regarding their pensions.
 - c. A flyer is being made and will be sent out to the representatives. Once this flyer is sent out, the reps must inform their portion of the Membership.
- G. Office Furniture - Update
- a. Models for the new furniture and layout has been drafted. There is a request for a 50% deposit prior to the work being completed. A deposit of \$1500 will be issued to allow work to begin. The remaining total will be determined once a refund for the old furniture is assessed.
- H. SCALE documents
- a. This topic will be discussed in further detail at a later time.

VII. New Business

- A. Asian and Pacific Islander Caucus
- a. This event is taking place on January 24th. The cost is \$25 per seat. A motion was made to purchase a table for this event.

Motion: Dan Burke
Second: Tanisha Batts
Passed: Unanimous

- B. Investigative Assistants DMV Confidentiality
- a. An IA approached a representative and inquired about a way that we could try and get DMV confidentiality for these members.

- b. A discussion about options commenced and technically the way that this could be achieved would be through legislation.
- c. The representative will bring this information back to the inquiring member.

C. Take Home Cars

- a. There has been a meet & confer request sent to the County. The County has not responded at this point.

VIII. Executive Session

VIII. Adjournment

Time: 1436

Motion: Jesse Juarez

Second: Dan Burke

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, February 6, 2019***

***Park Rangers Office
10361 Rockingham Dr. St.100
Sacramento, CA 95827
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (January 2, 2019)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. New Membership Pamphlets
 - d. 457B Deferred Compensation - Administrative Fees
 - e. Bylaws Revisions
 - f. Presentation from Eric Stern SCERS CEO
 - g. SCALE Office Furniture Update
 - h. DMV Confidentiality
- V. New Business
 - a. Investigative Assistant and Process Server Bilingual Pay - DA's Office
 - b. 20th Annual Public Safety & Community Appreciation Luncheon
 - c. Police Officer On-Duty Injury Presumptions - PORAC Specialized Policing Association Coalition (SPAC)
 - d. Process Server Training Differential - SSD Civil Bureau
 - e. DA-Modified Work Schedule
 - f. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes February 6, 2019

**Park Rangers Office
10361 Rockingham Dr. St. 100
Sacramento, CA 95827**

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin	(Goyette)	(Mastagni)
(Mastagni)	Anthony Bennett	Elmer Mazzati
J.V. Luevano	Pat Drumm	Cory Stewart
Vince Eriksen	Richard Vidal	Joe Cannon
Jennell Williams	Manuel Mejia	Sebastian Marques
Ross Smillie	Haley Hill	Kirsten Alvarez
		Sam Zamora

- I.** The meeting was called to order at 1212 hours by Jeremy Zerbe. The meeting was held at the Park Rangers Office at 10361 Rockingham Dr St 100 in Sacramento, CA 95827.

- II.** Roll Call

- III.** Approval of minutes from January 2nd, 2019.
 - Motion: Dan Burke
 - Second: Tanisha Batts
 - Passed: Unanimous

IV. Treasurer's Report**Accounts (1/31/19)**

General Fund 6222	167,960.76
Legal Defense Fund 3903	88,187.50
PAC Fund 3911	22,208.55
Savings 7915	26,310.67
Wells Fargo Office Acct.	911.65
Debit Card Acct.	608.69
Total	306,187.82

Fidelity (1/31/19) 255,293.95

Total Cash and Investments 561,481.77

Motion: Doniell Cummings
 Second: Jonathan Charron
 Passed: Unanimous

V. Old Business

A. Movie Ticket Drawing

February Winners:

Linda Stonebraker – PD
 Jeanne Adams - DA
 Natasha Pillay– DCSS
 Patrick Jacobs – Crime Lab

VI. New Business (Taken out of order)

- A. Police Officer On-Duty Injury Presumptions – PORAC Specialized Policing Association Coalition (SPAC)
- a. There is a call out for input. We will be gathering data and information to send to PORAC for this call.
 - b. We will inquire to see if there is a deadline for response.

- B. PORAC- Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. We have had a meeting with Toohey regarding taking payments and the affect this has other benefit areas. A letter has been sent to them as well which has not received a response.

- C. Matt Connolly Meeting regarding OT Grievances
 - a. Some Rangers were not paid OT for some hours worked when at a training function. The grievance has been filed and is currently at a step 3. We have received a verbal indication that this OT will be paid.
 - b. This has spurred an effort on part of the County to clarify language to prevent this from reoccurring. We are waiting on Labor Relations to respond to regarding the development of a side letter. There has been discussion that there will potentially be more added to the side letter.
 - c. Once this side letter is drafted, it would have to be agreed to by the chief appointing authorities and will be voted on by the Board.
 - d. Prior to a vote, the intention is to have a meeting with the Membership that this involves for input and feedback.

- D. Holiday Pay Issue
 - a. Erin Dervin has drafted an opinion letter regarding Labor Day Holiday Pay and given a copy to the Rangers. She opined that this subject is not a grievable item and that the MOU is being interpreted correctly.
 - b. There is a possibility for the Board to discuss this subject in order to clean up the language to make it clearer.

VII. Old Business

- A. Board Training – Mastagni and Goyette
 - a. Nothing specific this month, but they will look into a topic for next month.

- B. New Membership Pamphlets
 - a. Jeremy Z has finished a draft of the new pamphlets. The structure allows the insert to be updated and the Board changes while preserving the core of the document.
 - b. A suggestions has been made to clarify the PORAC benefits portion. Jeremy Z will be looking into the details of accessibility of the different areas of the membership in regards to PORAC.
 - c. A suggestion was made to have the center flap unit names placed in bold to stand out a little better.

- d. If there are further suggestions, please let Jeremy Z know.
- C. 457B Deferred Compensation –Administrative Fees
 - a. Nothing to add on this topic this month.
- D. Bylaws Revisions
 - a. Kim has begun to look through the Bylaws.
 - b. Everyone should set some time aside to look into the Bylaws for suggestions as to what needs to be revised.
 - c. A meeting specific to the Bylaws revisions needs to be scheduled.
- E. Presentation from Eric Stern SCERS CEO @ DCSS on January 31, 2019
 - a. This was well received by the Membership. The feedback was all positive.
 - b. A discussion was had regarding pensions, basic pay, and options that can be taken to ensure the Membership gets the most out of their benefits.
- F. Office Furniture - Update
 - a. We received \$125 for our old furniture. The progress on this will be discussed at the next meeting.
- G. DMV Confidentiality
 - a. There are forms that are controlled that can be acquired from departments. These forms must be filled out and submitted to the individual in your agency that is responsible for submitting the completed forms to the DMV.

VIII. New Business

- A. Investigative Assistant and Process Server Bilingual Pay- DA's Office
 - a. We were approached by the DA's office regarding this topic. A letter has been sent to ask if the County will permit this pay differential. Once a response has been received, we will proceed as needed.
- B. 20th Annual Public Safety & Community Appreciation Luncheon

- a. A motion was made to purchase a table for this event (10 tickets).

Motion: Joe Wagstaff
Second: Dan Burke
Passed: Unanimous

- C. Process Server Training Differential – SSD Civil Bureau
 - a. We are waiting for them to respond and move on this.

- D. DA Modified Work Schedule
 - a. We have received a letter back from Steve Grippi in response to this topic.
 - b. The letter lines out that they have met on this topic many times, but are not in the position to make any changes at this time.

- E. Transportation Policy
 - a. The department head is going to be the actor for any disciplinary action regarding this area.
 - b. Departments can put in exemptions in the tracking system, but this seems to have potential for discipline and tracking the employee.

- F. African American Caucus
 - a. A motion was made to purchase a table for this event (10 tickets).

Motion: Tanisha Batts
Second: Jonathan Charron
Passed: Unanimous

VIII. Executive Session

VIII. Adjournment

Time: 1518
Motion: Jeremy Pollard
Second: Dan Burke
Passed: Unanimous



SCALE

**Board Meeting Agenda
Wednesday, March 6, 2019**

**DHA
3075 Prospect Park Dr.
Rancho Cordova, CA 95670
12PM**

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (February 6, 2019)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. New Membership Pamphlets
 - d. Bylaws Revisions
 - e. SCALE Office Furniture Update
 - f. Investigative Assistant and Process Server Bilingual Pay - DA's Office
 - g. 20th Annual Public Safety & Community Appreciation Luncheon
 - h. Police Officer On-Duty Injury Presumptions - PORAC Specialized Policing Association Coalition (SPAC)
 - i. Process Server Training Differential - SSD Civil Bureau
 - j. Modified Work Schedule – DA's Office
 - k. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - l. County Transportation Policy
 - m. OT Grievance – Park Rangers
 - n. Holiday Pay Dispute – Park Rangers
- V. New Business
 - a. Mary Zenor Scholarship
 - b. AB 346 (Amend 4805 of the Labor Code) – CA Rep. Jim Cooper
- VI. Executive Session

Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
March 6, 2019

DHA
3075 Prospect Park Dr
Rancho Cordova, CA 95670

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin (Mastagni)	(Goyette)	(Mastagni)

- I. The meeting was called to order at 1320 hours by Jeremy Zerbe. The meeting was held at DHA at 3075 Prospect Park Dr, Ranch Cordova, CA 95670.
- II. Roll Call
- III. Approval of minutes from February 6th, 2019.
 - a. Motion: Tanisha Batts
 - b. Second: Doniell Cummings
 - c. Passed: Unanimous

IV. Treasurer's Report

The Treasurer's Report was read into record during the General Membership Meeting.

Accounts (2/28/19)

General Fund 6222

181,117.70

Legal Defense Fund 3903	88,190.86
PAC Fund 3911	21,612.05
Savings 7915	26,311.67
Wells Fargo Office Acct.	809.85
Debit Card Acct.	347.36
Total	318,389.49
<u>Fidelity (11/30/18)</u>	255,562.54

Total Cash and Investments 573,952.03

Motion: Doniell Cummings
 Second: Tanisha Batts
 Passed: Unanimous

V. Old Business

A. Movie Tickets – Monthly Drawing

- a. Kevin Baker – PD
- b. Laura Chase – DA
- c. David Poroli – DA
- d. Andrea Schurer – DCSS

B. Board Training

- a. The California Rule was discussed in some detail during the General Membership Meeting. This topic is an important item of discussing in regard to the Marin case which will be decided soon.

C. Bylaws Revisions

- a. This was discussed in the General Membership meeting.
- b. There is a committee formed to address the revisions but there is still some time before a revision will be ready for Membership approval. Once the Membership has reviewed the changes, a revision needs a 2/3 vote in order to be changed

D. New Membership Pamphlets

- a. This was discussed in the General Membership meeting.
- b. New member pamphlets are being developed. Both Jeremy Zerbe and Jeremy Pollard have working drafts. Some suggestions were made to both for further editing.

E. Office Furniture

- a. This was discussed in the General Membership meeting.
- b. The office furniture has been installed and the old furniture traded for cash towards the new set. The furniture came in under budget.
- c. Linda has requested a new chair for the office.
- d. A motion was made to allow a budget of \$500 to purchase a new office chair.

Motion: Doniell Cummings

Second: Dan Burke

Passed: Unanimous

F. IA and Process Server Bilingual Pay – DA's Office

- a. This was discussed in the General Membership meeting.
- b. The DA's office has put in a request for a side letter which will allow this to occur. We are still waiting for this to be finalized.
- c. Kim has spoken with Robert Bonner and will be discussing the details.
- d. Jeremy and Kim will look into bilingual pay for IA's at the DHA.

G. 20th Annual Public Safety & Community Appreciation Luncheon

- a. This was discussed in the General Membership meeting.
- b. This event will be on May 3rd. The Board has agreed to purchase 10 tickets for this lunch event.

H. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments

- a. This was discussed in the General Membership meeting.
- b. There was a question about if one is previously pulling a pension from a different agency and goes out on disability in their current job. The representative from Myers-Stevens & Toohey said this should not interfere, but any specific questions can be answered by them.

I. Process Server Training Differential – SSD Civil Bureau

- a. This was discussed in the General Membership meeting.
- b. The management has indicated that they are supporting this, but action to implement this is currently stalled.

J. Modified Work Schedule – DA's Office

- a. This was discussed in the General Membership meeting.

- b. SCALE is pushing for this option. There has been a meeting where this topic was discussed and was communicated to us that there was some positive feedback. There has not been any further movement on this topic aside from the feedback however.

K. County Transportation Policy

- a. This was discussed in the General Membership meeting.
- b. There was a meeting with the Labor Relations representatives. There has been a change to the acceptable number of miles an employee can live outside of the county and retain a take home vehicle at their house. There is to be no use of the vehicle outside of work-related use. There is an intention to install all vehicles with GPS tracking capability. The final policy regarding all of the changes has not been released but will likely include the previously stated information.

L. OT Grievance – Park Rangers

- a. This was discussed in the General Membership meeting.
- b. This has been addressed and resolved. There will be a side letter drafted to clarify expectations to prevent a grievance in the future.

M. Holiday Pay Dispute – Park Rangers

- a. This was discussed in the General Membership meeting.
- b. A letter in response to this grievance was drafted stating this was not a point to grieve. The current MOU is in line with industry standards.

VII. New Business

A. Mary Zenor Scholarship 2019

- a. This was discussed in the General Membership meeting.
- b. The committee of Tanisha Batts, Jesse Juarez, and Jonathan Charron will produce details for this year's scholarship essay.

B. AB 346 (Amend 4805 of the Labor Code) – CA Rep. Jim Cooper

- a. This was discussed in the General Membership meeting.
- b. We made a request to add our name to this bill, but this request was declined.
- c. PORAC is sponsoring legislation regarding on-duty injury. We will make an attempt to have them sponsor some legislation in the future since we were not able to add into AB 346.

C. DHA position vacancies

- a. Ann Edwards will be sending a letter to the staff regarding the positions being held vacant. There has been some leadership changes in DHA along with introduction classes not being held are cited as part of the reason.
- b. We will be drafting a letter to Ann to gain clarity on if there is a timeline on the open positions being filled to prevent work conditions from suffering.

D. Letter of Understanding

- a. During the Executive Session, the Board approved the "Letter of Understand Between the Sacramento County Alliance of Law Enforcements Representing the Peace Officers' Unit and Sacramento County."

VIII. Executive Session

IX. Adjournment

Time: 1450

Motion: Joe Wagstaff

Second: Tanisha Batts

Passed: Unanimous



SCALE

***General Membership Meeting Agenda
Wednesday, March 6, 2019***

***DHA
3075 Prospect Park Dr.
Rancho Cordova, CA 95670***

12PM

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (December 5, 2018)
- IV. Treasurer's Report
- V. Old Business
 - a. Bylaws Revisions
 - b. New Membership Pamphlets
 - c. SCALE Office Furniture Update
 - d. Investigative Assistant and Process Server Bilingual Pay - DA's Office
 - e. 20th Annual Public Safety & Community Appreciation Luncheon
 - f. Police Officer On-Duty Injury Presumptions - PORAC Specialized Policing Association Coalition (SPAC)
 - g. Process Server Training Differential - SSD Civil Bureau
 - h. Modified Work Schedule – DA's Office
 - i. PORAC -- Myers-Stevens & Toohey Pension Income & LTD Payments
 - j. County Transportation Policy
 - k. OT Grievance – Park Rangers
 - l. Holiday Pay Dispute – Park Rangers
- VI. New Business
 - a. Mary Zenor Scholarship 2019
 - b. AB 346 (Amend 4805 of the Labor Code) – CA Rep. Jim Cooper
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes March 6, 2019

DHA
3075 Prospect Park Dr
Rancho Cordova, CA 95670

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin (Mastagni)	(Goyette) Thu Ngo	(Mastagni) Lewis Fedor
Tracy Johnson	Lee Ann Hanks	William Sanderson
Raymond Antar	Rubio Alejandro	Shannon Richardson
Manuel Mejia	Lovell Bolden	Mark Bardosh

- I.** The meeting was called to order at 1218 hours by Jeremy Zerbe. The meeting was held at DHA at 3075 Prospect Park Dr, Ranch Cordova, CA 95670.
- II.** Roll Call
- III.** Approval of minutes from December 5th, 2018.
 - a. Motion: Doniell Cummings
 - b. Second: Tanisha Batts
 - c. Passed: Unanimous
- IV. Treasurer's Report**

Accounts (2/28/19)

General Fund 6222	181,117.70
Legal Defense Fund 3903	88,190.86
PAC Fund 3911	21,612.05
Savings 7915	26,311.67
Wells Fargo Office Acct.	809.85
Debit Card Acct.	347.36
Total	318,389.49

Fidelity (11/30/18)**255,562.54****Total Cash and Investments 573,952.03**

Motion: Doniell Cummings

Second: Tanisha Batts

Passed: Unanimous

V. Old Business**A. Bylaws Revisions**

- a. There is a committee formed to address the revisions but there is still some time before a revision will be ready for Membership approval. Once the Membership has reviewed the changes, a revision needs a $\frac{2}{3}$ vote in order to be changed

B. New Membership Pamphlets

- a. New member pamphlets are being developed. Both Jeremy Zerbe and Jeremy Pollard have working drafts. Some suggestions were made to both for further editing.

C. Office Furniture

- a. The office furniture has been installed and the old furniture traded for cash towards the new set. The furniture came in under budget.

D. IA and Process Server Bilingual Pay – DA's Office

- a. The DA's office has put in a request for a side letter which will allow this to occur. We are still waiting for this to be finalized.
- b. Kim has spoken with Robert Bonner and will be discussing the details.

E. 20th Annual Public Safety & Community Appreciation Luncheon

- a. This event will be on May 3rd. The Board has agreed to purchase 10 tickets for this lunch event.

F. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments

- a. There was a question about if one is previously pulling a pension from a different agency and goes out on disability in their current job. The representative from Myers-Stevens & Toohey said this should not interfere, but any specific questions can be answered by them.

G. Process Server Training Differential – SSD Civil Bureau

- a. The management has indicated that they are supporting this, but action to implement this is currently stalled.

H. Modified Work Schedule – DA's Office

- a. SCALE is pushing for this option. There has been a meeting where this topic was discussed and was communicated to us that there was some positive feedback. There has not been any further movement on this topic aside from the feedback however.

I. County Transportation Policy

- a. There was a meeting with the Labor Relations representatives. There has been a change to the acceptable number of miles an employee can live outside of the county and retain a take home vehicle at their house. There is to be no use of the vehicle outside of work related use. There is an intention to install all vehicles with GPS tracking capability. The final policy regarding all of the changes has not been released, but will likely include the previously stated information.

J. OT Grievance – Park Rangers

- a. This has been addressed and resolved. There will be a side letter drafted to clarify expectations to prevent a grievance in the future.

K. Holiday Pay Dispute – Park Rangers

- a. A letter in response to this grievance was drafted stating this was not a point to grieve. The current MOU is in line with industry standards.

VII. New Business

- A. Mary Zenor Scholarship 2019
 - a. The committee of Tanisha Batts, Jesse Juarez, and Jonathan Charron will produce details for this year's scholarship essay.

- B. AB 346 (Amend 4805 of the Labor Code) – CA Rep. Jim Cooper
 - a. We made a request to add our name to this bill, but this request was declined.
 - b. PORAC is sponsoring legislation regarding on-duty injury. We will make an attempt to have them sponsor some legislation in the future since we were not able to add into AB 346.

- C. CA Court on Pensions
 - a. In a Cal Fire local 2881 vs CalPERS decision, the court sided with CalPERS. Much of the discussion in the decision dealt with the California Rule which may indicate how the Court will move in the Marin case decision.

VIII. Adjournment

Time: 1309

Motion: Tanisha Batts

Second: Jeremy Pollard

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, April 3, 2019***

***Plates Cafe
Depot Park, 14 Business Park Dr.
Sacramento, CA 95828
12PM***

Call to Order

- I. Roll Call
 - II. Approval of Minutes from Last Meeting (March 6, 2019)
 - III. Treasurer's Report
 - IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. New Membership Pamphlets
 - d. Bylaws Revisions
 - e. Investigative Assistant and Process Server Bilingual Pay - DA's Office
 - f. 20th Annual Public Safety & Community Appreciation Luncheon - Update
 - g. Police Officer On-Duty Injury Presumptions - PORAC Specialized Policing Association Coalition (SPAC)
 1. SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - h. Process Server Training Differential - SSD Civil Bureau
 - i. Modified Work Schedule – DA's Office
 - j. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - k. County Transportation Policy
 - l. OT Grievance – Park Rangers
 - m. Mary Zenor Scholarship 2019 – Update
 - n. California Supreme Court – Pension Cases
 - V. New Business
 - a. Use of Force Legislation
 1. SB 230 Support Letter
 2. AB 392 Active Oppose Letter
 - b. PORAC Symposium – April 9 & 10, 2019
 - c. Letter to DHA Director and Response
 - VI. Executive Session
- Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes April 3, 2019

**Plates Cafe
Depot Park, 14 Business Park Dr.
Sacramento, CA 95828**

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin (Mastagni)	(Goyette) Ross Smillie	(Mastagni)

- I.** The meeting was called to order at 1205 hours by Jeremy Zerbe. The meeting was held at Plates Cafe at Depot Park, 14 Business Park Dr., Sacramento, CA 95828.
- II.** Roll Call
- III.** Approval of minutes from March 6th, 2019.
 - a. Motion: Joe Wagstaff
 - b. Second: Tanisha Batts
 - c. Passed: Unanimous
- IV. Treasurer's Report**

Accounts (3/31/19)

General Fund 6222	185,479.88
Legal Defense Fund 3903	87,064.31
PAC Fund 3911	22,209.57
Savings 7915	26,312.71
Wells Fargo Office Acct.	711.55
Debit Card Acct.	578.58
Total	322,356.60
<u>Fidelity (11/30/18)</u>	256,240.90

Total Cash and Investments 578,597.50

Motion: Joe Wagstaff
 Second: Tanisha Batts
 Passed: Unanimous

V. Old Business

A. Movie Tickets – Monthly Drawing

- a. Kim Cranstan - DCSS
- b. Jessica Dickens - DA
- c. Marlene Colon-Esquia - DA
- d. Stephanie Bays

B. Board Training – Mastagni & Goyette

- a. SB 1421 was discussed. On March 29, the Court of Appeal, First Appellate District, upheld the Supreme Court decision. This appeal dealt with litigation over the new SB applies to records prior to 2019.

C. New Membership Pamphlets

- a. We received a quote for 500 pamphlets along with 500 inserts at a cost of \$250.
- b. There are still multiple designs being developed for a final vote.

D. Bylaws Revision

- a. A meeting has been set for May 8th at 1100 at the Crime lab for these revisions to be discussed.
- E. Investigative Assistant and Process Server Bilingual Pay - DA's Office
- a. Matt Connely sent revisions in a side letter and we sent back the changes on March 29th. We
- F. 20th Annual Public Safety & Community Appreciation Luncheon - Update
- a. Ten tickets have been purchased for this and the flyer for the Membership is ready to distribute and post.
- G. Police Officer On-Duty Injury Presumptions - PORAC Specialized Policing Association Coalition (SPAC)
- a. 1. SB 416 (Presumptive Injuries) – Introduced by Senator Hueso. The bill is continuing to move through the legislative process.
- H. Process Server Training Differential - SSD Civil Bureau
- a. No updates
- I. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
- a. There are currently some plans that we have members involved in; the platinum non-safety plan and the gold plan.
 - b. According to Toohey, those in the non-safety category may not be where they should be. For a category change, the Union would have to accept to change the plan.
 - c. Further discussion needs to be had and options explored before we bring the option to change the plan before the Membership. We also need to get an open enrollment date for those that have dropped.
 - d. We will prepare a side by side comparison of the different benefits packages for the Membership to review.
- J. Modified Work Schedule – DA's Office
- a. The DA's office was instructed to find 10% to cut. Due to there likely being a move to not fill vacant positions, the question of adequate staffing may be argued to not allow for a modified work schedule.

K. County Transportation Policy

- a. We have received a letter notifying us that the County is moving forward with this. From what we can see, the individual department heads will be the one responsible for any discipline involving the violations of the policy.

L. OT Grievance – Park Rangers

- a. No further information is currently available. A final copy yet to be received, but the matter is complete on our side to as far as we know.

M. Mary Zenor Scholarship 2019 - Update

- a. 3 questions will be given as prompts for those applying to the scholarship. A deadline of May 17th for the submission of the application and all components has been set. We will be notifying the participants by May 31st.
- b. A motion was made to proceed with the 3 questions and the timeline for the scholarship.

Motion: Doniell Cummings

Second: Joe Wagstaff

Passed: Unanimous

N. California Supreme Court – Pension Cases

- a. No updates, though some decisions should be coming soon.

VII. New Business

A. Use of Force Legislation

a. **SB 230 Support Letter**

- i. This SB offers more training on mental health.

b. **AB 392 Active Oppose Letter**

- ii. This Bill has been getting a lot of press. PORAC is not in support of this bill. A letter of opposition has been sent to PORAC and they will compile these for the lawmakers.

B. PORAC Symposium – April 9 & 10, 2019

- a. A motion was made to approve funding to send Joe Wagstaff to this conference.

Motion: Jeremy Pollard

Second: Jesse Juarez

Passed: Unanimous

C. Letter to DHA Director and Response

- a. We have received a letter and have responded.

D. SCRES

- a. There has been a policy change drafted regarding retired annuitants. There are some changes being proposed to these employees.
- b. There will be time limit changes and auditing procedures regarding this class of employees.
- c. Comments regarding this subject should be sent to Jeremy Zerbe by the end of the month.

VIII. Executive Session

IX. Adjournment

Time: 1403

Motion: Joe Wagstaff

Second: Dan Burke

Passed: Unanimous



SCALE

**Board Meeting Agenda
Wednesday, May 1, 2019**

**DCSS
3701 Power Inn Rd.
Sacramento, CA 95825
12PM**

Call to Order

- I. Roll Call
 - II. Approval of Minutes from Last Meeting (April 3, 2019)
 - III. Treasurer's Report
 - IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. New Membership Pamphlets
 - d. Bylaws Revisions Committee Meeting May 8, 2019
 - e. 20th Annual Public Safety & Community Appreciation Luncheon - Update
 - f. Updates on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - g. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. Open Enrollment
 - h. Mary Zenor Scholarship 2019 – Essay Due May 17, 2019
 - i. California Supreme Court – Pension Cases
 - j. Use of Force Legislation
 - V. New Business
 - a. SF Police Credit Union
 - b. PORAC Symposium
 - c. Leadership Training, LRIS Grievances, Arbitration & Past Practices, Training, PORAC LDF Member Conference, Labor Law & Labor Arbitration Training
 - d. Membership \$5 LDF
 - e. Sacramento County Drug and Alcohol Free Workplace Administrative Guidelines
 - f. Deputy Stasyuk Memorial Fishing Tournament
 - g. SCALE Facebook Page
 - VI. Executive Session
- Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes May 1, 2019

**DCSS
3701 Power Inn Rd.
Sacramento, CA 95825**

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin (Mastagni)	(Goyette)	(Mastagni)
Teena Bruzzone	Debra Bethell	Debra Walley
Caroline Saenz	Arpi Mesrobya	Lynne Starr
Lana Vlady	Saleshni Singh	Devecia Steele-Mayo
Mike Black	Daniel Reyes	Tamara Hanna
Nicole Greene	Richard Cara	Harlan Breakey
Adam Noah	Aria Graeff	Nicole Montoya
Maria St. Germain	Nora Frantz	Anhthi Estelle
Melody Bayless	Jessica Burlin	Paul Fraley
Rosie Alves	Ashleigh McDaniel	Shenel Thomas
Nikki Smith	Ross Smillie	Olivia Flores
	Danielle Anderson	Jackie Clark

- I.** The meeting was called to order at 1220 hours by Jeremy Zerbe. The meeting was held at DCSS at 3701, Sacramento, CA 95825.
- II.** Roll Call
- III.** Approval of minutes from April 3, 2019.
 - a. Motion: Tanisha Batts

- b. Second: Doniell Cummings
- c. Passed: Unanimous

IV. Treasurer's Report

Accounts (4/28/19)

General Fund 6222	180,938.36
Legal Defense Fund 3903	82,805.56
PAC Fund 3911	22,209.57
Savings 7915	26,312.71
Wells Fargo Office Acct.	998.58
Debit Card Acct.	1316.34
Total	314,581.12

Fidelity (4/28/19)

256,375.44

Total Cash and Investments 570,956.56

Motion: Jonathan Charron
 Second: Tanisha Batts
 Passed: Unanimous

V. Old Business

- A. Movie Tickets – Monthly Drawing
 - a. Tu Ngo - DHA
 - b. Stephen McCarthy - DA
 - c. Hunter Bartholomew - DHA
 - d. Oscar Barian - DHA
- B. Board Training – Mastagni & Goyette
 - a. Training will be provided at the next meeting.
- C. New Membership Pamphlets
 - a. A new design was printed and given to the Board for review. This will be placed on cardstock for distribution.
 - b. A motion was made to approve the design of the pamphlets and to approve the funding to print them.

Motion: Doniell Cummings
 Second: Tanisha Batts
 Passed: Unanimous

- c. The printing will be delayed until after the General Membership meeting.

D. Bylaws Revision

- a. A meeting has been set for May 8th at 1100 at the Crime lab for these revisions to be discussed.

E. 20th Annual Public Safety & Community Appreciation Luncheon - Update

- a. We had 10 members sign up for this event.

F. Police Officer On-Duty Injury Presumptions - PORAC Specialized Policing Association Coalition (SPAC)

- a. 1. SB 416 (Presumptive Injuries) – Introduced by Senator Hueso. The bill is continuing to move through the legislative process. Further discussion has been tabled at this time.

G. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments

- a. There has been a push to get open enrollment. We need to determine how many eligible members we have in order to get this completed without having to go through a medical process.
- b. Linda has contacted SCRES to get this information.

H. Mary Zenor Scholarship 2019 - Update

- a. This closes at the end of May. Reps will send an email to their portion of the membership to remind them to have their family members apply.

I. California Supreme Court – Pension Cases

- a. Still waiting for a decision and updates.

J. Use of Force Legislation

- a. There isn't any official word on this topic, but there appears to be forward movement on the topic.

VII. New Business

A. SF Police Credit Union

- a. Darlene, a representative from the SF Police Credit Union, gave the membership present some information about the services that the credit union is offering the membership.
- b. We have invited Darlene back to speak at the General Membership meeting in June.

B. PORAC Symposium – April 9 & 10, 2019

- a. Joe Wagstaff attended this event. This topic is tabled for when Joe is present and can speak about the information he gained at the symposium to the Board.

C. Leadership Training, LRIS Grievances, Arbitration & Past Practices, Training, PORAC LDF Member Conference, Labor Law & Labor Arbitration Training

- a. Jeremy Pollard, Tanisha Batts, Jonathan Charron, and Doniell Cummings will be attending the LRIS seminar titled: "Grievances, Arbitration And Past Practices" being held September 25-27 2019 in Las Vegas, Nevada.
- b. A motion was made to approve the training request and funding for the four Board members to attend the conference.

Motion: Jeremy Pollard

Second: Tanisha Batts

Passed: Unanimous

D. Membership \$5 LDF

- a. These checks are being signed and will be issues to the membership soon.

E. Sacramento County Drug and Alcohol Free Workplace Administrative Guidelines

- a. We met on this two years ago. When a policy is changed, there needs to be a meet and confer to go over the changes. They did not change the policy, but did change the directives. We will explore what needs to be done further on this matter.

F. Deputy Stasyuk Memorial Fishing Tournament

- a. This event is being held on Father's Day Weekend, Saturday June 15th.
- b. A motion was made to cover 10 participants in this tourney at \$50 per participant, or a total of \$500. If there are fewer than 10 individuals, we will donate the remaining money to the cause at a total value of \$500 between the registration and donation.

Motion: Jonathan Charron
Second: Jeremy Pollard
Passed: Unanimous

G. SCALE Facebook Page

- a. Jeremy Pollard will be heading up this effort in the creation and maintenance of the SCALE Facebook page. He has requested for input and help from the other Board members.

VIII. Executive Session

IX. Adjournment

Time: 1355
Motion: Tanisha Batts
Second: Jonathan Charron
Passed: Unanimous



SCALE

**Board Meeting Agenda
Wednesday, June 5, 2019**

**DA Office
901 G. Street
Sacramento, CA 95814
12PM**

- Call to Order
- I. Roll Call
 - II. Approval of Minutes from Last Meeting (May 1, 2019)
 - III. Treasurer's Report
 - IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. New Membership Pamphlet Updates
 - d. Bylaws Revisions Committee Meeting May 8, 2019
 - e. Updates on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - f. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. Open Enrollment
 - g. Mary Zenor Scholarship 2019 – Winner Announcement
 - h. Use of Force Legislation SB 230 and AB 392
 - i. SCALE Audit
 - j. SCALE Facebook Page
 - k. Stasyuk Memorial Fishing Tournament
 - V. New Business
 - a. PORAC Symposium- Presentation by Joe Wagstaff
 - b. PORAC LDF Increase
 - c. Medical Plan Updates
 - d. Budget Updates
 - e. Quickbooks
 - a. Training
 - b. Online Platform
 - f. SCALE Bookkeeper and Quarterly Reviews
 - g. Annual Dues Adjustments
 - VI. Executive Session
 - VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes June 5, 2019

DA Office
906 G. St
Sacramento, CA 95814

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin (Mastagni)	(Goyette) Joe Hofmann (Mastagni)	(Mastagni)

- I. The meeting was called to order at 1334 hours by Jeremy Zerbe. The meeting was held at the DA's Office at 906 G St, Sacramento, CA 95814.
- II. Roll Call
- III. Approval of minutes from May 1, 2019.
 - a. Motion: Doniell Cummings
 - b. Second: Tanisha Batts
 - c. Passed: Unanimous
- IV. **Treasurer's Report -**
 - a. The Treasurer's report was read into the minutes of the General Membership Meeting. The following is a summary of that information:

Accounts (5/31/19)

General Fund 6222	201,867.32
Legal Defense Fund 3903	82,812.75
PAC Fund 3911	21,552.69

Savings 7915	26,314.97
Wells Fargo Office Acct.	1,180.90
Debit Card Acct.	936.42
Total	334,665.05
<u>Fidelity (5/31/19)</u>	256,648.30

Total Cash and Investments 591,313.35

Motion: Joe Wagstaff
Second: Jonathan Charron
Passed: Unanimous

V. Old Business

- A. Movie Ticket Drawing Winners
 - a. Brian Koenig – DA
 - b. Sharhrutch Khawar – DCSS
 - c. Rita Perez – DCSS
 - d. Linda Daniels - DCSS
- B. Board Training – Mastagni and Goyette
 - a. This has been tabled for the next meeting.
- C. New Membership Pamphlets Updates
 - a. The modifications have been done and they will be printed soon.
- D. Bylaws Committee Update
 - a. The committee made good progress on the updates. Once the changes have been finished, the Board will have the opportunity to review them and then sent to membership for a vote to approve the changes.
- E. Police Officer On-Duty Injury Presumptions – SB 416 Update
 - a. This was discussed during the General Membership meeting.
 - b. PORAC is sponsoring this bill. It is currently out of the senate and made its way to the assembly. There will be further updates as the bill progresses.
- F. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. This was discussed in the General Membership Meeting.

- b. There was a belief by some of the members that if they had previously retired and were getting income from their pension that their level of coverage would be lower for on the job injuries. This is not the case.
 - c. We are gathering information on how many members would be eligible to re-enroll and attempt to find a way to avoid medical underwriting for those wanting to enroll.
- G. Mary Zenor Scholarship Winner Announcement
- a. This was discussed at the General Membership Meeting
 - b. The winners have been selected and the scholarship checks and official announcements will be sent out shortly.
- H. Use of Force Legislation – SB230 and AB392
- a. This was discussed at the General Membership Meeting.
 - b. PORAC supported SB230. The wording on AB392 has softened language from the first version.
 - c. PORAC has now removed their objection to AB392 with the new language.
- I. SCALE Audit
- a. This is currently almost finished. An audit closure meeting will be had soon and a draft of the results will be completed prior to the July meeting.
- J. SCALE Facebook page
- a. This will be tabled until next meeting
- K. Stasyuk Memorial Fishing Tournament
- a. We did not have any members sign up for the tournament. We will contribute the \$500 to the organizations in lieu of covering the cost for members to enter the tournament.
- L. LDSS training
- a. Jonathan, Tanisha, Jeremy P, and Doniell will be attending this training in September. Dan will transfer money into the debit account to cover the booking of the rooms.

VI. New Business

- A. PORAC Symposium – Joe Wagstaff
- a. Joe talked about the symposium with the Board. He said that one of the big topics was a discussion of 1421.

B. PORAC LDF

- a. There will be a slight adjustment to \$21.45. The Board will discuss options regarding this increase.
- b. This increase will affect approximately 122 members. The difference of \$170.80 per month would cover the increase for these members.
- c. A motion was made to cover the increase for the membership until December 31st, 2019.

Motion: Jesse Juarez
Second: Doniell Cummings
Passed: Unanimous

C. Medical Plan Updates

- a. The details of the cost increases will be posted to the SCALE webpage.
- b. Some plans will see an increase.

D. Budget Updates

- a. This was discussed in the General Membership Meeting.
- b. SCALE met with Robert Bonner. The county has different allocations of money for different departments changing the amount of money that they receive.
- c. Lawsuits providing other financial challenges.
- d. Paid volunteers and retired annuitants will likely no longer be employed.
- e. Some shifting of positions may happen between departments.

E. Quickbooks

- a. Linda will be looking into the cost of further training in Quickbooks.
- b. Once more training has been completed, the online platform of this program can be explored.

F. SCALE Bookkeeper and Quarterly Reviews

- a. We will be exploring the idea of other bookkeeping services.

G. Annual Dues Adjustments

- a. Tabled

VII. Executive Session

VIII. Adjournment

Time: 1454
Motion: Tanisha Batts
Second: Doniell Cummings
Passed: Unanimous



SCALE

***General Membership Meeting Agenda
Wednesday, June 5, 2019***

***DA Office
901 G. Street
Sacramento, CA 95814
12PM***

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (March 6, 2019)
- IV. Treasurer's Report
- V. Old Business
 - a. Bylaws Revision Committee – May 8, 2019 Update
 - b. New Membership Pamphlets
 - c. Mary Zenor Scholarship Winner Announcement
 - d. Police Officer On-Duty Injury Presumptions – SB 416 Update
 - e. PORAC Myers-Stevens & Toohey LTD
 - a. Open Enrollment
- VI. New Business
 - a. San Francisco Police Credit Union Presentation- Darlene Hong
 - b. Use of Force Legislation
 - a. SB 230 and AB 392
 - c. SCALE Member LDF Refund
 - d. PORAC LDF Increase
 - e. SCALE Facebook Page
 - f. Medical Plan Updates
 - g. Budget Updates
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes June 5, 2019

**DA Office
906 G. St
Sacramento, CA 95814**

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin	(Goyette)	(Mastagni)
(Mastagni)	Joe Hofmann	Guy Uyeda
Frank Ubois	(Mastagni)	Gary Dahl
Sarah Standfield	Roy Keller	Stan Tofen
Greg Leake	William Sanderson	Marlen Colin
Brian Bell	Cyanna Isted	Scott MacDonald
Steve Trojanowski	Butafl Uppal	William Sanderson
Bill Hutto	Tom Little	Gildo Tournow
Christina Barret	Denise Phillips	

- I.** The meeting was called to order at 1225 hours by Jeremy Zerbe. The meeting was held at the DA's Office at 906 G St, Sacramento, CA 95814.
- II.** Roll Call
- III.** Approval of minutes from March 6, 2019.
 - a. Motion: Joe Wagstaff
 - b. Second: Jesse Juarez
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (5/31/19)

General Fund 6222	201,867.32
Legal Defense Fund 3903	82,812.75
PAC Fund 3911	21,552.69
Savings 7915	26,314.97
Wells Fargo Office Acct.	1,180.90
Debit Card Acct.	936.42
Total	334,665.05

Fidelity (5/31/19) 256,648.30

Total Cash and Investments 591,313.35

Motion: Joe Wagstaff
 Second: Jonathan Charron
 Passed: Unanimous

V. Old Business**A. Bylaws Revision Committee – May 8, 2019 Update**

- a. Part of the document has been updated but the remaining portion is still being looked over for revisions. The edited version will be presented to the membership for a vote on the revisions after being reviewed by the board.

B. New Membership Pamphlets

- a. These will be printed soon with the new SF Credit Union name updated.

C. Mary Zenor Scholarship Winner Announcement

- a. The winners have been selected and the scholarship checks and official announcements will be sent out shortly.

D. Police Officer On-Duty Injury Presumptions – SB 416 Update

- a. PORAC is sponsoring this bill. It is currently out of the senate and made its way to the assembly. There will be further updates as the bill progresses.

E. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments

- a. There was a belief by some of the members that if they had previously retired and were getting income from their pension that their level of coverage would be lower for on the job injuries. This is not the case.
- b. We are gathering information on how many members would be eligible to re-enroll and attempt to find a way to avoid medical underwriting for those wanting to enroll.

VII. New Business

A. SF Police Credit Union (This was taken out of order)

- a. Darlene, a representative from the SF Police Credit Union, gave the membership present some information about the services that the credit union is offering the membership.
- b. The SF Police Credit Union will be changing their name in the near future.

B. Use of Force Legislation – SB230 and AB392

- a. PORAC supported SB230. The wording on AB392 has softened language from the first version.
- b. PORAC has now removed their objection to AB392 with the new language.

C. SCALE member LDF Refund

- a. Some of the members have been paying into this account for longer than our Bylaws state they should.
- b. A check has been made to those employees to refund the extra contribution that was made.

D. PORAC LDF

- a. There will be a slight adjustment to \$21.45. The Board will discuss options regarding this increase.

E. SCALE Facebook Page

- a. Jeremy Pollard will be heading up this effort and this topic will be tabled until the next meeting when he is in attendance.

F. Medical Plan Updates

- a. The details of the cost increases will be posted to the SCALE webpage.
- b. Some plans will see an increase.

G. Budget Updates

- a. SCALE met with Robert Bonner. The county has different allocations of money for different departments changing the amount of money that they receive.
- b. Lawsuits providing other financial challenges.
- c. Paid volunteers and retired annuitants will likely no longer be employed.
- d. Some shifting of positions may happen between departments.

H. COLA -002/004

- a. The COLA for sworn will be 3% while non-sworn will be 2.4%.

IX. Adjournment

Time: 1315

Motion: Tanisha Batts

Second: Jonathan Charron

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, July 3, 2019***

***SCALE
2366 Gold Meadow Way
Gold River, CA 95670
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (June 5, 2019)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. New Membership Pamphlet Updates
 - d. Bylaws Revisions Committee Meeting
 - e. Updates on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - f. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. Open Enrollment
 - g. Use of Force Legislation SB 230 and AB 392
 - h. SCALE Audit -William & Olds Presentation
 - i. SCALE Facebook Page
 - j. PORAC LDF Increase Letter
 - k. QuickBooks
 - a. Training
 - b. Online Platform
 - l. SCALE Bookkeeper and Quarterly Reviews
 - m. DA Bilingual Pay
- V. New Business
 - a. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes July 3, 2019

SCALE
2366 Gold Meadow Way
Gold River, CA 95670

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Alejandro Rubio	

- I. The meeting was officially called to order at 1240 hours by Jeremy Zerbe. Some topics were discussed prior to the meeting being called due to a lack of a quorum. All items requiring a vote were not discussed until a quorum was obtained and after the meeting was officially called to order. The meeting was held at the SCALE office at 2366 Gold Meadow Way, Gold River, CA 95670.
- II. Roll Call
- III. Approval of minutes from June 5, 2019.
 - a. Motion: Joe Wagstaff
 - b. Second: Jesse Juarez
 - c. Passed: Unanimous
- IV. **Treasurer's Report –**

Accounts (5/31/19)

General Fund 6222	189,984.84
Legal Defense Fund 3903	82,815.90

PAC Fund 3911	21,553.18
Savings 7915	26,315.97
Wells Fargo Office Acct.	715.57
Debit Card Acct.	4,315.14
Total	325,700.60
<u>Fidelity (6/30/19)</u>	257,899.65

Total Cash and Investments 583,600.25

Motion: Jonathan Charron

Second: Jesse Juarez

Passed: Unanimous

V. Old Business

A. Movie Ticket Drawing Winners

- a. Isabelle Ysebrands – Coroner
- b. Vincent Erickson – Parks
- c. Susan Balestero – DHA
- d. Nicole Green - DCSS

B. New Membership Pamphlets Updates

- a. Jeremy created another draft of the pamphlet. There is the potential for an additional unit joining SCALE which would need to be added to the document. We are going to wait until next meeting to decide to print in case the additional unit is confirmed. If there is still no decision or movement, we will print a small batch for the time being.

C. Bylaws Committee Update

- a. A date needs to be set for this committee to meet and finish the revisions. They are targeting this date to be after the 18th of July.

D. Police Officer On-Duty Injury Presumptions – SB 416 Update

- a. This bill went to the committee on insurance and there will be a meeting scheduled on the 10th at 9am in room 437 at the state capitol for further discussion.

E. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments

- a. This topic is currently stalled with the intent to continue work on getting this addressed in the next few weeks.

F. Use of Force Legislation – SB230 and AB392

- a. SB230 – There is a hearing on this today.
- b. AB392 – This is also continuing through legislation. Currently in the senate on the 3rd reading with further action planned for today.

G. SCALE Audit

- a. The auditor will be attending the next BOD meeting to discuss the audit.

H. SCALE Facebook page

- a. This will be tabled until next meeting

I. PORAC LDF Increase Letter

- a. This letter will be drafted this month.

J. QuickBooks Training

- a. Jeremy originally approved training cost of \$579.95 for Linda to enroll in this training. When a quorum was reached, a unanimous vote was made to approve this cost by the board.
- b. After Linda attends the class, the option of going to an online platform can be discussed.

K. SCALE Bookkeeper & Quarterly Reviews

- a. This topic will be evaluated and discussed at a later date.

L. Bilingual Pay DA

- a. We have gotten on the same page with this topic and are going to the Board of Supervisors on the 16th. The details will be made into a side letter and likely rolled into the next conference.

VI. New Business

A. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner

- a. This group may be placed with SCALE. The original suggestion from the County has been retracted at this point and their placement is still unknown at this time.

B. SPD Ball 1849 Foundation

- a. This will be discussed at the August meeting.

C. Optum

- a. Kim will send a letter asking for some explanation on the accounts and how this banking system was decided upon, as well as if there is an option down the road for this to be changed again.

VI. Executive Session

VIII. Adjournment

Time: 1257

Motion: Joe Wagstaff

Second: Jesse Juarez

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, August 7, 2019***

***PLATES CAFÉ
Depot Park, 14 Business Park Dr.
Sacramento, CA 95828
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (July 3, 2019)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. New Membership Pamphlet Updates
 - d. Bylaws Revisions Committee Meeting
 - e. Updates on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - f. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. Open Enrollment
 - g. Use of Force Legislation SB 230 and AB 392
 - h. SCALE Audit -William & Olds Presentation
 - i. SCALE Facebook Page
 - j. PORAC LDF Increase Letter
 - k. QuickBooks
 - a. Training
 - b. Online Platform
 - l. SCALE Bookkeeper and Quarterly Reviews
 - m. DA Bilingual Pay
 - n. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner
- V. New Business
 - a. Badge Purchase for Retired DA Criminal Investigator
 - b. Open Nominations for Board Positions-President, PD Office, Park Ranger, Crime Lab & LESU starting September 1, 2019.
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes August 7, 2019

**Plates Cafe
Depot Park, 14 Business Park Dr
Sacramento, CA 95828**

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Joe Hofmann (Mastagni)	(Goyette)	(Mastagni)

- I.** The meeting was officially called to order at 1212 hours by Jeremy Zerbe. The meeting was held at Plates Cafe at Depot Park, 14 Business Park Dr, Sacramento, CA 95828.
- II.** Roll Call
- III.** Approval of minutes from July 3, 2019.
 - a. Motion: Dan Burke
 - b. Second: Doniell Cummings
 - c. Passed: Unanimous
- IV. Treasurer's Report –**

Accounts (7/31/19)

General Fund 6222	186,240.14
Legal Defense Fund 3903	82,819.62
PAC Fund 3911	20,917.75
Savings 7915	26,317.15
Wells Fargo Office Acct.	1,068.19

Debit Card Acct.

4,192.03

Total

321,554.88

Fidelity (7/31/19)

258,233.70

Total Cash and Investments 579,788.58

Motion: Jesse Juarez
Second: Jeremy Pollard
Passed: Unanimous

V. Old Business

A. Movie Ticket Drawing Winners

- a. Athena Finnamore - DA
- b. Matthew Girardi - DCSS
- c. Stephanie James – Crime Lab
- d. Arthur Cannon – Park Rangers

B. Board Training – Mastagni & Goyette

- a. Kim, Mark, and Joe will work on getting this topic back to being more active each month.

C. New Membership Pamphlet Updates

- a. The Police Credit Union name has been updated. We will go forward with a small printing batch to have them available for the next General Membership Meeting.

D. Bylaws Revisions Committee Update

- a. Another meeting will be scheduled, and the intention is to get the document ready for a draft to review by the next meeting.

E. Update on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso

- a. This Senate Bill has gone to the appropriations committee. Two Rangers went and spoke regarding this bill.

- F. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. Open Enrollment – Jeremy Pollard will continue to work on this topic and update the Board with the status.

- G. Use of Force Legislation – SB230 and AB392
 - a. SB230 – This is almost through the process and is currently in suspense file.

 - b. AB392 – This bill is also moving forward and currently in the engrossing and enrolling stage which prepares the bill for presentation to the governor.

- H. SCALE Audit – William & Olds Presentation
 - a. The draft of the audit was received and explained by a representative from William & Olds. A copy of this report and audit will be retained for reference.

- I. SCALE Facebook page
 - a. The SCALE Facebook page is up and running.

- J. PORAC LDF Increase Letter
 - a. This task will be completed by Jeremy Zerbe this month for presentation to the Board.

- K. Quickbooks Training
 - a. The training class is on September 18th and 19th. Linda will be attending this training.

 - b. Online Platform – Moving to this type of platform will be explored after Linda has attended the training.

- L. Bilingual Pay DA

- a. This has gotten in front of the Board of Supervisors and has been approved. We do not currently have a copy of the final signed letter as of yet.

M. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner

- a. The potential addition of this group to SCALE will continue to be monitored.

N. Optum Bank

- a. Kim will give an update on this topic at the next meeting.

VI. New Business

A. Badge Purchase for Retired DA Criminal Investigator

- a. We have received the invoice for this and will be paid.

B. Open Nominations for Board Positions – President, PD Office, Park Ranger, Crime Lab & LESU

- a. The open nomination period will begin in September for these positions.

C. Auto Bill Pay

- a. For routine bills, we will switch from writing checks to doing auto bill pay. Linda will create an account payable list and Dan will set the automatic payments up with the various vendors.
- b. A second Executive Board Member will confirm that these payments have been appropriately deducted.
- c. A motion was made to allow "automatic bill payments" be used for reoccurring expenses.

Motion: Doniell Cummings

Second: Tanisha Batts

Passed: Unanimous

VII. Executive Session

VIII. Adjournment

Time: 1423

Motion: Jesse Juarez

Second: Dan Burke

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, September 4, 2019***

***Park Rangers Office
10361 Rockingham Dr.
Sacramento, CA 95827
12PM***

- Call to Order
- I. Roll Call
- II. Approval of Minutes from Last Meeting (August 7, 2019)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. New Membership Pamphlets
 - d. Bylaws Revisions Committee Meeting
 - e. Updates on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - f. PORAC – Myers-Stevens & Toohey Pension LTD
 - g. Use of Force Legislation SB 230 and AB 392
 - h. PORAC LDF Increase Letter
 - i. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner – Unit Designation
 - j. Open Nominations for Board Positions-President, PD Office, Park Ranger, Crime Lab & LESU starting September 1, 2019
- V. New Business
 - a. HAS Bank Fees
 - b. Treasurer – Business Office Electronic Checking
 - c. Joint Labor Management Meeting
 - d. Special Election - SCALE Deputy Coroner Representative
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
September 4, 2019

Park Rangers Office
10361 Rockingham Dr
Sacramento, CA 95827

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Joe Hofmann (Mastagni)	(Goyette)	(Mastagni)

- I. The meeting was officially called to order at 1332 hours by Jeremy Zerbe. The meeting was held at the Park Rangers Office, 10361 Rockingham Dr. Sacramento, CA 95827.
- II. Roll Call
- III. Approval of minutes from 8/7/2019.
 - a. Motion: Dan Burke
 - b. Second: Tanisha Batts
 - c. Passed: Unanimous

IV. Treasurer's Report –

- a. This item was read into the General Membership Session minutes. Here is a summary of those notes:

Accounts (8/31/19)

General Fund 6222	192,124.12
Legal Defense Fund 3903	82,823.00
PAC Fund 3911	20,918.26
Savings 7915	26,318.22
Wells Fargo Office Acct.	853.31
Debit Card Acct.	3,182.41
Total	326,219.32

Fidelity (8/31/19) 258,500.43

Total Cash and Investments 584,719.75

Motion: Jesse Juarez
 Second: Tanisha Batts
 Passed: Unanimous

V. Old Business

- A. Movie Ticket Drawing Winners
- a. Jennifer Becker - Coroner
 - b. Raymond Antar - DHA
 - c. Marlene Colin-Escobedo DA
 - d. Melanie Bayless - DCSS
- B. Board Training – Mastagni & Goyette
- a. Tabled for next meeting
- C. New Membership Pamphlet Updates
- a. These have been completed and a set has been printed for us to hand out to new potential members.
- D. Bylaws Revisions Committee Update
- a. We are continuing to work on this item and have an update slated for September 13th.

- E. Update on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - a. This was covered in the General Membership Session. Here is a summary of that discussion:
 - b. This is getting close to being placed on the Governor's desk. It is currently on a 3rd read prior to going for a final read. After this is complete, the bill will go to the Governor's desk.

- F. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. This was covered in the General Membership Session. Here is a summary of that discussion:
 - b. We have tried to secure an open enrollment period, but there weren't enough people who were not already enrolled to get this complete without the medical underwriting. Those members can still enroll but will need to go through the medical portion.

- G. Use of Force Legislation – SB230 and AB392
 - a. This was covered in the General Membership Session. Here is a summary of that discussion:

 - b. SB230 – The second read of this bill is due to be done on 9/5/2019.

 - c. AB392 – This bill has been signed by the governor. We are still waiting for jury instructions to change. Once the jury instructions are complete, Joe Hoffman will provide the Board with a summary brief.

- H. PORAC LDF Increase Letter
 - a. This was covered in the General Membership Session. Here is a summary of that discussion:
 - b. There has been a monthly increase of less than \$2. Jeremy Zerbe is drafting a letter to inform the membership that we are covering this increase until January 1, 2020.

- I. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner
 - a. The DA's office, as per April 4th, requested the class study.
 - b. A vote to decide if we are going to remain interested in the process has been called. To be clear, this is not a vote on spending money for arbitration.

Motion: Jesse Juarez

Second: Jonathan Charron

Passed: Unanimous (Joe Wagstaff was not present for the vote)

- J. Open nominations for Board Positions – President, PD Office, park Ranger, Crime Lab & LESU starting September 1, 2019.
 - a. This was covered in the General Membership Session. Here is a summary of that discussion:
 - b. There were many nominations from the floor as follows:
 - i. Jeremy Pollard for Park Ranger Representative
 - ii. Jonathan Charron for Crime Lab Representative
 - iii. Randy Bickel for Union President
 - iv. Doniell Cummings for Members At Large
 - v. Corey Morgan for PD Office
 - c. Jeremy Zerbe stated that he will not accept a nomination for Union President.

VI. New Business

- A. HSA Bank Fees
 - a. A letter requesting information about the fees has been sent to Optum by Kim. She is still waiting for a response.
- B. Treasurer – Business Office Electronic Checking
 - a. We will move forward with using Zelle for reoccurring payments.
- C. Joint Labor Management Meeting
 - a. This was covered in the General Membership Session. Here is a summary of that discussion:

- b. Open enrollment will begin on September 30th and run through October 25th. Initially Kaiser was going to be going up around 7% next year. They have been seeing a loss of people enrolling in their plan and this was their way of making up the difference. They revised their thinking and will be coming in much lower than that original increase.

D. Special Election – SCALE Deputy Coroner Representative

- a. We will be adding the Supervisor Board position to this special election cycle to try and fill this vacancy as well.

E. Sacramento County of Law Enforcement “United We Stand” Breakfast

- a. There was a motion made to purchase a \$300 table for this event. We will offer these seats to the Membership via raffle.

Motion: Jesse Juarez

Second: Jeremy Pollard

Passed: Unanimous (Joe Wagstaff was not present for the vote)

F. Project Save and Star 6 Gold Tourney

- a. A motion was made to donate \$250 to each of these events.

Motion: Jesse Juarez

Second: Jeremy Pollard

Passed: Unanimous (Joe Wagstaff was not present for the vote)

G. 2019 Heroes Cup

- a. We will be holding a drawing for the 2019 Heroes Cup. We will see what response we get to determine the number of tickets we will purchase and then vote on this number. The interested parties should respond by September 20th.

H. Board Training

- a. A motion was made to provide reimbursement for the use of up to a maximum of 8 hours of personal leave that was used in conjunction with annual training upon approval of the Board. This will supplement for conferences or training that run longer than the allotted leave time given for training.

Motion: Doniell Cummings

Second: Jesse Juarez

Passed: Unanimous (Joe Wagstaff was not present for the vote)

VII. Executive Session

VIII. Adjournment

Time: 1435

Motion: Doniell Cummings

Second: Jesse Juarez

Passed: Unanimous (Joe Wagstaff was not present for the vote)



SCALE

***General Membership Meeting Agenda
Wednesday, September 4, 2019***

***Park Rangers Office
10361 Rockingham Dr. Ste.100
Sacramento, CA 95827
12PM***

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (June 5, 2019)
- IV. Treasurer's Report
- V. Old Business
 - a. Bylaw Revision Committee – August 30, 2019
 - b. New Membership Pamphlets
 - c. Police Officer On-Duty Injury Presumptions – SB 416 Update
 - d. PORAC Myers-Stevens & Toohey LTD – Update
 - e. Use of Force Legislation – SB 230 & AB 392
 - f. PORAC Legal Defense Increase Letter
 - g. SCALE Facebook Page
- VI. New Business
 - a. Joint Labor Management Meeting
 - b. New Forensic Multimedia Examiner Classifications – Unit Designation
 - c. Open Nomination Period (President, Public Defender's Office, Park Ranger, Crime Lab, and Law Enforcement Support Unit At-Large)
 - d. Special Election- SCALE Deputy Coroner Representative
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes September 4, 2019

**Park Rangers Office
10361 Rockingham Dr
Sacramento, CA 95827**

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez	Marcus Kelln	Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Joe Hofmann (Mastagni)	(Goyette) Sam Zamora	(Mastagni) Cory Stewart
Kirsten Alvarez	George Olveda	Rich Vidal
Alejandro Rubio	Marc Piazza	Thomas Schubin
Alex Mejia	Randy Bickel	Andrew Nelson
Elmer Marzan	Ross Smillie	Lewis Fedor

- I.** The meeting was officially called to order at 1221 hours by Jeremy Zerbe. The meeting was held at the Park Rangers Office, 10361 Rockingham Dr. Sacramento, CA 95827.
- II.** Roll Call
- III.** Approval of minutes from June 5, 2019.
 - a. Motion: Doniell Cummings
 - b. Second: Dan Burke
 - c. Passed: Unanimous of those present (Joe Wagstaff not present for the vote)
- IV. Treasurer's Report –**

Accounts (8/31/19)

General Fund 6222	192,124.12
Legal Defense Fund 3903	82,823.00
PAC Fund 3911	20,918.26
Savings 7915	26,318.22
Wells Fargo Office Acct.	853.31
Debit Card Acct.	3,182.41
Total	326,219.32
<u>Fidelity (8/31/19)</u>	258,500.43

Total Cash and Investments 584,719.75

Motion: Jesse Juarez
Second: Tanisha Batts
Passed: Unanimous

V. Old Business

- A. Bylaws Revisions Committee – August 3 - 2019 Update
 - a. We are moving through this document and plan on meeting one more time to finish the proposed changes.

- B. New Membership Pamphlets
 - a. A run of these new pamphlets has been printed and are available for new members.

- C. Police Officer On-Duty Injury Presumptions - Update on SB 416
 - a. This is getting close to being placed on the Governor's desk. It is currently on a 3rd read prior to going for a final read. After this is complete, the bill will go to the Governor's desk.

- D. PORAC – Myers-Stevens & Toohey Pension Income & LTD Payments
 - a. We have tried to secure an open enrollment period, but there weren't enough people who were not already enrolled to get this complete without the medical underwriting. Those members can still enroll but will need to go through the medical portion.

- E. Use of Force Legislation – SB230 and AB392

- a. SB230 – The second read of this bill is due to be done on 9/5/2019.

- b. AB392 – This bill has been signed by the governor. We are still waiting for jury instructions to change. Once the jury instructions are complete, Joe Hoffman will provide the Board with a summary brief.

F. PORAC LDF Increase Letter

- a. There has been a monthly increase of less than \$2. Jeremy Zerbe is drafting a letter to inform the membership that we are covering this increase until January 1, 2020.

G. SCALE Facebook Page

- a. There has been a good flow of traffic on the Facebook page. The membership is encouraged to like and share the page to achieve more traffic.

VI. New Business

A. Joint Labor Management Meeting

- a. Open enrollment will begin on September 30th and run through October 25th. Initially Kaiser was going to be going up around 7% next year. They have been seeing a loss of people enrolling in their plan and this was their way of making up the difference. They revised their thinking and will be coming in much lower than that original increase.

B. New Forensic Multimedia Examiner Classifications – Unit Designation

- a. Joe Wagstaff voiced his opinion against the addition of this group into SCALE. The remainder of the Board did not voice an objection.

- C. Open nominations for Board Positions – President, PD Office, park Ranger, Crime Lab & LESU starting September 1, 2019.
 - a. There were many nominations from the floor as follows:
 - i. Jeremy Pollard for Park Ranger Representative
 - ii. Jonathan Charron for Crime Lab Representative
 - iii. Randy Bickel for Union President
 - iv. Doniell Cummings for Members At Large
 - v. Corey Morgan for PD Office
 - b. Jeremy Zerbe stated that he will not accept a nomination for Union President.

- D. Special Election – SCALE Deputy Coroner Representative
 - a. This position has now been vacated, but we will be trying to fill this position during the regular election.

VIII. Adjournment

Time: 1315

Motion: Tanisha Batts

Second: Jesse Juarez

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, October 2, 2019***

***Public Defenders Office
700 H. St.
Sacramento, CA 95614
12PM***

- Call to Order
- I. Roll Call
- II. Approval of Minutes from Last Meeting (September 4, 2019)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. Bylaws Revisions Committee Meeting
 - d. Updates on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - e. Use of Force Legislation SB 230 and AB 392
 - f. PORAC LDF Increase Letter
 - g. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner
 - h. Nominations Results for Board Positions-President, PD Office, Park Ranger, Crime Lab & LESU
 - i. Special Election- Deputy Coroner & Supervisor Representatives
 - j. HSA Bank Fees
 - k. 2019 Hero Cup
- V. New Business
 - a. Membership Appreciation Christmas 2019
 - b. New President Transition into Office
 - c. LRIS Seminar Presentation-Grievances, Arbitration and Past Practices
 - d. LRIS Training Materials
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
October 2, 2019

Public Defenders Office
700 H St
Sacramento, CA 95614

Board Members In Attendance

Jeremy Zerbe	Jo Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez		Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Joe Hofmann (Mastagni)	(Goyette)	(Mastagni)
Hena Zafar	Miguel Barragan	Erica Calderon
Corey Morgan	Meagan Foster	Pat Kohles
	Mark Bardosh	

- I. The meeting was officially called to order at 1215 hours by Jeremy Zerbe. The meeting was held at the Public Defender's Office, 700 H St Sacramento, CA 95614.
- II. Roll Call
- III. Approval of minutes from 9/4/2019.
 - a. Motion: Jo Wagstaff
 - b. Second: Daniel Burke
 - c. Passed: Unanimous

IV. Treasurer's Report –

Accounts (9/30/19)

General Fund 6222	196,304.90
Legal Defense Fund 3903	82,826.49
PAC Fund 3911	20,918.79
Savings 7915	26,319.33
Wells Fargo Office Acct.	897.58
Debit Card Acct.	856.94
Total	328,124.03

Fidelity (8/31/19) **258,566.81**

Total Cash and Investments 586,690.84

Motion: Jonathan Charron
Second: Jeremy Pollard
Passed: Unanimous

V. Old Business

A. Movie Ticket Drawing Winners

- a. Aileen Burgos - DCSS
- b. James Luevano - Parks
- c. Patrick Drum - Parks
- d. Laura Galsi - DCSS

B. Board Training – Mastagni & Goyette

- a. PERB 2652 – Decided on June 26th. This decision basically states that if you are the subject to an investigation, the employee is entitled to receive adequate notice about the allegations against them. This will allow the employee to get representation in a timely fashion if desired.

C. Bylaws Revisions Committee Update

- a. These revisions are still being worked on. A discussion was had about allowing the vote to go for line by line changes in order to only have the contested changes needing to be held up versus the entire document.

- D. Update on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - a. This is currently being held at the desk and assembly and waiting to go to another committee.
 - b. A request to determine if the Defenders Office is in the 830 status
From what was discussed, this only excludes Peace Officers that are probation officers. This will go to a vote next year.

- E. Use of Force Legislation – SB230 and AB392

- a. SB230 – This has been signed.
- b. AB392 – This has also been signed.

Not aware of any current lawsuits regarding these at this point. SPOA Use Of Force legislation is correct under the new laws. Model should be mirrored from their language.

- F. PORAC LDF Increase Letter

- a. Jeremy has completed this letter and will be sent out to the affected membership shortly.

- G. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner

- a. We notified the County that we were interested in this class. UPE decided that they are not going to fight the placement of this group, and the process is now underway to add these classes to SCALE.

- H. Nomination Results for Board Positions – President, PD Office, park Ranger, Crime Lab & LESU

- a. All of the candidates for these positions are uncontested at this point.

- I. Special Election – Deputy Coroner & Supervisor Representatives

- a. An email was sent to those who would be able to fill these two positions on the Board to try and get a nominee for the positions.

- J. HSA Bank Fees

- a. Still no response from Optum.

K. 2019 Heroes Cup

- a. We had 13 people interested in this event.
- b. A motion was made the we provide up to 4 tickets per interested member, as well as provide Manuel Mejia 2 tickets.

Motion: Doniell Cummings

Second: Dan Burke

Passed: Unanimous

VI. New Business

A. Membership Appreciation Christmas 2019

- a. A motion was made to give \$50 check to each member as well as set up another Food Truck Event.

Motion: Jonathan Charron

Second: Doniell Cummings

Passed: Unanimous

- b. Jonathan has volunteered to head up the food truck organization.

B. New President Transition into Office

- a. Randy Bickel will be the new President.
- b. Jeremy will arrange to have time to assist Randy prior to the transition.

C. LRIS Seminar Presentation – Grievances, Arbitration and Past Practices

- a. Jonathan Charron, Jeremy Pollard, Tanisha Batts, and Doniell Cummings all attended this training.
- b. Doniell provided the Board with a summary of the information that was learned at this seminar.

D. LRIS Training Materials

- a. A new book regrading grievances, arbitration, and past practices was purchased at the seminar that will be stored at the SCALE office as an available reference.

E. Hope Gala

- a. This event will be on November 8th and tickets are \$175 per person. If anyone is interested in attending, inform the Board and a ticket purchase will be considered.

F. Use of Force policy

- a. In January, LEA need to post their Use of Force policy. Lexipol has a good example of this policy that is used by many LEA.
- b. A discussion was had regarding the need for the DA office and DHA to post this.

G. Fidelity

- a. Schwab announced that there will no longer be broker fees. This trend may be something to watch to see if others follow suit.

VII. Executive Session

VIII. Adjournment

Time: 1451

Motion: Tanisha Batts

Second: Jesse Juarez

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, November 6, 2019***

***SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670
12PM***

- Call to Order
- I. Roll Call
- II. Approval of Minutes from Last Meeting (October 2, 2019)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. Bylaws Revisions Committee Meeting
 - d. Updates on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - e. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner - Updates
 - f. Membership Appreciation Christmas 2019
 - g. SCALE App
- V. New Business
 - a.
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
November 6, 2019

SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez		Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Joe Hofmann (Mastagni)	(Goyette)	(Mastagni)

- I. The meeting was officially called to order at 1232 hours by Jeremy Zerbe. The meeting was held at SCALE office.
- II. Roll Call
- III. Approval of minutes from October 2, 2019.
 - a. Motion: Dan Burke
 - b. Second: Tanisha Batts
 - c. Passed: Unanimous
- IV. **Treasurer's Report –**
 - a. This item was read into the General Membership Session minutes. Here is a summary of those notes:

Accounts (10/31/19)

General Fund 6222	195,144.82
Legal Defense Fund 3903	82,829.98
PAC Fund 3911	20,919.32
Savings 7915	26,320.44
Wells Fargo Office Acct.	834.38

Debit Card Acct.

828.37

Total

326,877.31

Fidelity (8/31/19)

258,899.54

Total Cash and Investments 585,776.85

Motion: Jesse Juarez

Second: Tanisha Batts

Passed: Unanimous

V. Old Business

A. Movie Ticket Drawing Winners

- a. Kim Cranston-DCSS
- b. Jennifer Etzler- DCSS
- c. Annette Fucles- DA
- d. Morgan Burnham- DHA

B. Board Training – Mastagni & Goyette

- a. CA Fair Employment and Housing Act – Covers discrimination, new law AB9 will increase statute of limitations to 3 years and will go into effect 1/1/2020. It may not retroactive, however, any claim that has not expired will be extended to the 3-year period.

C. Bylaws Revisions Committee Update

- a. We are continuing to work on this item in January 2020.

D. Update on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso

- a. It is staying at the desk. There was a lot of conversation about a related bill.

E. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner

- a. Comps came in but SCALE will be seeking to discuss with the county.

F. Membership appreciation Christmas 2019

- a. November 15, 2019 will be the cut off to receive a Christmas check. Jonathan is handling the food truck. Jeremy is creating the Christmas insert.

G. SCALE App. Continued to December

VI. New Business

- A. Electric Vehicle Pilot Program
 - a. PD's office volunteered to participate. County has removed most of the tracking concerns but there is still some evaluations of driving habits. SCALE will seek a meet and confer.

- B. County Transportation Policy
 - a. SCALE and county will be meeting on Friday November 8 on this issue.

VII. Executive Session

VIII. Adjournment

Time: 1435
Motion: Doniell Cummings
Second: Jesse Juarez
Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, December 4, 2019***

***Crime Lab
4800 Broadway
Sacramento, CA 95820
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (October 2, 2019 & November 6, 2019)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets - Monthly Drawing
 - b. Board Training - Mastagni and Goyette
 - c. Bylaws Revisions Committee Meeting
 - d. Updates on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - e. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner - Updates
 - f. Membership Appreciation Christmas 2019
 - g. SCALE App
 - a. County Fleet Carma / Electronic Vehicle Sustainability Assessment (Public Defenders Office)
- V. New Business
 - a. Myers Stevens-Long Term Disability New Lower Rate- Safety Members
 - b. SCERS Contribution Rates Year 2020-2021 (Effective July 2020)
 - c. 2020 Board Meeting Locations
 - d. Dues Adjustments – LDF and LTD
 - e. Farwell to President Jeremy Zerbe
 - f. Welcome New President Elect Randy Bickel
- VI. Executive Session
- VII. Adjournment



SCALE

***Board Meeting Minutes
Wednesday, December 4, 2019***

***Crime Lab
4800 Broadway
Sacramento, CA 95820
12PM***

Board Members In Attendance

Jeremy Zerbe	Jo Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez		Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salve
Joe Hofmann (Mastagni)	(Goyette)	(Mastagni)

- I.** The meeting was officially called to order at 1338 hours by Jeremy Zerbe. The meeting was held at the Crime Laboratory, 4800 Broadway #200 Sacramento, CA 95820.
- II.** Roll Call
- III.** Approval of minutes from 10/2/2019.
 - a. Motion: Jo Wagstaff
 - b. Second: Doniell Cummings
 - c. Passed: Unanimous

IV. Treasurer's Report –

Accounts (11/30/19)

General Fund 6222	227,846.65
Legal Defense Fund 3903	63,202.62
PAC Fund 3911	20,919.82
Savings 7915	26,321.48
Wells Fargo Office Acct.	806.39
Debit Card Acct.	1038.13
Total	340,134.82

Fidelity (11/30/19) **258,831.19**

Total Cash and Investments 598,966.01

Motion: Jonathan Charron
Second: Tanisha Batts
Passed: Unanimous

V. Old Business

- A. Movie Ticket Drawing Winners
 - a. Teresa Castiglia – DA Office
 - b. Megan Bacchini – DA Office
 - c. Michael Steyer - DHA
 - d. Laura O'Reilly - PD

- B. Board Training – Mastagni & Goyette
 - a. Tabled until next meeting.

- C. Bylaws Revisions Committee Update
 - a. Covered in the General Session
 - b. The last meeting was in August. Almost finished with this task. Randy Bickel will take over Jeremy's role in the revision process. Some of the language is needed to be changed in response to new laws.

- D. Update on SB 416 (Presumptive Injuries) – Introduced by Senator Hueso
 - a. Covered in the General Session
 - b. This is still currently being held up and is not seeming like it will be killed. They are waiting for the next session to move forward.

- E. Forensic Multimedia Examiner I/II and Senior Forensic Multimedia Examiner - Updates
 - a. This was covered in the General Session
 - b. This classification is held in the DA's Office. There is no current plan that we are aware of to move them over to the laboratory. Initial comparisons seemed to be good for them, but some of the numbers used were not the right numbers. There is frustration that this has not been finalized but getting them the correct comps will be beneficial in the long run.

- F. Membership Appreciation Christmas 2019
 - a. The dates have all been set and the vouchers will be created by Jonathan and distributed by the reps at each location.

- G. SCALE App
 - a. Covered in General Session.
 - b. The app is still up and running with updates posted by Jeremy Pollard periodically. We need to engage more of the membership to get them to sign up and like the page.

- H. County Fleet Carma / Electronic Vehicle Sustainability Assessment (Public Defenders Office)
 - a. Covered in General Session.
 - b. This topic was discussed briefly to inform the Board of what this is.

VI. New Business

- A. Myers Stevens – Long Term Disability New Lower Rate – Safety members
 - a. Covered in General Session.
 - b. The plan rate went down. Notices will be sent out regarding this decrease.

- B. SCERS Contribution Rates Year 2020-2021 (Effective July 2020)
 - a. Covered in General Session.
 - b. The new rates are pretty flat. Tier 1 and 3 goes up slightly while tier 2 and 4 goes down for safety classes. Miscellaneous tier 1, 2, and 3 goes down while 4 and 5 goes up.
- C. 2020 Board Meeting Locations
 - a. We have decided to have the locations the same as last year at this point. Further discussion can occur to make changes if needed.
- D. Dues Adjustments – LDF and LTD
 - a. Jo motions to continue to cover this at the current rate up to June 2020 or until it is decided the coverage is to be changed.

Motion: Jo Wagstaff
Second: Jesse Juarez
Passed: Unanimous

- E. Farewell to President Jeremy Zerbe
 - a. Thank you to Jeremy Zerbe for his many years of service.
- F. Welcome New President Elect Randy Bickel
 - a. Welcome to Randy Bickel who is our new President Elect.
- G. Vice President Position
 - a. Jo has decided to resign as the Vice President effective immediately. She stated that she feels that it is important to have input from both different vantage points of sworn and non-sworn individuals in the Executive Board.
 - b. While she has stepped down as the Vice President, Jo will still continue to serve as the representative for the DA's Office.
- H. Negotiations Training
 - a. A training for Negotiations is being held in March. If you are interested in attending this training, let Linda know and the Board can decide later.

- I. New Member Brochures

- a. These need to be updated to reflect new Board members, as well as the Multimedia examiners.
- J. APIC – Lunar New Year Luncheon
- a. A motion was made to purchase a table of tickets (10 tickets) for this event.

Motion: Dan Burke
Second: Tanisha Batts
Passed: Unanimous

VII. Executive Session

VIII. Adjournment

Time: 1518
Motion: Doniell Cummings
Second: Tanisha Batts
Passed: Unanimous



SCALE

***General Membership Meeting Agenda
Wednesday, December 4, 2019***

***Crime Lab
4800 Broadway
Sacramento, CA 95820
12 PM***

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (September 4, 2019)
- IV. Treasurer's Report
- V. Old Business
 - a. Bylaw Revision Committee – August 30, 2019
 - b. Police Officer On-Duty Injury Presumptions – SB 416 Update
 - c. New Forensic Multimedia Examiner Classifications-Unit Designation
 - d. SCALE Facebook Page
 - e. SCALE App
 - f. County Transportation Policy
- VI. New Business
 - a. County Fleet Carma / Electronic Vehicle Sustainability Assessment (Public Defenders Office)
 - b. SCERS Contribution Rates Year 2020-2021 (Effective July 2020)
 - c. Myers-Stevens & Toohey - LTD New Lower Rate
 - d. Farwell to President Jeremy Zerbe
 - e. Welcome New President Elect Randy Bickel
- VII. Adjournment



SCALE

**General Membership Meeting Minutes
Wednesday, December 4, 2019**

**Crime Lab
4800 Broadway
Sacramento, CA 95820
12PM**

Board Members In Attendance

Jeremy Zerbe	Jo Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Batts
Jesse Juarez		Jeremy Pollard

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Isaac Eaquinto	Catherine Currier
Desiree Dudley	Randy Bickel	Kristine Myhre
Joy Viray	Stephanie James	Jose Flores
Alejandro Rubio	Michelle Chao	Patrick Jacobs
Megan Wood	Danielle Gray	Jesse Juarez
Manuel Mejia	Mike Toms	Craig Triebold
Corey Morgan		Sam Zamora

- I.** The meeting was officially called to order at 1239 hours by Jeremy Zerbe. The meeting was held at the Crime Laboratory, 4800 Broadway #200 Sacramento, CA 95820.
- II.** Roll Call
- III.** Approval of minutes from 9/4/2019.
 - a. Motion: Doniell Cummings
 - b. Second: Jo Wagstaff
 - c. Passed: Unanimous

IV. Treasurer's Report –

Accounts (11/30/19)

General Fund 6222	227,846.65
Legal Defense Fund 3903	63,202.62
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Fidelity (11/30/19)

258,831.19

Total Cash and Investments 598,966.01

Motion: Jonathan Charron
Second: Tanisha Batts
Passed: Unanimous

V. Old Business

- A. Bylaws Revisions Committee Update – August 30, 2019
 - a. The last meeting was in August. Almost finished with this task. Randy Bickel will take over Jeremy's role in the revision process. Some of the language is needed to be changed in response to new laws.
- B. Police Officer On-Duty Injury Presumptions – SB 416 Update
 - a. This is still currently being held up and is not seeming like it will be killed. They are waiting for the next session to move forward.
- C. New Forensic Multimedia Examiner Classifications – Unit Designation
 - a. This classification is held in the DA's Office. There is no current plan that we are aware of to move them over to the laboratory. Initial comparisons seemed to be good for them, but some of the numbers used were not the right numbers. There is frustration that this has not been finalized, but getting them the correct comps will be beneficial in the long run.

D. SCALE Facebook Page

- a. The app is still up and running with updates posted by Jeremy Pollard periodically. We need to engage more of the membership to get them to sign up and like the page.

E. SCALE App

- a. This is still being worked on by Jeremy Pollard. There is a lot of potential for this app once it is complete and ready to use.

F. County Transportation Policy

- a. This policy affects people with take home cars. When the County decided to change some of the details within the policy, they triggered a need for more meet and confers.

VI. New Business

A. County Fleet Carma / Electronic Vehicle Sustainability Assessment (Public Defenders Office)

- a. This topic was discussed briefly to inform the Board of what this is.

B. SCERS Contribution Rates Year 2020-2021 (Effective July 2020)

- a. The new rates are pretty flat. Tier 1 and 3 goes up slightly while tier 2 and 4 goes down for safety classes. Miscellaneous tier 1, 2, and 3 goes down while 4 and 5 goes up.

C. Myers-Stevens & Toohey – LTD New Lower Rate

- a. The plan rate went down. Notices will be sent out regarding this decrease.

D. Farewell to President Jeremy Zerbe

- a. Thank you to Jeremy Zerbe for his many years of service.

E. Welcome New President Elect Randy Bickel

- a. Welcome to Randy Bickel who is our new President Elect.

VIII. Adjournment

Time: 1327

Motion: Tanisha Batts

Second: Dan Burke

Passed: Unanimous

